

In The Matter Of:
GEORGIA STATE ASSOCIATION OF LETTER CARRIERS
95TH BIENNIAL CONVENTION

TRANSCRIPT OF PROCEEDINGS
Vol. 1
June 10, 2016



JPA REPORTING, LLC

CERTIFIED COURT REPORTERS

1776 PEACHTREE STREET, N.W.
SUITE 230-S
ATLANTA, GEORGIA 30309
404-853-1811
1-888-947-2963

Original File 0610LetterCarriersAssoc16.txt
Min-U-Script® with Word Index

Page 1

GEORGIA STATE ASSOCIATION OF LETTER CARRIERS
95TH BIENNIAL CONVENTION

TRANSCRIPT OF PROCEEDINGS

Friday, June 10, 2016
9:00 a.m.

Hilton Atlanta Airport
1031 Virginia Avenue
Atlanta, Georgia

Linda C. Ruggeri, CCR-A-261

Page 3

[1] **PRESIDENT GRIGGS:** Good morning.
[2] **AUDIENCE:** Good morning.
[3] **PRESIDENT GRIGGS:** Welcome to the Georgia
[4] State Association 95th Biennial Convention.
[5] Did you all enjoy the cookout on
[6] yesterday?
[7] **AUDIENCE:** Yes.
[8] **PRESIDENT GRIGGS:** They had a wonderful
[9] spread out there, Linus Catering. They really did an
[10] outstanding job.
[11] We're going to start the convention. In
[12] the meantime I'm going to turn it over to Branch 73
[13] president Eric Sloan.
[14] (Applause.)
[15] **BROTHER SLOAN:** Good morning.
[16] **AUDIENCE:** Good morning.
[17] **BROTHER SLOAN:** Reverend Cameron, will you
[18] come up, please.
[19] Reverend Cameron will be leading us this
[20] morning in the prayer and invocation.
[21] **REVEREND CAMERON:** Good morning.
[22] **AUDIENCE:** Good morning.
[23] **REVEREND CAMERON:** My name is Reverend
[24] James Cameron; and you know who you are, so you're
[25] officially introduced.

Page 2

TABLE OF CONTENTS

	PAGE
Welcome - Eric Sloan	4
Councilman Tracey Wyatt	7
Charles Clark, AFL-CIO Regional Director	16
Kenneth R. Gibbs, Jr., NALC National Business Agent, Region 9	36
Charles Windham	37
Nicole Rhine, NALC Secretary-Treasurer	39
Preliminary Credentials Committee Report	42
Roll Call of Officers	44
Veterans Program	53
Kenneth R. Gibbs, Jr., NALC National Business Agent, Region 9	62
Nicole Rhine, NALC Secretary-Treasurer	84
Muscular Dystrophy Association	141
Royal E. Smith Scholarship Fund	151
Nomination of Officers	172
- - -	

Page 4

[1] (Invocation by Reverend James Cameron.)
[2] **BROTHER SLOAN:** We will now hear the
[3] National Anthem by Brother Roland Clark.
[4] (National Anthem by Brother Roland Clark.)
[5] (Applause.)
[6] **BROTHER SLOAN:** We will now have former
[7] president Robert Henderson come up and do the Pledge
[8] of Allegiance.
[9] (Applause.)
[10] (Pledge of Allegiance by Brother
[11] Robert Henderson.)
[12] (Applause.)
[13] **BROTHER SLOAN:** Good morning. Good
[14] morning, everyone.
[15] **AUDIENCE:** Good morning.
[16] **BROTHER SLOAN:** As president of Branch 73,
[17] I want to firstly welcome you to our Georgia state
[18] convention. I've got a little welcoming speech that I
[19] wrote, and it reads as follows: As president of the
[20] NALC Branch 73, your host, I would like to welcome you
[21] all to what we affectionately call Hotlanta.
[22] As we embark upon another state
[23] convention, new journey, new direction, and new
[24] dimensions for our family, meaning the membership, I
[25] believe each and every one of us as a collective

Page 5

[1] community are much stronger unified than we are apart;
[2] and we must all continue to seek and fight for what is
[3] right, not only within our own union family but for
[4] other unions and within the Postal Service as well.
[5] We should share this time for teaching, learning,
[6] fellowship, and garner an understanding of what we as
[7] a union need or what we can attain by being united and
[8] working together.
[9] It is the responsibility of each of us to
[10] put forth the effort to truly make a difference. As
[11] the leadership around the country, we are also duly
[12] tasked to energize our home base. We must lead by
[13] example as a nexus to our human nation that in order
[14] to acquire what we want and deserve we must stand
[15] strong, stand united, and continue to build a strong
[16] and more solid foundation and growing our membership.
[17] During this time we are all here together,
[18] let's openly discuss those legitimate issues many
[19] speak about but rarely address. Let's put forth that
[20] endurance and fortitude needed in making our family
[21] stronger. For the service of our members, I must
[22] implore each of you to commit to your respective
[23] branches of doing what is necessary and right for our
[24] family, that is, the union.
[25] Again, welcome to Atlanta and enjoy the

Page 6

[1] state convention. And as we embark upon another
[2] motivating and enthusiastic and exciting family
[3] gathering, let me once again extend my hand to each of
[4] you. Please feel free to call upon me or any member
[5] or delegate of NALC Branch 73 to assist you in making
[6] this one of the most memorable events of the year.
[7] You are here in our home, and there are no strangers
[8] in our house. Please relax, enjoy, and continue the
[9] fellowship as we all experience this wonderful journey
[10] together.
[11] Sincerely, Eric O. Sloan, President,
[12] NALC Branch 73.
[13] (Applause.)
[14] **BROTHER SLOAN:** Now I want to take a
[15] minute to thank a whole lot. I'm going to introduce
[16] the committee members, but I've got a special guest
[17] who helped make the picnic -- a lot of you attended
[18] the picnic yesterday. I've got a special guest. I
[19] want to introduce the person in conjunction with State
[20] President Griggs who made this happen yesterday. I
[21] want to introduce a city councilman from College Park,
[22] Ward III, Tracey Wyatt.
[23] (Applause.)
[24] **BROTHER SLOAN:** Not only did Mr. Wyatt --
[25] he's one of us. He's a letter carrier; and he always

Page 7

[1] reaches out to help the membership, give us what we
[2] need. It's not too many times that you find a person
[3] as dedicated and committed as he is. He's been
[4] instrumental from day one when we reached out to him.
[5] But, you know, what touched me yesterday the short
[6] time I had to meet up with him, I come out and I see
[7] the city councilman, he's out there directing traffic,
[8] moving the cone. You know, he's out there working.
[9] He's out there working. He's not, you know, just
[10] giving instructions or he's not on the cell phone off
[11] somewhere. He actually took the time to come and sit
[12] and be a part of what we was all about.
[13] So, again, I want to introduce Tracey
[14] Wyatt.
[15] (Applause.)
[16] **COUNCILMAN WYATT:** Good morning.
[17] **AUDIENCE:** Good morning.
[18] **COUNCILMAN WYATT:** I certainly want to
[19] welcome you to Atlanta. Thank you, Mr. President.
[20] I can assure you as an elected official
[21] you find it a lot different sitting up here than you
[22] do sitting out there. So I wish you all the luck, and
[23] I would certainly hope that the membership of
[24] Branch 73 in Atlanta get behind you and help move
[25] these unions forward because no one person is bigger

Page 8

[1] than this union. And so I would just urge you to work
[2] with our president.
[3] As a young city councilman some 12 years
[4] ago, I thought I knew everything; but when I got in
[5] the city, I found out I didn't know anything. So I
[6] encourage you to help him out, give him new ideas and
[7] suggestions; and, you know, at the end of the day, the
[8] will of the people have spoken. And if you are a true
[9] member and you care about this union, I'll ask that
[10] you support him and let's move this train forward.
[11] So our past president, Mr. Hollywood
[12] Henderson, thank you very much. I spent most of my
[13] 30 years under him. I just want to let you know, I've
[14] got 317 days left and I'm done.
[15] (Applause.)
[16] **COUNCILMAN WYATT:** Well, if I had known
[17] that he was going to be here, I would have had him
[18] call East Point and tell them to take my route. See,
[19] I've got to get back and get my route. They've been
[20] waiting on me, so I'm going to be brief.
[21] But, really, welcome and we did have a
[22] great time at the picnic. Thank all of you who came.
[23] And for those of you who didn't have an opportunity to
[24] come, I assure you you missed a grand time here in
[25] Atlanta.

Page 9

[1] And so I just want to say as a 30-year
[2] member, 30-plus-year member, that I really appreciate
[3] what the Post Office has done for me. I have never
[4] been hungry since I went to work for the Post Office,
[5] I have never got sent outdoors, I have always had a
[6] car to drive, and I have always been able to buy a
[7] suit or two. So I will leave the Post Office with no
[8] regrets and certainly a lot of thanks and gratitude.
[9] But it's time for me to go. I'm old school and I'm
[10] getting old and I just don't adapt well very much
[11] anymore, all this scanning stuff and, you know, if
[12] you're on the wrong side of street, the scan just do
[13] something. I don't know. But I don't understand how
[14] you can invest \$100 million on something that letter
[15] carriers got to make work right. I don't get it. But
[16] that's another story.
[17] I'd just certainly like anything we can do
[18] for you while you're here at your stay, please feel
[19] free, and I mean that -- like I said, great time
[20] yesterday. I stayed out there all day, and they even
[21] gave me a to-go plate. I told them I was begging for
[22] some food to go. I said, hey, I ain't got no kitchen
[23] mechanics at home. Somebody please give me some food
[24] for tomorrow.
[25] So thank you all, Mr. President, once

Page 10

[1] again, Mr. Past President. It's certainly been an
[2] honor. He said he plays golf. He's been talking
[3] about golf. So I'm just going to let him know, I left
[4] his name at the golf course. Anytime he want to go
[5] play golf in College Park, he's welcome to go play
[6] golf in College Park.
[7] (Applause.)
[8] **BROTHER SLOAN:** Thank you,
[9] Councilman Wyatt. That's a hard speech to follow.
[10] Speaking of golf, Mr. Turner, would you
[11] come up and brief the membership about the golf
[12] tournament from yesterday.
[13] (Golf tournament results announced.)
[14] (Applause.)
[15] **BROTHER SLOAN:** I want to take a minute to
[16] introduce the State Convention Committee. You know,
[17] like Councilman Wyatt said, since taking over the
[18] office, Branch 73, we've been rolling, MDA, COP,
[19] retirement banquet, food drive. And we just finished
[20] and this is kind of like the climax with the state
[21] convention. So I want to thank a lot of you all
[22] sitting out there in the membership that have called
[23] me and provided me guidance and given me input with
[24] this. Again, the Branch couldn't pull this off
[25] without all the help that went in behind the scenes.

Page 11

[1] I'm going to call the following members'
[2] names, and I want them to stand and be recognized:
[3] Donna Dobbs, Stephanie Matthews, Gladys Rainey, John
[4] Goosby, Portia Lamar, Cornelia Horton, Coley Greene,
[5] Carl Davis, Miriam Hunter, Cynthia Williams, Angela
[6] Dunn, Constance Boulware, Karl Gray, Zipporah White,
[7] and Ron Howard. These are the NALC Branch 73 State
[8] Convention Committee, and I want you all to give them
[9] a hand.
[10] (Applause.)
[11] **BROTHER SLOAN:** Like I said, I hope
[12] yesterday was a start. I hope everybody enjoyed the
[13] picnic, enjoyed the shuttle to and from, the road
[14] shuttle, and I hope you enjoyed the hospitality room
[15] last night.
[16] At this point in time I want to say in
[17] closing, again, like I said earlier, we have no
[18] strangers at our house. We are honored to host this
[19] event, and we are honored to have you here. And if
[20] you need any assistance with anything, directions or
[21] anything, reach out to any member delegate from
[22] Branch 73; and I'm sure that they'll be more than
[23] happy to help you.
[24] I'm going to turn it back over to State
[25] President Griggs. Thank you.

Page 12

[1] (Applause.)
[2] **PRESIDENT GRIGGS:** Let's get some
[3] housekeeping in order. Cell phones, vibration,
[4] silent, or you can turn them off. Violation will be
[5] \$5 to MDA or either Letter Carriers Political Fund.
[6] When you address the convention, please
[7] come to the mike, branch number and your name.
[8] All cell phones silent? Very good.
[9] Brother Banks, that was yours, wasn't it?
[10] **UNIDENTIFIED SPEAKER:** I was turning it
[11] off.
[12] **BROTHER BANKS:** No, sir.
[13] **PRESIDENT GRIGGS:** Whose was it? Somebody
[14] is going to lose \$5. Nobody going to own up to it?
[15] **UNIDENTIFIED SPEAKERS:** They were turning
[16] it off.
[17] **PRESIDENT GRIGGS:** Oh, you were turning it
[18] off, okay. That will do it. That's good.
[19] Before we really get into it, I first want
[20] to recognize our guests this morning. And we're going
[21] to start with our national secretary-treasurer, Nicole
[22] Rhine.
[23] **SISTER RHINE:** Hi, everybody.
[24] (Applause.)
[25] **PRESIDENT GRIGGS:** And of course our

Page 13

[1] national business agent, Mr. Kenny Gibbs.
[2] (Applause.)
[3] **PRESIDENT GRIGGS:** I see our former
[4] business agent, Wayne White, he stepped back out.
[5] (Applause.)
[6] **PRESIDENT GRIGGS:** Also, we have coming
[7] down from Washington the former RRA executive
[8] assistant to the president, Paul Barner. And, Greg, I
[9] don't know what your position is now; but Greg is also
[10] in Washington, former president of 1119, Marietta.
[11] (Applause.)
[12] **PRESIDENT GRIGGS:** Chuck Windham, former
[13] RRA out of the business agent office.
[14] (Applause.)
[15] **PRESIDENT GRIGGS:** We're going to have an
[16] exciting convention, I'm sure. Brother Eric had some
[17] other speakers that because of conflicts couldn't be
[18] here, but we do have a video from Congressman Hank
[19] Johnson that -- I invited a lot of politicians. Of
[20] course, they all come up with an excuse, especially
[21] those on the Republican side, as to why they couldn't
[22] come and address letter carriers. But isn't it
[23] strange that even though they don't want to address
[24] the letter carriers they want your vote.
[25] I said that to say this, that regardless

Page 14

[1] of whether Republican or Democrat, if they're not for
[2] letter carrier issues, if they're not going to be
[3] supportive of things that affect you and your
[4] livelihood, then you need to think twice when you go
[5] behind that curtain. Just because you are a
[6] registered Republican and your Republican
[7] representative does not support you in the issue that
[8] could affect your family, you ought to think twice.
[9] (Video from Congressman Hank Johnson
[10] played.)
[11] (Applause.)
[12] **PRESIDENT GRIGGS:** Even though Congressman
[13] Johnson couldn't be here, he did think enough of
[14] letter carriers to at least send a video to express
[15] his support for letter carriers, and for that we're
[16] grateful.
[17] (Applause.)
[18] **PRESIDENT GRIGGS:** The others that I
[19] invited, even though they couldn't be here, they
[20] didn't think enough even to send a representative; so
[21] we can just remember that when you go behind those
[22] curtains to cast your vote.
[23] If you would notice in your program, you
[24] will notice that there is not an article or report,
[25] rather, from Executive Board Member Tiawanna Jackson.

Page 15

[1] The printer had a lot of issues this year for whatever
[2] reason, and we will be addressing that. They left her
[3] report out. But I do have some here, and we will get
[4] them passed out to you. We would be remiss if we did
[5] not make sure that you saw a copy of her report, so we
[6] do have it here.
[7] I'm excited to introduce our next speaker.
[8] I believe it was last August at Central Labor Council
[9] in Macon when the AFL-CIO was considering the dues
[10] structure; and Charlie Flemming and Yvonne Robinson
[11] and our speaker here, we met in Macon at Central Labor
[12] Council to discuss those proposed changes. In October
[13] at the state convention, the Georgia AFL-CIO
[14] convention, he was the guest speaker; and I was
[15] mesmerized how he spoke about labor. As a matter of
[16] fact, when Brother Alston and Tim McCray and I left
[17] and after he finished, we thought we had been in
[18] church. And I assure you this morning that he will
[19] speak so powerful that you will give him your
[20] undivided attention, dynamic speaker.
[21] But most of all as I listened at the words
[22] that came out of his mouth to let me know that not
[23] only was he a dynamic speaker but he was a child of
[24] God, and that drew me closer to him, and I said he has
[25] to be our speaker here this morning. I reached out to

Page 16

[1] him, and without hesitation he agreed to come.
[2] So we're going to welcome him because he
[3] does have to go out of town and I said I'd get you on
[4] as quickly as possible. And I gave him a time frame,
[5] but then I said you take as much time as you need
[6] because I want the delegates here to hear what you
[7] have to say.
[8] Without further ado, I introduce Brother
[9] Charles Clark, the regional director of the national
[10] AFL-CIO.
[11] (Applause.)
[12] **PRESIDENT GRIGGS:** He said now he's afraid
[13] to speak. I doubt that very seriously.
[14] **BROTHER CLARK:** Isn't it strange how
[15] princes and kings and clowns that capper in sawdust
[16] rings and common people like you and me are builders
[17] of eternity. To each is given a bag of tools, a
[18] shapeless mass, and a list of rules. And each must
[19] fashion, ere life is flown, a stumbling block or a
[20] stepping stone.
[21] Good morning.
[22] **AUDIENCE:** Good morning.
[23] **BROTHER CLARK:** Let me just say I am
[24] really grateful to have this opportunity to be here
[25] this morning. I never take it lightly when you get

Page 17

[1] asked to come and speak. And he said I quickly said
[2] yes, but he don't know the dynamics that went behind
[3] that.
[4] There's a young lady in the office who
[5] tries to keep me straight. And when she told me about
[6] it, I said yes. But then I discovered that I had to
[7] be in Florida, in Orlando, at 1:00 today. So I said,
[8] Teresa, I can't do it. She said, yes, you can. And I
[9] don't know how much they've been talking, but all I
[10] know is she pulled some strings to get me here this
[11] morning and a flight out at 12:00 to get to Orlando by
[12] 1:26. So special kudos to my administrative assistant
[13] who is excellent in keeping the whole region together,
[14] Teresa Smith.
[15] You all turn around. And thank you,
[16] Teresa.
[17] (Applause.)
[18] **BROTHER CLARK:** Let me also thank
[19] Mr. Griggs for this opportunity. I met him and
[20] several other letter carriers at the Georgia
[21] convention, as he said, in Macon. And I really want
[22] to -- I appreciate the opportunity.
[23] I'm scared. See what happens when the
[24] person who introduced you speaks better than the
[25] person speaking. Have y'all ever been aware where the

Page 18

[1] person got up and introduced and just set the stage
[2] dynamically and your expectation was so high. You're
[3] the person who came up didn't measure up.
[4] Well, that's what this brother did today,
[5] so at the end of this message you all might be
[6] clapping, but it's because of the introduction that he
[7] gave me.
[8] I certainly want to recognize the national
[9] secretary-treasurer, the national business agent. I
[10] actually went on you all's website and saw his photo
[11] of this distinguished brother. So I want to recognize
[12] him and all of the national officers who are here and
[13] to all of you all, to all of the local leaders because
[14] I know these type conventions can't come together
[15] except local committees and local folks put it
[16] together. So thank you all.
[17] Now, let me hasten to what I have to say
[18] today; and also let me just warn you all, I am a
[19] preacher.
[20] (Applause.)
[21] **BROTHER CLARK:** And I warn you because
[22] sometimes we have a hard time falling within a time
[23] frame. But I'm going to work with it. And then we
[24] also say that for preachers, especially in the African
[25] American church, if you want us to go on and move --

Page 19

[1] (Audience crosstalking.)
[2] **BROTHER CLARK:** -- you see, if we don't
[3] get to amen, it means that you don't really understand
[4] what we're saying; and so we keep trying to go over
[5] it, around it, or through it, do it again. Surely you
[6] all are going to get it. But an amen says I got it,
[7] Preacher, I got it.
[8] **AUDIENCE:** Amen, amen.
[9] **BROTHER CLARK:** It always scares me when I
[10] tell folks that because you always have those folks in
[11] the crowd who want you to sit down right then, so they
[12] start hollering amen.
[13] But let me just say this morning that I
[14] come to speak from my heart. I come to say to you all
[15] today that I'm proud to be union. And every time I
[16] get up in the past couple of years that I've been in
[17] this particular position, I tell everybody I'm proud
[18] to be union.
[19] I grew up in a household where we didn't
[20] know anything about unions. I went to Panama City,
[21] Florida, and went to work for the telephone company.
[22] And I joined the union because folks in my workplace
[23] said you're going to join the union. But after
[24] getting in the union and understanding what we do and
[25] how we work for working families, I hold my chest up

Page 20

[1] to say I'm union.
[2] I get on a plane sometimes and you've
[3] always got Corporate America on the planes or lawyers
[4] or CEOs; and they talk about, you know, their job.
[5] And I said, well, let me tell you about my job because
[6] the greatest job is to serve people. The greatest
[7] job, whether it's through the church -- I tell my
[8] folks at church, there's a direct correlation between
[9] unionism and my Christianity. You see, Jesus talked
[10] about helping the least of these. And when you look
[11] at the mission of unions, our mission is to help
[12] working families. So I'm proud. I'm proud to be
[13] union.
[14] In 1963 Dr. Martin Luther King, Jr.,
[15] delivered one of the most memorable speeches in U.S.
[16] history. It was given on the steps of the Lincoln
[17] Memorial in Washington, D.C. where nearly a quarter of
[18] a million people gathered for a march for jobs and
[19] freedom, to urge Congress and President John F.
[20] Kennedy to pass a national civil rights bill. The
[21] speech has been remembered as the I Have a Dream
[22] speech.
[23] The first half of the speech paints a
[24] picture of a seething American nightmare of racial
[25] injustice. It called for action in a series of themed

Page 21

[1] paragraphs. The first sentence of the first paragraph
[2] starts off like this: We have also come to this
[3] hallowed spot to remind America of the fierce urgency
[4] of now, that this is no time to engage in the luxury
[5] of cooling off or to take the tranquilizing drug of
[6] gradualism. Now is the time to make real the promises
[7] of democracy. Now is the time to rise from the dark
[8] and desolate valley of segregation to the sunny path
[9] of racial justice. Now is the time to open the doors
[10] of opportunity to all of God's children. Now is the
[11] time to lift our nation from the quicksands of racial
[12] injustice to the solid rock of brotherhood. Now is
[13] the time to make justice a reality for all of God's
[14] children.
[15] That's what I want to talk about this
[16] morning. I want to talk about the fierce urgency of
[17] now. The fierce urgency of now. Fierce, fierce,
[18] indicating or displaying an intense and ferocious
[19] aggressiveness. Urgency, which means very important
[20] and requiring a swift or speedy action. Now speaks to
[21] a current crisis, struggle, problem, challenge that's
[22] imminent to date.
[23] Dr. King was calling for urgent action to
[24] deal with important current issues today. It required
[25] deliberate speed driven by an unwavering intensity

Page 22

[1] that can't wait until tomorrow.
[2] Now, here's the heart of the message this
[3] morning. I believe the labor movement is in the
[4] fierce urgency of now, a state of crisis that is
[5] calling for immediate action yesterday. It's
[6] ferocious, it is super important, and we can't wait
[7] until tomorrow. We can't continue to do business as
[8] usual. Operating like we did twenty, ten, five, or
[9] one year ago is unacceptable. Not only is it
[10] unacceptable to stopping the bleeding but striving as
[11] a movement for working families. Having the same
[12] meetings, same functions, same strategies, same
[13] committees, same parties, same allies, same
[14] tournament, same mess that got us in this mess will
[15] not produce the desired results. The wind of a storm
[16] is blowing, and we think somebody turned on a fan.
[17] It's not a drill. This is the real thing.
[18] National Association of Letter Carriers,
[19] the handwriting is on the wall. If you do what you've
[20] always done, you get what you've always got. If
[21] you're satisfied with where you are, keep doing what
[22] you've been doing. If you don't want change, if you
[23] don't want to move, stay where you are. If you don't
[24] want something different, if you don't look for
[25] something new, creative, then keep doing what you're

Page 23

[1] doing.
[2] But I submit that we need to be looking at
[3] new creative ways of operating. We've got to look at
[4] how do we build leverage for this union, how do we
[5] build power for this union.
[6] The U.S. Army, there was a supply unit in
[7] Panama City, Florida; and it had a slogan that said
[8] nothing happens until something moves. Letters could
[9] never make it to its destination until letter carriers
[10] move. Now is the time for each of us to look at new
[11] ways of gaining power. If you want change, officers,
[12] stewards, activists, members, you've got to get off of
[13] your apathetic posterior and do something.
[14] (Applause.)
[15] **BROTHER CLARK:** There is the fierce
[16] urgency of now.
[17] What's causing this fierce urgency of now?
[18] Let me just articulate a little bit on a few things.
[19] One is the decline in union membership. There's a
[20] direct correlation between membership and growth in
[21] wages, growth in the economy. As union membership has
[22] declined, so has wages declined. The economy has
[23] declined, and so membership has declined.
[24] I mean, the union density right now,
[25] according to the 2015 Bureau of Labor statistics, is

Page 24

[1] 11.1 percent. At one point we were thriving at
[2] 35 percent. The private sector is organized at
[3] 6.7 percent. And if it wasn't for the public sector
[4] union who are at about 35 percent, we really would be
[5] in trouble.
[6] So every day we're losing numbers. Look
[7] at your association. How many members have you lost
[8] in the last ten, fifteen years? Unless we do
[9] something to gain membership, we find ourself on a
[10] slippery slope that's headed downward.
[11] What's causing this fierce urgency of now?
[12] We're getting our clocks cleaned. ALEC, the Koch
[13] brothers, the right-wing think tanks, and corporations
[14] are introducing damaging legislation all across the
[15] country, particularly in the South, policies and
[16] procedures designed to take unions out, one purpose,
[17] to take out unions. They know that we are the last
[18] bastion of hope for working families. And if they can
[19] knock you off, if they can knock us off, then they
[20] have free rein to do what they want.
[21] There's a legislative fight that has been
[22] taking place in the South that caught my attention.
[23] One such legislation was they introduced legislation
[24] to stop unions from having dues deduction. And I went
[25] to Louisiana where it was introduced in Louisiana, and

[1] the representative who introduced it got on the floor
[2] and says this is just for unions. United Way, other
[3] organizations can continue to have their dues taken
[4] out of the paycheck; but we just want to stop it for
[5] unions. Texas, it was introduced. Oklahoma, it was
[6] introduced. In Louisiana it was defeated. It got out
[7] of committee and was defeated on the floor. In Texas
[8] they defeated it in committee. And in Oklahoma it
[9] passed.

[10] Then there was legislation in several key
[11] states, like Mississippi and Alabama and right here in
[12] Georgia, where they wanted to prohibit protesting and
[13] picketing of any kind outside of businesses and
[14] corporations. I mean, that's what we do. Little by
[15] little every session they're doing stuff to try to
[16] take us out.

[17] The right-to-work, primarily the whole
[18] South are right-to-work states. The one state in my
[19] region -- and I have 13 states. The one state that's
[20] not right-to-work is Kentucky. And they've been
[21] introducing it every year, trying to get right-to-work
[22] in Kentucky.

[23] In '14 they lost out, so they did
[24] something very interesting. December, right around
[25] Christmastime, they started introducing right-to-work

[1] politicians who are going on television and social
[2] media decrying organizing campaigns that unions have
[3] like Nikki Haley in South Carolina, everything they
[4] can do.

[5] Look at the trade bills, TPP, all of these
[6] trade bills. They're not supportive of working
[7] families. They're looking out for corporations and
[8] big business. So they're trying to take us out.

[9] We suffered major defeats in Wisconsin,
[10] Indiana, Michigan, states that were once union
[11] powerhouses. Over two years ago we lost a Supreme
[12] Court case called the Harris/Quinn case where home
[13] care workers in Illinois sued to keep from paying fair
[14] share to the union that collectively bargained for all
[15] employees. And this had a significant impact on
[16] public sector unions.

[17] This year, we were nervous, Brother Gibbs.
[18] We were nervous about another case, the Friedrichs
[19] case. And I'm sure many of you may have heard about
[20] it. But it was a case in California that was
[21] challenging this whole notion of fair share. And we
[22] were nervous that we were going to lose that Supreme
[23] Court case five to four. I'm trying to figure out how
[24] to phrase this next statement. But the Lord moves in
[25] mysterious ways.

[1] ordinances in counties, not in the statehouse, but in
[2] counties, never done before, looking for backdoor ways
[3] to knock us off.

[4] So the strategy was for 22 counties to
[5] introduce this ordinance for right-to-work, and then
[6] they were going to put pressure on the state
[7] legislature to pass it statewide. And, of course, we
[8] filed a suit along with several other unions saying
[9] that it is not in the purview of counties to pass
[10] those ordinance. That's a state function. And we
[11] actually prevailed in that case. But I'm trying to
[12] show you, they're looking for ways to knock you off.
[13] There's a right-to-work constitutional amendment.
[14] Now, we already have the right-to-work legislation in
[15] the state.

[16] As if this is not bad enough, Virginia
[17] lawmakers have an amendment on right-to-work where
[18] they're putting it to the voters to put it as an
[19] amendment, meaning that it takes a certain amount,
[20] like three-fourths, in order to get rid of
[21] right-to-work. They're trying to fix it where it's
[22] hard to get rid of -- even if you flip the
[23] legislature, you still couldn't get rid of it.

[24] Alabama amendments, they're doing
[25] everything they can to get us. You got governors and

[1] (Applause.)

[2] **BROTHER CLARK:** All right. I'm just
[3] trying to figure out how to be politically correct.

[4] God does some stuff. Sometimes we don't
[5] understand it. And we were nervous about Friedrichs.
[6] But when Scalia passed -- God rest his soul -- we were
[7] right, four to four. It end up being four to four.
[8] And Scalia definitely was going to be that fifth vote.
[9] But on a four-to-four tie, it bounced back to the
[10] Court of Appeals.

[11] And let me just tell you how the Lord
[12] works. They wanted to get this case to the Supreme
[13] Court so quick until they asked the Court of Appeals
[14] to rule in favor of unions so they could appeal it
[15] very quick to the Supreme Court because the Supreme
[16] Court had already telegraphed that they had a problem
[17] with this fair share. So they asked the Court of
[18] Appeals to rule in favor of unions, we'll appeal it,
[19] it will go to the Supreme Court, and we'll knock it
[20] off.

[21] Well, when Scalia passed, four-to-four
[22] tie, then it knocked back to what the Court of Appeals
[23] ruling was. And guess what that was, in favor of
[24] unions.

[25] (Applause.)

Page 29

[1] **BROTHER CLARK:** See, I contend that God is
[2] on the side of the right to win.
[3] (Audience crosstalking.)
[4] **BROTHER CLARK:** We are under attack, and
[5] we have to do something. Every affiliate, every CLC,
[6] every state fed, the national AFL-CIO, all of us got
[7] to look at where we are. We got to change our modus
[8] operandi.
[9] Let me tell you a story. An old man --
[10] y'all know we love to tell stories.
[11] (Laughter.)
[12] **BROTHER CLARK:** An old man went to the
[13] doctor complaining that his wife could barely hear.
[14] The doctor suggested a test to find out the extent of
[15] her problem. He told the old man, he said, stand far
[16] behind her and ask her a question and then slowly move
[17] closer to her to see how long it takes her to respond.
[18] The old man was excited to finally be working on a
[19] solution to the problem that the wife had, runs home
[20] and see his wife preparing supper. He said, Honey,
[21] standing about 20 feet away, Honey, what's for supper?
[22] No response. He walked up a little closer, 15 feet.
[23] Honey, what's for supper? He didn't get a response.
[24] He's already gauging how close he's got to get. He
[25] did it again at 10 feet. Then finally he got to

Page 30

[1] 5 feet. He said, Honey, what's for supper? She
[2] turned around and said, I told you four times,
[3] lasagna.
[4] (Laughter.)
[5] **BROTHER CLARK:** But that was a shock. I
[6] used to have to tell folks, the problem wasn't the
[7] wife.
[8] (Laughter.)
[9] **BROTHER CLARK:** The problem is the
[10] husband. Sometimes as unions we point the finger at
[11] other people, at other organizations. But we need to
[12] look at ourselves. Where are we falling short? What
[13] are we doing that we ought not to be doing? Where do
[14] we change to get members?
[15] (Applause.)
[16] **BROTHER CLARK:** What are we doing with
[17] this daunting, fierce, urgent challenge? What are we
[18] doing to face this do-or-die situation that we're in
[19] at this time? What are we doing when our enemies are
[20] circling the wagon to apparently kill us? What are we
[21] doing?
[22] Well, I'll tell you what my God and my gut
[23] tells me. We got to fight back. Sitting and watching
[24] the Muhammad Ali tributes on last Friday night and all
[25] day Saturday and Saturday night -- you see, I was a

Page 31

[1] Muhammad Ali fan. When he used to box and I was much
[2] younger, nothing could go on that I would hear or see.
[3] I was in it. And when he started dancing, I could do
[4] the Ali shuffle better than Ali did. I preached so
[5] many sermons and included Ali in my sermon. I talked
[6] about the Thrilla in Manila.
[7] So when he passed, I really sit down and
[8] watched; and I had tears in my eyes because it
[9] challenged me to look at me. Here's a man at 74 years
[10] old, stood up for what he believed in at a time when
[11] it wasn't popular, stood up at a time when his own
[12] folks turned their back on him. But because he
[13] believed in it, Barbara Walters -- you all may have
[14] seen this -- was interviewing him and she said -- she
[15] said: Champ, what if you can't ever go back in the
[16] ring again? What if folks don't raise up when you
[17] walk in? He said: I'll just go get a job. Me and my
[18] wife, I'll drive a taxi, get a little apartment, and
[19] we'll be happy.
[20] Tears running down because I'm asking
[21] myself the question: What have I done? Do I measure
[22] up? How many times have I walked by situations where
[23] I could have said something? How many folks been in
[24] the street that I could have at least done something
[25] or said something or directed them to a place who

Page 32

[1] didn't have food to eat? How many times could I have
[2] stood up and spoke up and said something against
[3] injustice and against folks who are trying to step on
[4] working families? How many times did I miss
[5] opportunities?
[6] And I submit there's been some. I say
[7] that because I want you all to do the same thing
[8] today. Ask yourself the question: What can I do
[9] more? Oh, Lord, I stomped the foot.
[10] (Laughter.)
[11] **BROTHER CLARK:** What did I tell you, when
[12] that start happening, watch out, because I'm almost
[13] through.
[14] But please, please, take an opportunity to
[15] look at you.
[16] When I was growing up as a little boy, I
[17] had the reputation of being very passive. And we had
[18] this guy named Chiney Boy who was a bully in my
[19] school. Chiney Boy loved to go around and just bully
[20] people, particularly those who wouldn't stand up for
[21] themselves. And there were so many times he would
[22] push me and say different things. And one day we were
[23] on the basketball court, and Chiney Boy did what he
[24] always have done. But that day something got ahold of
[25] me. Something got ahold. Something got ahold of me.

[1] Chiney Boy pushed me that day. I don't
 [2] know what happened. I don't know what it was on the
 [3] inside, but there comes a time when enough is enough.
 [4] There comes a time when you get knocked down too many
 [5] times. There comes a time when you decide I'm going
 [6] to fight back. That day I got up, and all I can
 [7] remember is that they were pulling me off of Chiney
 [8] Boy, I had beaten him so bad. But I come to tell you
 [9] this, I never had to worry about Chiney Boy anymore
 [10] because I fought back.
 [11] (Applause.)
 [12] **BROTHER CLARK:** We got to fight back.
 [13] Corporate America are trying to do all they can
 [14] against us, but we got to fight back. And I submit --
 [15] and I am closing. I've got to tell y'all, we're
 [16] closing. We're down.
 [17] (Applause.)
 [18] **BROTHER CLARK:** We've got to fight back
 [19] because we can't afford not to. If we don't fight
 [20] back, Grover Norquist wins, the Koch brothers win,
 [21] ALEC wins, Rush Limbaugh wins, Donald Trump wins, Bob
 [22] Hughes wins. We've got to fight back. That's what I
 [23] was telling everyone today. Activists, leaders, take
 [24] the game up a notch. You know what you're doing. You
 [25] know how you've been playing. You know the amount of

[1] activism we've been doing. Take it up a notch.
 [2] We're in an extremely important political
 [3] season. And during this political season, we require
 [4] and ask affiliates to do volunteer, to volunteer to do
 [5] phone banking, to volunteer to do door to door to
 [6] reach your members. So I'm asking you, if you can
 [7] find a little more time, volunteer with the program.
 [8] And the four things I leave you with:
 [9] educate, mobilize, coordinate, and persevere. Hang in
 [10] there. It may get tough, but hang in there. When
 [11] things go wrong, as they sometimes will, when the road
 [12] you're trodding seems all uphill, when the funds are
 [13] low and the debts are high and you want to smile but
 [14] you have to cry, when care is pressing you down a bit,
 [15] rest if you must, but don't you quit. Life is queer
 [16] with its twists and turns, as every one of us
 [17] sometimes learn. And many a failure is turned about
 [18] when he might have won had he stuck it out. Don't
 [19] give up though the pace seems slow. You may succeed
 [20] with another blow. Success is failure turned inside
 [21] out. The silver tint of the clouds of doubt. And you
 [22] can never tell how close you are. It may be near when
 [23] it seems so far. So stick to the fight when you're
 [24] hardest hit. It's when times get tough that you must
 [25] not quit. You must not quit. You must not quit.

[1] **AUDIENCE:** You must not quit. You must
 [2] not quit. You must not quit. You must not quit.
 [3] **BROTHER CLARK:** You must not quit. You
 [4] must not quit. You must not quit.
 [5] (Applause.)
 [6] **BROTHER CLARK:** Thank you all very much.
 [7] (Applause.)
 [8] **PRESIDENT GRIGGS:** I told you, didn't I?
 [9] I told you. You must not quit, y'all. After a
 [10] message like that, you know what we got to do, don't
 [11] you? He has to get the letter carriers salute, y'all.
 [12] He's got to.
 [13] **AUDIENCE:** Hip hip hooray. Hip hip
 [14] hooray. Hip hip hooray.
 [15] (Applause.)
 [16] **PRESIDENT GRIGGS:** We're fired up, y'all.
 [17] I have an announcement here from Eric.
 [18] All Branch 73 members must see the treasurer without
 [19] fail at the break. No further registration after the
 [20] break for anyone regardless of the branch.
 [21] **UNIDENTIFIED SPEAKER:** Say again.
 [22] **PRESIDENT GRIGGS:** All Branch 73 members
 [23] must see the treasurer without fail at the break. No
 [24] further registration after the break for anyone
 [25] regardless of the branch. I get that from the

[1] treasurer and the secretary.
 [2] Is Bob Johnson in the house? Bob Johnson.
 [3] Any first-time attendees at the state
 [4] convention? First-time attendees, stand up, please.
 [5] (Applause.)
 [6] **PRESIDENT GRIGGS:** How about CCAs? Any
 [7] CCAs in the house?
 [8] While we're waiting on Bob Johnson to come
 [9] with the minutes, I'm going to bring Brother Gibbs up
 [10] to make some remarks. He's going to do some remarks
 [11] later on this afternoon. But at this moment, though,
 [12] I propose that we hear from Brother Gibbs.
 [13] (Applause.)
 [14] **BROTHER GIBBS:** Good morning. I want to
 [15] take a moment of privilege to talk about a hero. A
 [16] hero is someone you admire and look up to, and he's
 [17] also a leader. He was talking last night at the
 [18] hospitality room about a man who's supported many
 [19] presidents in Atlanta and around the state. He
 [20] supported several national business agents, including
 [21] myself. And he's going to retire, and I want to
 [22] recognize him. His name is Chuck Windham.
 [23] Chuck, come up.
 [24] (Applause.)
 [25] **BROTHER GIBBS:** I want to say, Chuck, I

Page 37

[1] don't have a plaque for you or an award, but I have a
[2] smile and a handshake. Thank you.
[3] (Applause.)
[4] **BROTHER GIBBS:** Thank you, Brother. Thank
[5] you for the many years of service you have given. The
[6] brother just talked about service. Chuck was a
[7] servant. He served us all very well, and we owe him a
[8] debt of gratitude. So let's stand up and recognize
[9] Chuck.
[10] (Applause.)
[11] **BROTHER GIBBS:** Let's give him the letter
[12] carrier salute.
[13] Hip hip hooray. Hip hip hooray. Hip hip
[14] hooray.
[15] Chuck, have a few final words for us,
[16] please.
[17] **BROTHER WINDHAM:** You know, that's a big
[18] challenge for me to say a few parting words. But, you
[19] know, I look around the room and didn't anticipate
[20] this. All I can say is I love you.
[21] (Applause.)
[22] **BROTHER WINDHAM:** I look to a lot of folks
[23] that I had the opportunity to work with and, of
[24] course, the business agent here, I think we spoke last
[25] night about when I used to help train the arbitration

Page 38

[1] advocates in the region, Brother Don Griggs. Greg
[2] Dixon, Marietta, we had a few cases together out there
[3] that Greg put together a string. One time I think it
[4] was six cases that was overturned because they had
[5] some management that were trying to for some reason
[6] rid themselves of what they thought were problem
[7] carriers. But this union stood up for them, and
[8] that's what it's all about.
[9] Brother Emmett Cossey just walked in the
[10] door. I think I played a little part in his training.
[11] He's a former local business agent. He worked for us
[12] in Wayne Wright's office when it was here in Atlanta.
[13] Some of you may forget about an old
[14] program we had. It was called Employee Involvement.
[15] We accomplished some things with that, but the Post
[16] Office turned against it because they wanted control
[17] because they had to share a part of the responsibility
[18] with us and they couldn't stand it. For those that
[19] don't recall, I was the first Employee Involvement
[20] facilitator here in the Region 9, the Atlanta region,
[21] and also one of the first national trainers, that I
[22] traveled all over this country and helped install that
[23] program. And, you know, there's still a lot of
[24] leaders for this union that came out of that program
[25] that stepped forward.

Page 39

[1] And what it's all about is leadership and
[2] what can you do because if you don't do it, no one is
[3] going to do it.
[4] But for all of you, like I said, I love
[5] you. You're my brothers and sisters. I walk with
[6] you. I'll never forget you.
[7] Thank you.
[8] (Applause.)
[9] **PRESIDENT GRIGGS:** Before I call Nicole
[10] up, Bob with the minutes, Chuck mentioned that he
[11] trained me as an arbitration advocate. And I can
[12] remember very well my first case was in Decatur. Ned
[13] was supposed to come, but Chuck came. And you talk
[14] about really someone that is sitting there and
[15] technically advising, that's really steering you in
[16] the right direction. Chuck was always on point. And
[17] I thank you, Chuck; and I certainly appreciate what
[18] you have done for me in my career as a union officer.
[19] At this time, we want to call Nicole to
[20] the podium to make a few opening remarks. She's going
[21] to do her pitch this afternoon, but we want her to at
[22] least say hi to the convention.
[23] (Applause.)
[24] **SISTER RHINE:** Good morning, everybody.
[25] (Applause.)

Page 40

[1] **AUDIENCE:** Good morning.
[2] **SISTER RHINE:** I had to run out and say
[3] hello to Charles. When he walked in -- I used to be
[4] on the state AFL-CIO executive board in Nebraska, and
[5] he would come to speak there many times. So when he
[6] walked in, I knew exactly who he was. I had to go out
[7] and say hi to him, so I apologize for leaving there
[8] for a minute.
[9] I'm so happy to be able to be with you at
[10] this convention. I'm looking forward to talking to
[11] everybody this afternoon and giving everybody an
[12] update on it. But I appreciate all the hospitality
[13] you've shown me so far and all the folks that have
[14] come up and introduced themselves. I really
[15] appreciate that. When I get to put a face to a name,
[16] I really enjoy that.
[17] So I'm happy to be here. I'll be here
[18] until the end. So if anybody has any issues,
[19] questions, things I don't cover or anything when I say
[20] hi, please grab me and do that because I'm here to
[21] talk to you and be with you and answer any questions
[22] that I can.
[23] So I had a great time last night at the
[24] hospitality room. That was fun. So, again, thanks
[25] for allowing me to be here with you. I look forward

Page 41

[1] to talking to everybody this afternoon.
[2] Thanks.
[3] (Applause.)
[4] **PRESIDENT GRIGGS:** At this time we will
[5] call the secretary to the podium for the minutes of
[6] the previous convention.
[7] **BROTHER HOLLENBERGER:** Mr. President, Zane
[8] Hollenberger, executive board member of the Georgia
[9] State Association. I move that we suspend the reading
[10] of the minutes of the last meeting.
[11] **PRESIDENT GRIGGS:** Okay. We have a motion
[12] that we suspend the reading of the last convention
[13] minutes. Do I have a second?
[14] **UNIDENTIFIED SPEAKER:** I second.
[15] **UNIDENTIFIED SPEAKER:** You've got to go up
[16] to the microphone.
[17] **BROTHER SAMS:** Bynoskia Sams, president of
[18] Branch 578, Savannah, Georgia. I second.
[19] **PRESIDENT GRIGGS:** We have a motion and a
[20] second that we suspend the reading of the minutes of
[21] the previous convention. Any discussion?
[22] (No response.)
[23] **PRESIDENT GRIGGS:** No discussion. Hearing
[24] none, all those in favor say aye.
[25] **AUDIENCE:** Aye.

Page 42

[1] **PRESIDENT GRIGGS:** Opposed?
[2] (No response.)
[3] **PRESIDENT GRIGGS:** The ayes have it. The
[4] reading of the minutes will be suspended.
[5] Credentials Committee, could we get a
[6] preliminary report. Please come on up here.
[7] **BROTHER ROD THOMAS:** Thank you, Brother
[8] President. Rod Thomas, Branch 588, member of
[9] Credentials Committee.
[10] At this point right now we have a total of
[11] about 100 -- this is a preliminary report, of
[12] course -- a total of about 191 registered delegates so
[13] far. All 11 state officers are here, and I believe we
[14] have 2 national officers present.
[15] **UNIDENTIFIED SPEAKER:** Speak in the mike,
[16] please.
[17] **BROTHER ROD THOMAS:** Excuse me?
[18] (Laughter.)
[19] **UNIDENTIFIED SPEAKER:** Speak in the mike.
[20] **BROTHER ROD THOMAS:** Can everybody hear
[21] that?
[22] **AUDIENCE:** Yes.
[23] **BROTHER ROD THOMAS:** Preliminary report,
[24] there were about 191 registered delegates; 11 state
[25] officers, all are present; and I believe 2 national

Page 43

[1] officers.
[2] And that is our report at this time.
[3] Remember, the report is preliminary and we will have
[4] registration also in the morning. And also if you
[5] have not registered or if you know someone here with
[6] your branch that has not registered, please have them
[7] come by the desk soon.
[8] And that's our report at this time. Thank
[9] you.
[10] (Applause.)
[11] **PRESIDENT GRIGGS:** Do we have a motion to
[12] accept the preliminary report of the Credentials
[13] Committee?
[14] **SISTER BURNEY:** Cynthia Burney, Branch 73.
[15] I would like to make a motion to accept the
[16] preliminary report.
[17] **PRESIDENT GRIGGS:** I have a motion. Do I
[18] have a second?
[19] **BROTHER BEN TURNER:** Ben Turner, Branch
[20] 73. I second.
[21] **PRESIDENT GRIGGS:** We have motion and a
[22] second to accept the preliminary report of Credentials
[23] Committee. Any discussion?
[24] (No response.)
[25] **PRESIDENT GRIGGS:** Hearing none, all those

Page 44

[1] in favor say aye.
[2] **AUDIENCE:** Aye.
[3] **PRESIDENT GRIGGS:** All those opposed?
[4] (No response.)
[5] **PRESIDENT GRIGGS:** No response. The ayes
[6] have it.
[7] Where's Bob Miller? He stepped out.
[8] **BROTHER ROBERT JOHNSON:** Okay. As I call
[9] the name of the state officers, would you please make
[10] your presence known.
[11] Don Griggs, president.
[12] **PRESIDENT GRIGGS:** Here.
[13] **BROTHER ROBERT JOHNSON:** Jacob Alston,
[14] vice president.
[15] **BROTHER ALSTON:** Here.
[16] **BROTHER ROBERT JOHNSON:** D. Robert
[17] Johnson, Bob Johnson, that's me.
[18] Carl Hayes.
[19] **BROTHER HAYES:** Here.
[20] **BROTHER ROBERT JOHNSON:** Treasurer.
[21] Chuck Windham, Director of Retirees.
[22] **BROTHER WINDHAM:** Here.
[23] **BROTHER ROBERT JOHNSON:** Timothy McCray,
[24] Director of Education.
[25] **BROTHER McCRAY:** Here.

[1] **BROTHER ROBERT JOHNSON:** Bynoskia Sams,
 [2] chairperson, executive board.
 [3] **BROTHER SAMS:** Here.
 [4] **BROTHER ROBERT JOHNSON:** Zane
 [5] Hollenberger, executive board member.
 [6] **BROTHER HOLLENBERGER:** Here.
 [7] **BROTHER ROBERT JOHNSON:** Tiawanna Jackson,
 [8] executive board member.
 [9] **SISTER TIAWANNA JACKSON:** Here.
 [10] **BROTHER ROBERT JOHNSON:** Ronney Harper,
 [11] executive board member.
 [12] **BROTHER HARPER:** Here.
 [13] **BROTHER ROBERT JOHNSON:** And Eric Sloan,
 [14] executive board member.
 [15] **BROTHER SLOAN:** Here.
 [16] **BROTHER ROBERT JOHNSON:** Okay. Brother
 [17] Chairman, all officers are here and accounted for.
 [18] **PRESIDENT GRIGGS:** Thank you, Bob.
 [19] Tim, would you get Ms. Tiawanna Jackson's
 [20] report so we can get those out, please.
 [21] Would you ask Brother Wayne White if he
 [22] would come in for a second, please.
 [23] Brother White.
 [24] (Brother White addressed the audience.)
 [25] **PRESIDENT GRIGGS:** We are moving a little

[1] ahead of things because of all the speakers didn't
 [2] show up. But what we want to do now is to focus on
 [3] what Brother Clark had to say.
 [4] In this organization what we have to
 [5] understand is that it's not about you. It's about the
 [6] organization. And anytime you are in a leadership
 [7] position, you have to take you out of that. And I
 [8] think what is happening here is that too often we're
 [9] putting our personal feelings in it. The big picture
 [10] is the organization. And if we are constantly having
 [11] problems, as Brother Clark said, look at yourself.
 [12] Are you the one or is it the other side? If you are
 [13] not in agreement with what's going on in your branch,
 [14] is it you or is it the branch? Is it the organization
 [15] or is it about you? It's easy to point fingers. Just
 [16] remember, you've got three coming right back at you.
 [17] I have really been disturbed about some
 [18] reports on what's going on in different branches.
 [19] This organization has fought many challenges, beaten
 [20] them down against the opposition. So why are we
 [21] fighting amongst ourselves? Why do we have division
 [22] in our own organization when our energy should be
 [23] against the outside forces?
 [24] Our work environment has changed so much.
 [25] We have more and more put on your plate; and then

[1] still rather than do the things that you need to do to
 [2] protect your fellow brothers and sisters, we're
 [3] infighting. Is this what this organization has come
 [4] to? It's okay to have disagreements. You have them
 [5] in your home. But when it reaches the --
 [6] **UNIDENTIFIED SPEAKER:** I don't.
 [7] (Laughter.)
 [8] **PRESIDENT GRIGGS:** But when it reaches the
 [9] level where it causes confusion to the point where
 [10] you're really not functioning, then you need to step
 [11] back. The organization has to function in spite of
 [12] you. Can we all agree on that?
 [13] (Audience crosstalking.)
 [14] **PRESIDENT GRIGGS:** So I encourage you to
 [15] make a recommitment to the membership, to the oath
 [16] that you took as an officer, to the belief that you
 [17] accepted at the shop school. Whatever position you
 [18] hold or even if you don't hold a position, there's
 [19] still a commitment to the membership. It's not about
 [20] you now. There is a "U" in union. But it pertains to
 [21] you. We're all together. The "U" in union is
 [22] unionism.
 [23] **UNIDENTIFIED SPEAKER:** Unity.
 [24] **PRESIDENT GRIGGS:** Unity, not division. I
 [25] hope that what Brother Clark said has sunk in. We

[1] are still in a battle, and the battle is not
 [2] necessarily with management. If you're following the
 [3] legislative and political happenings in this country,
 [4] then you have to know that they are constantly
 [5] proposing resolutions and bills that's antiunion.
 [6] It's okay to follow the NBA championships. It's okay
 [7] to follow whatever you like. But we are about
 [8] unionism, and unionism entails more than just a fight
 [9] against management. There are outside forces. So I
 [10] encourage you to make sure that you get more
 [11] politically and legislatively involved so that you can
 [12] also fight those enemies as well.
 [13] There are in this state 14 congressmen and
 [14] 2 senators. And in the 3rd District, we finally got
 [15] it filled, the CDL. The 7th District, I can't get a
 [16] letter carrier that wants to be legislatively involved
 [17] in order to keep their congressman on task when it
 [18] comes to letter carrier issues. I had someone to step
 [19] forward to take the 11th District. Chuck in his
 [20] retirement is going to give up the 9th District, so I
 [21] need someone that lives in the 9th Congressional
 [22] District that will be willing to step out of the box.
 [23] Fighting management is fine, but step out of the box
 [24] and make sure that your congressman, if you live in
 [25] that district, to make sure that that congressman

Page 49

[1] knows our concerns, develop a relationship with that
[2] congressman and his staff.
[3] Then there's the 14th District. They
[4] realigned the districts two years ago, and that 14th
[5] District has been unrepresented by a member of a
[6] letter carrier. I've had to go up there, which is
[7] fine. That's my responsibility. But a letter carrier
[8] that lives in the 14th District would have more pull
[9] with that congressman than I will because a letter
[10] carrier in the 14th District will have the privilege
[11] of voting for or against him. I can't vote for him or
[12] against him.
[13] So what I'm saying is is that we need to
[14] stop the infighting, do what we've got to do against
[15] management, but think outside the box legislatively
[16] because that's where our livelihood can be taken away
[17] at the stroke of a pen. If we don't get more
[18] legislatively and politically involved, we can get
[19] blind-sided.
[20] I know this is not popular. It's not
[21] something you want to cheer about. But it's
[22] important. Yeah, I love to file grievances and I like
[23] to fight management. But it's more to it than that.
[24] So I encourage you and if you live in the
[25] 2nd District, 7th District, the 9th District, or the

Page 50

[1] 14th District, see me because this organization needs
[2] your help. I don't need it, but the organization
[3] needs it because this organization is not represented
[4] in those particular districts. So I would hope that
[5] someone would step forward so that the unionism that
[6] we speak of will be shown throughout this state.
[7] Now, when it comes to the state issues --
[8] and there are some issues that really doesn't affect
[9] us, but there are some issues that we try to move
[10] forward in the state such as vote by mail. And John
[11] Goosby, our state legislative liaison, has been going
[12] to the Golden Dome and we have been in contact with
[13] some of the state representatives, push this vote by
[14] mail. And one of the things that they brought up was
[15] their concern in not really wanting to push it, that
[16] if we got vote by mail, what will happen to those poll
[17] workers? And their concern is we do not have a
[18] problem with voting by mail, but we'll put somebody
[19] out of a job. So we have to really push hard in
[20] trying to get them to understand that the votes by
[21] mail would be a big improvement, not just for letter
[22] carriers and the Postal Service but for all working
[23] people.
[24] The reason I say that is, if you look at
[25] the voting statistics in this country or in this

Page 51

[1] state, for example, less than 50 percent go to the
[2] polls and vote. In my county, I believe May the 23rd,
[3] we had an election in Bibb County, 67,000 registered
[4] voters; and 22,000 only came out to the polls. Now,
[5] with vote by mail, you could sit at your dining room
[6] table or sit at home, discuss the issues, simply vote
[7] and mail it back in.
[8] People find all kind of excuses as why not
[9] to go to the polls; and we're trying to push the
[10] legislature here in the State of Georgia, which is an
[11] uphill battle right now -- Oregon has it. California
[12] has it, Oklahoma. There are a few other states. But
[13] at least we are trying to make some inroads.
[14] Of course, we face an opposition with the
[15] Republican side of it. And, of course, anytime
[16] there's an opportunity to get more voters involved in
[17] the electoral process, they seem to push back. And I
[18] guess they seem to push back because they think that
[19] the more people vote are going to vote Democratic.
[20] That's not necessarily the case. What it does is is
[21] get people to exercise their rights, to take advantage
[22] of what people have fought for. That's all we're
[23] pushing for, to get people to understand that votes
[24] still count. Voting is important and especially to
[25] letter carriers.

Page 52

[1] So please -- and I would assume that
[2] everyone in here is a registered voter. I can make
[3] that assumption. And the reason I'm going to make
[4] that assumption, because you all say you're union.
[5] You're unionism; you're together. And that's part of
[6] it, but not just being a registered voter, an actual
[7] voter, one that would go to the polls even if you have
[8] to stand in that line, one that's going to exercise
[9] that privilege. I know everybody did.
[10] I wouldn't dare ask anyone to raise their
[11] hand if they're not. But if you're not a registered
[12] voter, if you're not, I encourage you to register and
[13] exercise that right.
[14] If anyone has not registered as a
[15] delegate, they need to check in with the registration
[16] desk. Everybody in here is registered, I'm sure.
[17] Sergeant-at-arms, everyone in here is registered.
[18] Thank you.
[19] I'm going to ask Paul Barner, which is the
[20] executive assistant, to come and speak on the veterans
[21] project that President Rolando has.
[22] All the veterans we have, have you
[23] received your veterans pin?
[24] (Audience crosstalking.)
[25] **PRESIDENT GRIGGS:** Paul, will you come and

Page 53

[1] talk about that. It's a beautiful pin. If you are a
[2] veteran, NALC has taken the opportunity to at least
[3] recognize it.
[4] **BROTHER BARNER:** Thank you,
[5] President Griggs. Good morning, everybody.
[6] **AUDIENCE:** Good morning.
[7] **BROTHER BARNER:** Fred Rolando, our
[8] national president, asked me to assist in putting
[9] together a program, started about last September
[10] putting it together; and his vision was to thank our
[11] military veterans. NALC has 275,000 members, and
[12] approximately a quarter of those are military
[13] veterans. So President Rolando wanted to thank you
[14] but not just thank you in words, build something that
[15] would be beneficial to the veterans that could assist
[16] them in both their work lives as well as their
[17] individual lives.
[18] So part of what we've done -- and the
[19] group is ongoing. It's going to grow as the
[20] membership grows and expand, and we don't know exactly
[21] where it will grow. The members of the group will
[22] determine that.
[23] But where we're at right now is on the
[24] NALC website under the member section there's a
[25] veterans page, and on that page each one of the

Page 54

[1] department heads at NALC headquarters contributes. We
[2] have information dealing with contract, we have
[3] information dealing with community services, we have
[4] information dealing with retirement and how those
[5] different areas and the different regulations that are
[6] out there, benefits, whatever, impact military
[7] veterans specifically.
[8] We also in The Postal Record, which is the
[9] monthly magazine I'm sure all of y'all read from cover
[10] to cover when you receive it each month, we have a
[11] veterans corner in the magazine; and we ask each one
[12] of the department heads on a rotational basis to
[13] contribute to that. And the articles, again, they're
[14] very similar to what we try to do in the website,
[15] which is educate the members on contractual issues,
[16] whether it be the Herbert Hoover presidential order
[17] that mandates management allow veterans time off from
[18] work to go to VA appointments for service-related
[19] disabilities -- that is real useful, especially when
[20] you have CCAs that don't have sick leave and may not
[21] have the time in to have qualified for FMLA coverage
[22] and those sort of things, that if they are going to a
[23] VA appointment for a service-related disability, you
[24] can make management let them off without the fear of
[25] reprisal, discipline, that type of thing, you know,

Page 55

[1] USERRA rights, to information about companies out
[2] there that give veterans discounts and how to get
[3] proof of your veteran status.
[4] A lot of people, if you're not retired or
[5] you don't have a VA disability, you may not have proof
[6] of your veteran status. Georgia, for example, you can
[7] go take your DD214 to the driver's license department
[8] and they will print vet on your driver's license.
[9] They'll certify the DD214 and print it.
[10] Now, I don't know about y'all, but every
[11] dollar I've got in my pocket I want to get the biggest
[12] bang out of it I can. You know, there's companies out
[13] there such as Lowe's and Home Depot that give
[14] discounts to veterans. There's restaurants that do.
[15] John, what's that stuff they wear now,
[16] something to wear that, you know, it's got that kind
[17] of like two circles?
[18] **AUDIENCE:** Under Armour, Under Armour.
[19] **BROTHER BARNER:** Under Armour, yes, sorry
[20] about that. I was going to say underwear; but
[21] sometimes I forget that, too.
[22] (Laughter.)
[23] **BROTHER BARNER:** But, you know, it is what
[24] it is. But, you know, my point is we try to cover the
[25] whole spectrum of what's out there and available; and

Page 56

[1] that's what President Rolando has asked. So, again,
[2] he wants it to be a genuine thank you. It's not a
[3] hollow just, you know, twice a year when the media
[4] says, hey, it's Veterans Day or Memorial Day, you need
[5] to thank a vet. Oh, thanks.
[6] You know, he doesn't want that. He wants
[7] it to be something genuine, something meaningful,
[8] something from the heart that the members of this
[9] organization can give to our veterans that have served
[10] our country.
[11] So, if anyone is a veteran and has not
[12] joined, you can do it a number of ways. We have cards
[13] that we can send out to you. You can contact me at
[14] NALC headquarters, and I'll sign you up. If you have
[15] people on the workroom floor that you know are
[16] veterans, reach out to them and let them know about
[17] this and ask them to sign up if they want to. We
[18] don't want to pressure them. You know, it's a
[19] voluntary group. It doesn't cost you anything.
[20] They'll get a nice lapel pin.
[21] We're going to have a booth at the
[22] national convention where we'll be signing people up.
[23] And I think maybe President Rolando is also going to
[24] do something to honor the veterans there.
[25] But, anyway, like I said, reach out to

Page 57

[1] your folks. Let's, you know, get them in the group.
[2] It's a good thing. And I appreciate your time and
[3] being able to address you. Thank you.
[4] (Applause.)
[5] **PRESIDENT GRIGGS:** Thank you, Paul. I
[6] thought there was a report for those that are here.
[7] Someone maybe not have been aware of it.
[8] At this time we'll ask our state secretary
[9] to come up and introduce our committees, and then he
[10] has some other things that we need to share with you
[11] all.
[12] **BROTHER ROBERT JOHNSON:** Bob Johnson,
[13] state secretary and Branch 4862 delegate. I'm going
[14] to call out -- I know that there's a lot of committee
[15] members that are from one part of the state and
[16] another one from another and you may not know each
[17] other; so you probably need to, you know, get a look
[18] at each other, check with your chairman, and get
[19] together for your various functions. And I'll work
[20] with you or Don or one of us will work with you to get
[21] those functions completed, okay.
[22] The Credentials Committee is Denise
[23] Strong, Steve Lauderdale, and Rod Thomas. Most of you
[24] saw them. They were the three that were on the desk
[25] out here this morning, okay. So they all know each

Page 58

[1] other.
[2] The Mileage and Per Diem Committee is
[3] Robert Hamilton. Are you in here right now? Okay.
[4] Raise your hand. Stay standing, if you don't mind.
[5] Isaiah White. Is Isaiah here? Okay. Stay standing.
[6] And William Rich from Macon, Georgia. Okay. These
[7] are the three members of your Mileage and Per Diem
[8] Committee. And you will be getting together to review
[9] the mileage and per diem things dealing with the
[10] convention, and I'll get with you guys later on that
[11] whenever you can do it. We do have a room set aside
[12] where you can do these kind of things.
[13] The Election Committee principally is
[14] going to be working hard tomorrow morning, I assume.
[15] But they'll be getting together this afternoon
[16] previous to the elections, which the nominations are
[17] at 3:30 this afternoon. So, you know, if you decide
[18] to take a nap or whatever, remember, you all need to
[19] be in here at 3:30, okay.
[20] But, anyway, that Election Committee is
[21] composed of Steve Wright -- that's the chairperson.
[22] Is Steve here? Okay. And stay standing if you don't
[23] mind. Tammy Hawkins from Warner Robins. Okay. And
[24] also Reko Santana from Savannah. That's your election
[25] committee right here, and I'll be getting with them.

Page 59

[1] I've already talked to some of them with regards to
[2] their duties.
[3] Now, the Audit Committee is composed of
[4] Ronnie Buie. He's from Macon, Georgia, chairperson.
[5] Is Ronnie here? Okay. Here's Ronnie over here.
[6] Eileen Ford from Roswell, please stand. And Timothy
[7] Wright from Branch 73. Okay. These are the three
[8] people that you'll be getting together with, and Carl
[9] Hayes will be your check person on that. He will
[10] supply you and set up a time whenever you're going to
[11] be doing your job, and it probably is not going to be
[12] long down the road. I don't know. As soon as you can
[13] get it to, I'll tell him. But check with Carl, if you
[14] would.
[15] Our parliamentarian is Rickey Henderson
[16] from Marietta. Rickey, are you here? Okay.
[17] And also the sergeant-at-arms is Roderick
[18] Terrell from Columbus. There we go, straight in the
[19] back. He's the man with the band. Yeah, he's the
[20] fence behind this whole organization.
[21] I've just been told I missed the Bylaws
[22] Committee. The Bylaws Committee is Bob Covino. Are
[23] you in here, Bob? Here we go. He's the chairperson
[24] of the Bylaws Committee. And Andy Bryant, is Andy
[25] here? Okay. Andy Bryant from Decatur. And also Pam

Page 60

[1] Moore from Augusta, Georgia. Okay. These are the
[2] three people who are on your Bylaws Committee, okay.
[3] Appreciate that.
[4] That deals with that section. And like I
[5] said, this is an ongoing type thing. You guys get
[6] with me, especially the chairmen, so that you can get
[7] your people to do the various functions of the
[8] committee.
[9] Now, some of you have already approached
[10] me. You're coming to this banquet tonight. You know,
[11] the State is paying for all the delegates, okay. I'll
[12] give you that up front. But it ain't cheap. You
[13] know, it ain't like eating at McDonald's, I can tell
[14] you that. So I told Don, I said, the last time we
[15] ended up buying tickets, I think, that we had some
[16] blank chairs for. So this time if you're coming, you
[17] know, when you're committed to coming tonight, then
[18] let me know and I've already got one printed up for
[19] the delegates and shouldn't be a problem or anything
[20] like that.
[21] We're probably going to have a few more
[22] for any guests. They're 25 bucks apiece. But the
[23] State is paying a whole lot more than that for the
[24] ticket.
[25] So, anyway, like I said, you know, see me

Page 61

[1] about those if you are coming tonight. If you're not
[2] coming, don't worry about it, and we'll be able to
[3] recognize that by the number that I've got left over.
[4] Any questions for anybody on any of this?
[5] Any questions?
[6] (No response.)
[7] **BROTHER ROBERT JOHNSON:** Okay. That being
[8] the case, Brother Chairman.
[9] **PRESIDENT GRIGGS:** Thank you, Bob.
[10] As Bob was saying, the State is picking up
[11] the tab for the meal ticket. So we're encouraging you
[12] to come, and the reason for that is we have to give a
[13] guaranteed number. And he said they are not cheap.
[14] The meal, whether you believe it or not, is \$62 a
[15] plate. Now, that's inclusive of service charge and
[16] tax and all. So you can't get anything cheap when you
[17] come to these hotels. It's as simple as that. So we
[18] encourage you to take advantage it. If you live in
[19] the area, I know we'll be through before the NBA
[20] championships start. So come on out and fellowship,
[21] and then you can watch it with a great meal
[22] beforehand.
[23] Please see Bob, I mean, because we have
[24] had to give a committed number. The worst thing we
[25] could have done is undercommitted and people show up

Page 62

[1] and there's no food. So we encourage you to take
[2] advantage it. It's your union dues. Take advantage
[3] of it and sit down and enjoy a nice meal.
[4] As I said earlier, we had four or five
[5] other guests that were supposed to be here and did not
[6] show up. So what we're going to do is we've got an
[7] hour before lunch. Kenny Gibbs is going to come up at
[8] this time and start his presentation. And it looks
[9] like based on what we have going, we might get out
[10] early this afternoon in order for you to really have
[11] time to get yourself prepared for the banquet.
[12] **BROTHER GIBBS:** Good morning again.
[13] **AUDIENCE:** Good morning.
[14] **BROTHER GIBBS:** I want to cover some
[15] things that are going on around the nation and around
[16] the region. The three most important things that we
[17] have going right now as a union is organizing, number
[18] one, organizing the members. The Postal Service is
[19] hiring more than it has in many years, and we've got
[20] to get those folks organized. If we don't get them
[21] organized, the size of our union ten years from now
[22] will be much smaller than it is now, which is going to
[23] reduce our bargaining power. So we need you to
[24] continue to do everything you can to get these new
[25] people, the CCAs, organized and make them feel a part

Page 63

[1] of this union.
[2] The second most important thing we have
[3] going now is contract negotiations. Our contract is
[4] very important. It's not all we have. As Don spoke
[5] about earlier, we do need to improve our relationships
[6] with one another in the branches. There's more
[7] infighting in this union probably than ever before,
[8] and we've got to fix that. We've got to do something
[9] about that. If we don't, we can tear ourselves apart;
[10] and management can sit back and watch us. That causes
[11] us to be delinquent on grievances, and the
[12] representation isn't what it should be if we're
[13] infighting. We're not focusing on the real battle,
[14] the protection on the workmen's floor. So we have to
[15] do a better job of that.
[16] Finally, the third thing is the
[17] legislative front. It doesn't matter what we do with
[18] our contract. It doesn't matter how many people we
[19] organize. If we don't have the right people in
[20] Washington, D.C., they can take away our jobs with the
[21] stroke of an ink pen. We've got the most important
[22] election in many years coming up this year. It's
[23] important that everyone get out to vote, that you have
[24] your family members vote, and that you vote for letter
[25] carrier friendly candidates. We have a lot of issues

Page 64

[1] in our lives; but if you don't have a job, many of
[2] those other issues don't matter so much. So make sure
[3] you support candidates who support us.
[4] I want to talk about the national
[5] negotiations. We are working with the Postal Service
[6] as I speak. We extended our contract, and the
[7] contract talks are going fairly good. But if we don't
[8] get a contract, we are prepared to go to arbitration.
[9] So don't worry about it. We're going to do the best
[10] we can. We will not sign any contract, of course,
[11] without sending it out for you to vote on to ratify if
[12] we do get an agreement. That's ongoing.
[13] I want to tell you about some tests that
[14] we've got going on around the nation. We've got the
[15] arbitration scheduling procedures test right here in
[16] Atlanta, in the cap metro area. This test is designed
[17] to eliminate or reduce hearing dates. Every time we
[18] lose a hearing date with an arbitrator, that means it
[19] takes longer for your case to get arbitrated. And if
[20] you have a removal or a discipline case, that means
[21] that discipline stays that much longer and the carrier
[22] stays without pay that much longer. So we want to
[23] reduce those arbitration loss dates. This test is
[24] designed for the area and the NBA to work together to
[25] make sure that when a case is resolved early that we

Page 65

[1] get a new case but in that place.
[2] The second purpose of this test is to
[3] reduce the cost of our arbitration. Anytime we
[4] arbitrate a case, we spend between 3,000 and 5,000
[5] dollars jointly between the Postal Service and the
[6] NALC for an arbitrator. That's quite expensive for
[7] every single case. So if we can resolve those cases
[8] together, jointly, that's more money in the pockets of
[9] the Postal Service and in the pockets of the NALC.
[10] And, finally, they want to reduce the
[11] backlog of cases. In this region I had over 285 cases
[12] just in the cap metro area on Article 8 where
[13] Management had decided they were not going to pay
[14] repetitive violations of Article 8.C, 285 cases on one
[15] subject. And what happens when you have a backlog
[16] like that, that means you can't get any other case
[17] arbitrated because those cases come in the order that
[18] they are received. So all we would arbitrate was
[19] Article 8 repetitive violation cases, no other
[20] contract cases.
[21] I did get with Management, and we did
[22] settle those cases for over \$60,000, most of it right
[23] here in Atlanta District. So we got those cases gone.
[24] Now we can move more cases.
[25] (Applause.)

Page 66

[1] **BROTHER GIBBS:** There's a test on
[2] delivering mail pieces that did not contain addresses.
[3] Everybody is trying to find a cheaper way to deliver
[4] mail. Now they want to deliver it without mailing
[5] addresses. We'll see how that works.
[6] There's a test on carrying two letter
[7] carriers in one vehicle. You know, we've got vehicles
[8] that are 30 years old, and they're in bad repair.
[9] They're trying now to try to put two carriers -- I
[10] hope they get along. If they don't get along, that's
[11] going to be a problem. What they're designed to do is
[12] have one carrier work this side, the other carrier
[13] work that side. I don't know who gets to drive. I
[14] guess they'll take turns. But that is a test that's
[15] ongoing.
[16] There's a test to use two midsize
[17] right-hand Metris vehicles. These vehicles are being
[18] tested in Maryland, and they're by Mercedes-Benz. So
[19] if you see a letter carrier delivering mail out of a
[20] Mercedes, that's what that's all about. Upscale
[21] carriers we call them.
[22] There's a test for highway contract
[23] optimization. This doesn't affect letter carriers
[24] directly; but what they're doing, they're trying to
[25] figure out a better way to get the mail transported so

Page 67

[1] they can get it from the plant to the office quicker
[2] and hopefully get earlier start time. That's what the
[3] test is about. We hope that's successful because
[4] everybody wants an earlier start time.
[5] There's a test called service performance
[6] measurement, SPM program. This tests the feasibility
[7] of replacing the external first-class measurement
[8] system. That's where you have those zero bundles
[9] where you just drop these bundles in the collection
[10] boxes. And then when the carrier misses, somebody
[11] gets written up. You know about that, right.
[12] But they want to replace that with the
[13] scanners. They're now using scanners to scan bundles
[14] of mail; and you have a better chance of being more
[15] accurate with that scanner, which is better.
[16] Hopefully we'll have a success with that and less
[17] discipline that derives from it. That's being tested
[18] as well.
[19] Some other news going on around the
[20] nation, there's a planned revision of the Postal
[21] Operations Manual. The plan revision concerns
[22] delivery of mail with multiple-story buildings. Now
[23] letter carriers will be required to deliver mail on up
[24] to three floors in a building even if they don't have
[25] an elevator. If you can't deliver the mail, then, of

Page 68

[1] course, you have to leave the 3849. In the past we
[2] would not go past the first floor. But now we're
[3] going to be able or required to go up to three
[4] stories.
[5] The MPD scanner is being updated. They
[6] update the scanner just about every month, it seems
[7] like. They change one thing or another. But some of
[8] the things that you probably already experienced this
[9] is Amber Alerts. It will tell you bad weather. Dog
[10] alarms now, if you're in an area where there's a bad
[11] dog, the scanner will alert you. The scanner will
[12] alert you when there's a tornado or hurricane in the
[13] area, which we already know about hurricanes from the
[14] weather, the news reports. But tornados are
[15] surprises. They come up unexpectedly, and the scanner
[16] will be able to notify you to take cover. It also
[17] will now be able to notify you when the heat index is
[18] at a dangerous level. The scanner pretty much is your
[19] supervisor now.
[20] There is a test being done not with the
[21] Postal Service, but it certainly could affect the
[22] Postal Service, and that's Walmart. You know, we talk
[23] about Amazon and the delivery of groceries test that's
[24] being done. Well, Walmart is doing a test of their
[25] own. They're using Uber to deliver groceries now.

[1] Amazon has also started using Uber. See, that affects
[2] us because that's taking business away from us. They
[3] just started that recently. But they will pay up to
[4] 18 to 25 dollars an hour plus tips, which will also
[5] take away some of the workforce that we have because
[6] our CCAs don't make as much as these Uber drivers plus
[7] tips. So we've got to keep our eyes on that. That is
[8] a serious threat to our livelihood.

[9] **PRESIDENT GRIGGS:** Did you have a question
[10] about that? Go to the microphone.

[11] **BROTHER CADIEN:** Beau Cadien, Branch 546.
[12] Do the Uber drivers have to provide their own vehicle?

[13] **BROTHER GIBBS:** Yes, they do. They do
[14] provide their own vehicles. But that takes away the
[15] parcel business that we've been thriving on, so we
[16] have to really keep our eyes on that. And I'll tell
[17] you, the letter carriers' accuracy rate in delivering
[18] parcels is over 99 percent. It's absolutely
[19] outstanding. So we all can give ourselves a hand.

[20] (Applause.)

[21] **BROTHER GIBBS:** You know, they take a risk
[22] when they give mail to these people who have not been
[23] vetted or tested because those people don't have the
[24] same security rules we have. But they are a threat to
[25] our security as far as the job goes.

[1] questions and answers. So you can get almost anything
[2] you need to know about CCA in that document. That's
[3] M-01870. You can go on the NALC web page to retrieve
[4] that document.

[5] The next one, M-01871 is driving
[6] qualifications for city carrier craft must be met
[7] prior to excessing an employee from a different craft
[8] into the letter carrier craft. What that means,
[9] they're going to excess clerks or mail handlers
[10] entering the city carrier craft, they must meet the
[11] driving requirements first. In the past they were
[12] excessing clerks into our craft; and they couldn't
[13] pass the driver exam, which left them in a bad
[14] predicament because they could not do the job without
[15] meeting the driving qualifications. So at least this
[16] protects these employees from being excessed and they
[17] can't drive.

[18] The next one, M-01872, the Postal Service
[19] upon request will provide a bicycle helmet. Carriers
[20] will not be required to wear the helmets unless it's
[21] required by law. Now, I don't know of any bicycle
[22] routes in Georgia, but we do have some in Florida and
[23] other places where they drive bicycles to a park and
[24] loop, and they use the bicycle even for dismounts.
[25] Now they will be provided a helmet if they choose to

[1] This year we will not get a 2017 COLA.
[2] This was our seventh and final COLA. But because the
[3] cost of living did not rise substantially, we do not
[4] get a COLA. The retirees were to get 0.1 percent
[5] Civil Service and FERS COLA in 2016. That's the
[6] extent of the COLA, 0.1 percent. That's half a penny.

[7] There's some news about passports. If you
[8] recall, in 2006 and 2007 the laws changed about
[9] traveling to Canada and to the Caribbean and the
[10] Virgin Islands. Now you have to have a passport. So
[11] in 2006 and 2007 millions of people got passports, and
[12] those are going to expire this year. So if you're
[13] planning a trip, make sure you get your passports
[14] early. They expect a big surge in the amount of
[15] people that are going to get passports this year.

[16] I want to tell you about some interpretive
[17] settlements. Interpretive settlements become a part
[18] of our contract. They're an agreement between the
[19] national president or designee and the Postmaster
[20] General or designee, and we designate them the M
[21] number. That "M" is how we catalog them in the MRS,
[22] which you can get online.

[23] The first one is M-01870. This was done
[24] in March '16, and it concerns CCAs and other
[25] contractual issues. It's an update of the CCA

[1] wear one.

[2] M-01873, this is an agreement to close an
[3] interpretive case about bidding rights during a
[4] caser-streeter program. Now, the caser-streeter
[5] program was a program where the Postal Service
[6] designed routes that were all delivery and then some
[7] that were all casers. You had casers eight hours a
[8] day. I don't know who would want to be in there all
[9] day being a caser for eight hours. But those routes
[10] went up for bid, and they violated the bidding
[11] procedures. We decided to close that case. We don't
[12] have the caser-streeter program anymore.

[13] M-01784, NALC has a 31-day moratorium on
[14] grievances for our 70th Biennial Convention. So from
[15] August 7th through September 6th, we have an
[16] extension, a moratorium on grievances, which means you
[17] won't have any time limit problems. If you can move
[18] your grievances in that time, that's fine. You don't
[19] want to let them pile up if you don't have to. But if
[20] you can't get to your grievances for whatever reason
[21] at any level, there's an agreement that no timeliness
[22] issues will happen. Now, if you do get a grievance
[23] held, make sure you know after September 6th you've
[24] got to have that meeting, that informal or formal
[25] meeting, or get to Step B, whatever step you are at.

Page 73

[1] M-01875, this is revised PS Form 8190,
 [2] which is the joint grievance form. This replaces the
 [3] June 2013 version. If you do use the June 2013
 [4] version, there won't be a procedural error called
 [5] about it; but you need to use the new form. The only
 [6] difference between the new form and the previous form
 [7] is the instructions that tell the Informal A they must
 [8] attach all the documents discussed at Informal A with
 [9] the 8190 when you appeal it to Formal A. You must
 [10] attach all documents that you use at informal with the
 [11] Formal A appeal.

[12] We have three memorandums that were
 [13] extended until the 2016 national agreement is reached.
 [14] That's M-01876, 01877, 01878. And I'll talk about
 [15] each one of those.

[16] 01876 replaces the Memorandum 1854. That
 [17] memorandum is about opportunities to convert CCAs to
 [18] regular. We've converted over 30,000 CCAs to regular
 [19] in the nation in just two years. That's quite good.

[20] (Applause.)

[21] **BROTHER GIBBS:** And we have less than 600
 [22] PTFs left in the nation. So that's quite a feat. And
 [23] most of the PTFs that are left are the ones who are
 [24] the smaller cities where they don't want to move. And
 [25] we're not forcing anybody to move. We do have a goal

Page 74

[1] to reach full-time maximization of PTFs to regular by
 [2] the end of the contract. The contract has already
 [3] expired but extended. But we're not going to reach
 [4] that goal, and that's okay. Those PTFs who want to
 [5] remain, we're going to figure out another way to
 [6] convert them. And there's committees that are working
 [7] on that. But this Memorandum 1854 has been replaced
 [8] with 1876.

[9] There's one difference, though, in the
 [10] memorandums. You have a memorandum that says one out
 [11] of four or one out of six conversions have to be a
 [12] transfer. In the past transfers was PTFs, city PTFs
 [13] and regular PTFs counted in that memorandum for the
 [14] ratio. A regular carrier is not PTF, but regular
 [15] carrier is counted in the memorandum. Now, all
 [16] transfers, including regular carriers, count in the
 [17] ratio. So if a regular carrier transfer or any clerk,
 [18] mail handler, that counts as part of the ratio. The
 [19] only ones who don't count would be a city PTF from
 [20] another city. That won't count in the one-in-four or
 [21] one-in-six ratio.

[22] M-01877 is the memorandum on Sunday
 [23] delivery and city carrier assistant staffing. That
 [24] memorandum has been extended as well. And one key
 [25] part of that memorandum is that a CCA who is converted

Page 75

[1] to regular won't have to serve a probationary period
 [2] if they serve a cumulative of 360 days prior to being
 [3] converted. So that's important.

[4] What we found, that management uses CCAs
 [5] who has served a probation and then they make regular,
 [6] that they fire them because they don't like them, so
 [7] they make that new probation. So this protects those
 [8] CCAs from having to go through a second probation.

[9] 01878 signed overtime list, this
 [10] memorandum allows the branch president and postmaster
 [11] to come up with a program where CCAs who are newly
 [12] converted can sign the overtime-desired list without
 [13] waiting until the end of the quarter when that
 [14] two-week posting is done or transfers from another
 [15] installation can also sign the overtime-desired list
 [16] without waiting until that two-week period.

[17] Today a new memorandum came out, M-01879.
 [18] This is updating the standard training program for
 [19] city carriers. This was about the city carrier
 [20] training academies. And we do have some city carrier
 [21] training academy members here who I have just
 [22] designated to train the trainers. Bob Covino of Gulf
 [23] Atlantic. Is Bob here? Bob, stand up if you're here.
 [24] Bob will be going to do the training to train the
 [25] trainers for the Gulf Atlantic. And Cathy

Page 76

[1] Staples-Hampton from the Atlanta District, is she
 [2] here? She will be the trainer for the trainers. What
 [3] they will do, they'll train the other trainers on how
 [4] to train the city carrier assistants.

[5] This updated training program is going to
 [6] be different. The academy will be established in
 [7] every district in the United States. The course must
 [8] be completed, not be optional. In the past sometimes
 [9] postal management would put CCAs through without
 [10] training. Now they must complete this training; and
 [11] if they don't complete the training, there's an
 [12] alternate dispute resolution process. So you don't
 [13] have to file a grievance. You will file a protest,
 [14] and the protest will be sent to the NBA or the area
 [15] manager of Labor Relations. If the NBA, which is me,
 [16] or the area manager of Labor Relations can't agree,
 [17] then it goes to the national manager of Policy and
 [18] Programs and the national director of City Delivery
 [19] for dispute resolution.

[20] The district must provide the names of all
 [21] their new employees to NBA, which gives us the
 [22] opportunity to make sure we give them orientation to
 [23] get them signed up. And the training program will be
 [24] updated nationally and completely on an annual basis.

[25] Now, I talked about organizing and how

Page 77

[1] important that is, extremely important. Right now in
[2] the nation we have 86.2 percent of the CCAs organized.
[3] If we don't do better, that means in a few years,
[4] because, if you look around, most of you guys aren't
[5] going to be here in five years, that means the CCAs
[6] are going to be the regular carriers of the future.
[7] Our percentage nationwide for all carriers is
[8] 92 percent, which is very good when you consider that
[9] most of the United States is right-to-work. But
[10] 86.2 percent is what we're facing if we don't do
[11] better.

[12] Right here in Region 9 we're at
[13] 84.7 percent organized with the CCAs. So we're a bit
[14] below the national average. And if your branch isn't
[15] doing actively everything you can get to get
[16] these CCAs signed up, I'll assist you in any manner
[17] possible.

[18] I send out a letter to every CCA that does
[19] not join the union, and I invite them to join. I send
[20] them the 1187. I send a letter to the presidents
[21] telling them the names of the CCAs who did not join
[22] the union, and I ask the presidents to follow up.
[23] That's as much as I can do without you telling me more
[24] of what you need to make sure we get these people
[25] signed up.

Page 78

[1] This is our future. Even though we may be
[2] retired in a few years, we need them to continue the
[3] Postal Service so we can draw our retirement. So do
[4] anything and everything you can. That's our new
[5] resource and they are very much a part of this union.
[6] I hear people call those CCAs different things, and
[7] I'm not going to even say the names of what they're
[8] called. They're bothers and sisters. That's what
[9] they are, okay. We must remember that and do
[10] everything we can to make them feel welcome.

[11] Brother, go ahead.

[12] **BROTHER PHILLIPS:** Good morning, everyone.
[13] Regal Phillips, Branch 73, retired, acting vice
[14] president of this branch.

[15] Since you were talking about CCAs, I work
[16] very closely with Eileen Ford, branch president of
[17] Roswell, I think it is. But we do as a team an
[18] awesome job in recruiting CCAs. At this time before I
[19] go any further, I'd like for Eileen to stand up.
[20] Please, Eileen, stand up. Give Eileen a hand.

[21] (Applause.)

[22] **BROTHER PHILLIPS:** We did 99.9 percent in
[23] our orientation, and we have the power that we can use
[24] for national. But another thing we do, we kind of --
[25] we do the team thing. It's not a good cop/bad cop,

Page 79

[1] but it's two good cops. And we give a real-life story
[2] and we tell how important it is to be a union member.
[3] And I also stress, hey, had it not been for the union,
[4] I would not be here today, I guarantee you. Eileen
[5] stressed based on what the union did for her, the
[6] steward came and helped her out and took some mail off
[7] of her. So at this time I just want to say if
[8] anybody -- if your branch is having problems or
[9] something, we might can do something to help. If
[10] there's anything that we can do to help with you
[11] recruiting CCAs, getting them to become union members,
[12] let us know. You can contact my branch president,
[13] Eric Sloan. You can contact me, Regal Phillips. You
[14] can contact Eileen or Kenny Gibbs. We're going to get
[15] the job done. We're going to do something. Like the
[16] guy said earlier, do something. I want to do
[17] something. Peace.

[18] (Applause.)

[19] **BROTHER GIBBS:** Thank you. In fact, in
[20] Atlanta, you are 94.1 percent organized CCA. That's
[21] higher than the national average, so you are doing a
[22] great job here in Atlanta.

[23] (Applause.)

[24] **BROTHER GIBBS:** What you've got to
[25] remember is those one or two who do get by when they

Page 80

[1] come into your station, you can talk to them as well.
[2] It doesn't stop at the district office. You continue.
[3] If you see someone come in there without a uniform,
[4] you know they're out of place. Introduce yourself and
[5] tell them who you are. Make them feel welcome, invite
[6] them to the union meeting, and give them your
[7] information. Sometimes that's all they're looking
[8] for. They may have heard things about unions that
[9] they have been misinformed.

[10] We have some branches in Georgia who are
[11] 100 percent organized. That's with career and active.
[12] I want to just recognize those branches.

[13] Anyone here from Americus, Georgia?
[14] Americus is 100 percent organized.

[15] Waycross, Georgia. Waycross, Georgia,
[16] stand up. Stand up.

[17] (Applause.)

[18] **BROTHER GIBBS:** Eastman, Georgia. I know
[19] there's no one here from Eastman. They're
[20] 100 percent. Thomaston, Georgia, is 100 percent.
[21] Jesup, Georgia, is 100 percent. That's outstanding.

[22] That should be everybody's goal, to be
[23] 100 percent. And like I said, anything that I can do
[24] to assist you in organizing efforts, I will.

[25] Another thing I want to talk to you about

Page 81

[1] briefly is the -- I talked about the Article 8
[2] grievances that we resolved, and you have filed some
[3] really good grievances and you've gained a lot through
[4] these repetitive violations. But I want to make sure
[5] that everybody understands that when you file a
[6] grievance that's on a repetitive nature, you've got to
[7] put copies of your past settlements in those files.
[8] We get them all the time with no copies of past
[9] settlements.

[10] You cannot rely on the Step B teams to
[11] build your case for you and to remember that you had
[12] multiple violations of that kind. Put as many past
[13] settlements as can you in the file, and we'll be
[14] successful every time.

[15] If you've got Step B decisions, remember,
[16] they set precedent in that installation. So those
[17] have more weight than anything else. But if you've
[18] got Formal A, put those in as well. That shows a
[19] pattern of violations, and that opens the door for you
[20] to get a progressive rating.

[21] Our B teams have fought a tough battle,
[22] and I want to recognize the Step B team members.
[23] Jacob Alston.

[24] (Applause.)

[25] **BROTHER GIBBS:** I think Rex Palmer is out

Page 82

[1] sick. But then we've got Tiawanna Jackson. Stand up,
[2] Tiawanna.

[3] (Applause.)

[4] **BROTHER GIBBS:** They do a good job in
[5] fighting for your rights.

[6] Steve Wright. Is Steve Wright here?
[7] (Applause.)

[8] **BROTHER GIBBS:** Eric Sloan, business rep
[9] before he became the branch president. You go from
[10] one tough job to another. Stand up, Eric.

[11] (Applause.)

[12] **BROTHER GIBBS:** And Steve Lauderdale. Is
[13] Steve here?

[14] **UNIDENTIFIED SPEAKER:** No.

[15] **BROTHER GIBBS:** All right. Those folks do
[16] a good job and they have faced these battles for you
[17] and they continue to face them for you, so give them
[18] your support. Give them as much support as you can.
[19] And if you need anything, you can always count on me.

[20] Does anybody have any questions? Go
[21] ahead.

[22] **SISTER HOLMAN:** Dawn Holman, Branch 73. I
[23] know that you're repeating on the testing, because I'm
[24] bringing this back to my unit, two carriers per
[25] vehicle, bikes in Florida, blank letter testing. What

Page 83

[1] was the fourth one?

[2] **BROTHER GIBBS:** You're testing me now,
[3] aren't you.

[4] (Laughter.)

[5] **SISTER HOLMAN:** You said there was four.

[6] **BROTHER GIBBS:** The highway contract
[7] routes, highway contract routes and the performance
[8] measurement tool, using the scanners to replace the
[9] external first-class measurement.

[10] **UNIDENTIFIED SPEAKER:** Signing the ODL
[11] list.

[12] **BROTHER GIBBS:** Signing the ODL list,
[13] scheduling arbitrations.

[14] What else do you want to know?

[15] **UNIDENTIFIED SPEAKER:** Probation time for
[16] CCAs.

[17] **BROTHER GIBBS:** You've been listening,
[18] haven't you.

[19] Anybody else? Any other questions?

[20] **UNIDENTIFIED SPEAKER:** She wrote it down.
[21] She wrote it down.

[22] **BROTHER GIBBS:** Okay. I'll turn it back
[23] over to President Griggs. Thank you.

[24] (Applause.)

[25] **PRESIDENT GRIGGS:** What we're going to do,

Page 84

[1] we're going to break for lunch now. Come back at
[2] 1:30.

[3] (Lunch recess from 11:23 a.m. to
[4] 1:30 p.m.)

[5] **PRESIDENT GRIGGS:** Good afternoon. The
[6] meeting is back in session. Thank you very much.

[7] At this time we bring before the
[8] convention our national secretary-treasurer,
[9] Ms. Nicole Rhine.

[10] (Applause.)

[11] **SISTER RHINE:** Thank you. Everybody
[12] awake? After lunch is a hard thing to do, so we'll
[13] try to all stay awake together. I'd appreciate that.

[14] First let me say I might introduce myself
[15] and maybe tell you a little bit about where I came
[16] from. I note this is the first time I've been to the
[17] Georgia convention. It's always fun to go around
[18] different parts of the country and hang out with
[19] letter carriers. That's one of the perks of the job
[20] is getting to travel and meet lots of people. So I
[21] appreciate being here.

[22] For those of you who don't know, my branch
[23] is back in Lincoln, Nebraska, where it's a little
[24] colder there compared to the climate here. But I
[25] started in the Post Office in 1992. I got hired as a

Page 85

[1] casual. How many other casuals? Yeah. I was lucky.
[2] I got two 90-day appointments. I was hired as a
[3] Christmas casual and stayed for two 90 days. And then
[4] right then was when they made the category of TE and
[5] started hiring TEs, so I became a TE. How many here?
[6] There you go. And then I was fortunate, got to take
[7] the test and became a PTF about '94 is when I finally
[8] made PTF. So I know I'm not alone. So that's a
[9] strange path to follow, but there's always people in
[10] the room that did the same thing.
[11] And just some history on some of the
[12] things I've done, just in case you wonder, I used to
[13] be the president of my branch. I used to be secretary
[14] of my branch. So a shout out to all the secretaries
[15] out there that are with the branches. I was a
[16] steward. I was a state president in Nebraska for a
[17] while. And then I got asked to become an RAA and did
[18] that in Region 5, which is Kansas, Iowa, Nebraska, and
[19] Missouri. So I did that before I came to headquarters
[20] and became your assistant secretary-treasurer, and now
[21] I'm your secretary-treasurer.
[22] So that's a little history of the path
[23] that I came through for those of you that don't know
[24] me. So now you do.
[25] I'm glad to be here. I'm going to take

Page 86

[1] some time and give you some updates on -- I don't have
[2] a PowerPoint or anything. We just give an update on
[3] some things that are going on nationally that we want
[4] to make sure that everybody knows about.
[5] So of course the first thing I'm going to
[6] talk about, and everybody knows this is going on, is
[7] collective bargaining. For those of you that have
[8] been following, the deadline for the agreement was
[9] May 20th; and we have, of course, extended that
[10] deadline and we're still in negotiations with the
[11] Postal Service over the collective bargaining
[12] agreement.
[13] It's been professional. It's been
[14] productive, which is a good sign. But like we've been
[15] telling everybody around the country and this is the
[16] most-asked question I get when I go somewhere is: How
[17] is it going? How's it going, you know, with
[18] negotiations? We're still talking. But like I've
[19] been telling folks, you know, it's been going well;
[20] but that doesn't necessarily mean that we'll get a
[21] negotiated agreement. You know, you never know how
[22] it's going to turn out. But both sides are still --
[23] you know, both sides are still discussing it; and
[24] we're trying to definitely reach a tentative
[25] agreement.

Page 87

[1] I'm going to tell you a little bit about
[2] kind of how we do it just to kind of explain how it
[3] all happens. You know, we have the whole opening
[4] ceremony that we had. I think that was back in
[5] February that we actually had that; and the relations
[6] were already better at that point because, of course,
[7] the last time we were going to negotiate a contract
[8] we had the lovely Mr. Donahoe as the Postmaster. So
[9] you can imagine how exciting it was to deal with, the
[10] man I like to call Dug a Hole because that's what he
[11] did. He dug a hole for the Postal Service, and now
[12] we're trying to climb out of it, right. So, you know,
[13] the atmosphere was certainly better even from the
[14] opening.
[15] And the way that we approach doing it is
[16] we actually have committees that meet back and forth
[17] with the Postal Service. And all the national
[18] officers have committees that they deal with, and
[19] those committees basically cover all the articles of
[20] our national agreement. So we'll go in and maybe have
[21] a meeting over this article or this article. But we
[22] are constantly meeting. You know, we meet back and
[23] forth. And then, of course, we also have -- I don't
[24] want to forget. The officers do that. We have those
[25] committee meetings. We're meeting with the Postal

Page 88

[1] Service. We also have letter carrier staff that help
[2] us during negotiations, and I certainly wanted to
[3] recognize Greg and Paul because both of them come in
[4] and work on those committees and are in the meetings
[5] when we're negotiating a contract.
[6] We wanted to do something a little
[7] different this time than we had done in the past.
[8] We've always had the contract; and then there's, of
[9] course, the deadline. And usually we're locked away
[10] with the Postal Service the week before the contract
[11] expires. And we had proposed to the Postal Service,
[12] hey, instead of waiting until the last week, why don't
[13] we get locked away a week for four months prior to it
[14] expiring. We wanted to be locked away one week for
[15] every month for the four months prior. And the Postal
[16] Service wouldn't go for that, but they did agree to do
[17] it twice. So we've actually been locked up with them
[18] twice since we started the negotiation process. So
[19] that was something that was a little different this
[20] time.
[21] You know, it's interesting, when you talk
[22] about the negotiation process, which, of course, is
[23] more intense now that the collective bargaining
[24] agreement is expiring, but as many of you know,
[25] year-round we're always working on things on the

Page 89

[1] national agreement. You know, Kenny got up this
[2] morning and talked about all those "M" numbers. Those
[3] are things that we are constantly doing all the time.
[4] We're always trying to solve problems and sign memos
[5] and interpretive issues and all kinds of stuff. So
[6] the contract is something that really is constantly
[7] being worked on. It just intensifies a little more
[8] when the national agreement is getting ready to
[9] expire.

[10] So, again, we're still in talks with them.
[11] We've had meetings with them. We had meetings this
[12] week with them. So we're continuing to do that.
[13] Although I can't tell you what we've been talking
[14] about -- and that's usually one of the questions we
[15] get, too, can you tell us what you're talking about.
[16] No, sorry, can't do that. So we're not going to
[17] broadcast our strategy. We're not going to tell you
[18] specifics. But I can tell you in general some things
[19] that we are interested in; and I know that it's been,
[20] you know, broadcast. It's actually on our website.

[21] But certainly when we go into
[22] negotiations, there's some goals that we have in mind.
[23] And they are, you know, to continue not being able to
[24] subcontract out; and we are working to protect that
[25] issue. Subcontracting was actually the line in the

Page 90

[1] sand that was drawn last time we tried to get a
[2] national agreement negotiated. At that time the
[3] Postal Service said that we're not going to agree to
[4] an agreement that doesn't allow us to contract out
[5] your work; and we said, well, we're not going to agree
[6] to one unless it says that you can't. So that was
[7] kind of the line in the sand that was drawn the last
[8] time, and we had to go to arbitration. So we're
[9] definitely focused on making sure that we keep the no
[10] subcontracting part of the contract.

[11] We want to maintain COLAs for everybody.
[12] We want wage increases to reward letter carriers for
[13] the hard work that you do every day; and we definitely
[14] want to close the gap between the career and the
[15] noncareer and dealing with the CCAs when we talk about
[16] benefits, wages, and all that kind of stuff.

[17] So those are some of the main goals that
[18] we have. And also we've been focusing on making sure
[19] that we're having conversations about growing the
[20] business with the Postal Service because that's really
[21] important. And I know that that's something we've
[22] talked about. So that's something that we definitely
[23] had as a goal going in was to make sure that we're
[24] addressing that because, as you know, we have no board
[25] of governors right now. I will talk about that a

Page 91

[1] little later. So we thought it was really important
[2] that, you know, we start that conversation and try to
[3] talk to the Postal Service about growing the business,
[4] that we thought that was a responsibility we needed to
[5] address.

[6] And the other thing that has made one of
[7] our manuals, too, and that's the workplace climate.
[8] We've spoken to the Postal Service about needing to
[9] address it. And we've even talked to them about, you
[10] know, whether or not we get a national agreement
[11] negotiated. That is an issue that we want to continue
[12] to address.

[13] So those are kind of the top six things
[14] that we went into the negotiations on our list. So,
[15] again, we're still talking. As everybody has asked,
[16] how much longer. Good question. I say, you know, as
[17] long as we're talking, that's great and we'll see
[18] where it goes.

[19] Now, like I said before, just because
[20] you're talking, you never know how it's going to go.
[21] We may still have to go through a mediation
[22] arbitration process. And I always like to tell
[23] everybody when we're out, even though we're talking,
[24] we're already preparing for arbitration. We do that
[25] all the time because you should, right, because you

Page 92

[1] never know what's going to happen with talks. So
[2] we've been preparing if we have to go to that route
[3] all along and, as you know, we're very good at that.
[4] So we're prepared for no matter which direction we end
[5] up taking. So that's the short update on the
[6] collective bargaining agreement.

[7] Okay. The next thing that I just want to
[8] talk about briefly is the upcoming national
[9] convention, right. We've got a lot of things going on
[10] this year. We've got collective bargaining we're in
[11] the middle of. We're getting ready for a convention.
[12] You'll know the theme in my talk about all the things
[13] that we've got going on this year; and, of course, the
[14] national convention is one of them. I'm looking
[15] forward to it. This will be my first as
[16] secretary-treasurer. Luckily, we have lots of
[17] wonderful people at headquarters and the staff folks
[18] that help put that together because, obviously, it's a
[19] huge job.

[20] I'm looking forward to go to LA. The last
[21] time we had a convention in Los Angeles, 1941; so it's
[22] been a while since we've been to Los Angeles. Anaheim
[23] doesn't count, not the same city. We were in Anaheim,
[24] what, in 2010? I think so. But the last time we were
[25] in LA was 1941. So I know the host branch is really

Page 93

[1] looking forward to it. I think you're going to love
[2] LA, of course.
[3] So I'll just take a few minutes to tell
[4] you about a couple of changes that you need to be
[5] aware about that we're doing at the convention, and I
[6] thought I'd just tell you a little bit about the LA
[7] area. If you haven't seen already -- I hope you
[8] have -- a change that we're going to do at this year's
[9] convention is we're going to have every delegate
[10] register themselves. That will be a change that will
[11] happen. Before we allowed like a branch member to go
[12] up and register everyone. This time you've got to go
[13] register yourself.
[14] We kind of talked about this the last
[15] couple of conventions, about trying to figure out ways
[16] to do things; and we're hoping this will give us an
[17] actual better count of how many delegates are there.
[18] You know, so that will be something that's different.
[19] We're actually implementing -- I'm going
[20] to knock on all kinds of wood. We're actually
[21] implementing a scanning this time so when you go up,
[22] there will be scanning of your delegate card. So that
[23] will be new, too. So just keep that in mind if you're
[24] a delegate. You've got to register yourself, so make
[25] sure that you go to the registration area and have all

Page 94

[1] your stuff together. So that's something that's
[2] different.
[3] And the other thing that we changed a
[4] little bit was workshops. There's not actually going
[5] to be any workshops Monday morning. The convention
[6] will actually start at 10:00 and we will open the
[7] convention. The other thing is is on Friday we won't
[8] have workshops in the morning. We're going to start
[9] the convention early, and we'll be done at noon. We
[10] wanted to do that so branches could plan on travel and
[11] know when we were going to be done. So that's
[12] something that's a little different.
[13] Now, we've added plenty of workshops in
[14] between. So don't think there's not going to be any
[15] workshops. But those are like two of the biggest
[16] changes we're going to have at this convention. I
[17] just wanted to let you know so you can plan ahead.
[18] But as far as LA, I think it's going to be
[19] great. The convention center is right next to the
[20] Staples Center. How many people have been downtown
[21] LA? They've done great. You know, they've
[22] revitalized that whole LA Live area, which is right
[23] across from the Staples Center. So the Staples Center
[24] sits here, the convention center is on the other side
[25] of it, and right on this way towards downtown LA is

Page 95

[1] all of our hotels. And there's the LA Live area.
[2] There's lots of restaurants. There's lots of bars.
[3] The weather is beautiful. So I'm looking forward to
[4] it. I think everybody is going to have a good time.
[5] Luckily, you know, we've got through
[6] hopefully the hotel problem. If anybody is waiting,
[7] we've added two new motels in the last couple of
[8] weeks; so that whole issue should be taken care of
[9] even though -- how many people went to the COP? Did
[10] anybody in here go to the COP? Okay. And did you
[11] hear President Rolando had a hard time -- I had no
[12] idea he was doing this. You know your national
[13] president can be a practical joker at times, right.
[14] He's got like kind of a sense of humor. So we had the
[15] Philadelphia delegation up to D.C. for a lobby visit;
[16] and so there was this whole, you know, group of folks
[17] from Philadelphia and Pennsylvania in the building for
[18] a rap session with the national officers.
[19] And, you know, President Rolando is going
[20] through some of this. He gets to the convention and
[21] he starts talking about the hotel. He's like, now,
[22] don't worry, there's plenty of beautiful parks in LA
[23] that have these great park benches and we've reserved
[24] those spaces for you. And it never rains in
[25] California, so it's not going to be a problem.

Page 96

[1] I had no idea he had been going around the
[2] country telling people that. I'm sitting up at the
[3] front just like mortified that he's been telling
[4] people I'm going to find a park bench for you to sleep
[5] on. No, we're going to work out the hotel issue. So
[6] we have.
[7] Just so you know, the problem started
[8] because, you know, you plan these conventions real far
[9] out. You've got to do it to get the convention
[10] center. And three of the hotels we were planning on
[11] actually pulled themselves out of consideration
[12] because they're remodeling. So that kind of put us
[13] behind on doing it and then we were monitoring it and
[14] we knew we had to add. We just didn't know how many.
[15] So we're to the point now where hopefully everybody is
[16] taken care of. I think we just added the last hotel
[17] this week. So if you're one of the folks out there
[18] that has been waiting, you should hear something
[19] pretty soon.
[20] Now, has anybody in here not even tried to
[21] get the hotels or are you guys good? Okay. I was
[22] going to tell you, there's instructions on the
[23] website. If you haven't, just go ahead and fax it in
[24] so we know if we need to do anything else. So
[25] hopefully everybody is taken care of, right. I hear

Page 97

[1] some laughing. Let us know if there's a problem,
[2] please. We'll get you taken care of.
[3] So, yeah, it's going to be -- I think it's
[4] going to be a great convention. It's our 70th annual
[5] convention. It's hard to believe we've had that many,
[6] but here we are, right. And it will be here before
[7] you know it.
[8] Oh, five bucks for somebody. Five bucks.
[9] (Laughter.)
[10] **SISTER RHINE:** Everybody forgot when they
[11] came back from lunch to turn their phones off. Man, I
[12] don't know who's collecting. Chuck, over there.
[13] So everybody has pulled out their phones
[14] now. You shut them off, yeah.
[15] So, yes, so national convention, I'm
[16] looking forward to it. I think it's going to be a
[17] great convention, and we've got a lot to talk about
[18] and a lot to do. I'm looking forward to it. It will
[19] be here before you know it, won't it.
[20] All right. So the third thing that I had
[21] on my list of things, you know, that make this a busy
[22] year, of course, with negotiations and the convention
[23] is the election, of course, for president of the
[24] United States, right. So we've been going around kind
[25] of talking about the process. And those of you that

Page 98

[1] haven't seen the website, I'll get to that pretty
[2] soon. But how we have approached this presidential
[3] election and why we did some of the things that we
[4] did, I wanted to explain that to you, of course.
[5] So when it comes to the NALC endorsing a
[6] candidate for president, we have always maintained
[7] that you have to answer our survey for one thing
[8] before you're even considered. So we do a lot of
[9] things to try and gauge the membership and what we
[10] need to do. So I thought I'd walk through that.
[11] So way back when all this started when
[12] everybody was throwing their names in the ring to
[13] become the nominee for the president of the
[14] United States, there were actually at one point 22
[15] candidates for president of the United States, which
[16] is a lot, right. Yeah. We had 17 folks from the
[17] Republican Party that had announced they were going to
[18] run for it and we had 5 Democrats. So we had 22 folks
[19] that were vying for that position.
[20] So what we do at the NALC is anybody who
[21] has said, yep, I'm putting my name in to run for
[22] president of the United States, we send them a
[23] questionnaire that we ask them to fill out. And that
[24] questionnaire deals with issues that are important to
[25] letter carriers, all of you, me, everybody, after

Page 99

[1] you've retired. So we've come up with the
[2] questionnaire, and we send it out to all of the
[3] candidates. And we don't just send it out and say,
[4] you know, whatever happens happens. We actually have
[5] staff that follow up and call these campaigns and say
[6] did you get it, you know, that's the first thing, and
[7] try to verify that. And then if we haven't heard
[8] back, we call them back and say, okay, you know, I
[9] just want to remind you that we're asking you to fill
[10] this out and kind of tell them how important it is to
[11] us. And we do all that. It's not like we just mail
[12] it out and forget it. We actually follow up with all
[13] these candidates.
[14] So out of those 22 candidates that were
[15] running for office, only three of them sent our
[16] questionnaire back, Hillary Clinton, Bernie Sanders,
[17] and O'Malley, who was in the race earlier for the
[18] Democratic Party. And all of that information was
[19] actually printed in The Postal Record. I can't
[20] remember which one, but it's been a while back. We
[21] put that whole thing in there. You could see the
[22] questions, and you could see their response. So we
[23] did that. So now, you know, we knew we had three
[24] folks, right.
[25] And then we also, after doing all that, we

Page 100

[1] actually sent out in The Postal Record little cards
[2] that all of our members could vote, right, for one of
[3] those folks to endorse. So we did that.
[4] And then we also actually did something a
[5] little different this year. We actually hired a
[6] company to do a poll, kind of like a Gallup poll, to
[7] where we actually polled our members. So that was
[8] something kind of extra we did this year.
[9] So we asked for all this stuff back,
[10] knowing that we had to fill out the form, the
[11] questionnaire, to be endorsed; and then once we had
[12] those three, we actually went to the membership and
[13] got, you know, y'all's input on it.
[14] I can tell you when we did that initial
[15] polling and the cards that our membership -- like I
[16] said, we had a lot of members that were split between
[17] Bernie and Hillary. The actual survey was a little
[18] more for Hillary just so you know for a reference
[19] point.
[20] And what we decided to do at that point
[21] was out of respect for both of these candidates who
[22] are both very good friends of letter carriers, we
[23] decided that we would choose not to endorse somebody
[24] early on and that we would wait until, you know, the
[25] primary for the Democratic side was over because,

Page 101

[1] obviously, O'Malley isn't in the race anymore. So
 [2] between Hillary and Bernie, we decided to wait and see
 [3] what happened in the time coming up; and then when a
 [4] clear winner emerged, we would get behind that person.
 [5] So it was important on a couple of levels.
 [6] Number one, like I said before, both of them have been
 [7] very good friends of letter carriers. Both of them
 [8] are honorary members of the NALC. We did that at
 [9] national convention. Both of them have championed
 [10] different legislation and have taken up causes for
 [11] letter carriers. So, you know, in my mind, you know,
 [12] you couldn't lose either way with either one of them.
 [13] And the other thing was, we wanted to make sure that
 [14] we kept all of our members engaged because we
 [15] certainly had part of our membership that was behind
 [16] Bernie and part of our membership was behind Hillary,
 [17] right; and there was no point in dividing our
 [18] membership over this.
 [19] So we decided to wait, and actually there
 [20] were other unions that followed suit and decided to
 [21] wait until a clear winner came up. Now, obviously,
 [22] that has happened, right. Hillary Clinton is the
 [23] presumptive nominee. And if you haven't seen it, the
 [24] executive board actually wrote this week to endorse
 [25] Hillary Clinton. It is on the website, and there's a

Page 102

[1] statement from us saying that.
 [2] (Applause.)
 [3] **SISTER RHINE:** We're asking, of course --
 [4] you know, we will be going around talking and asking
 [5] everybody now that that decision has been made that we
 [6] get together and we work really hard to make sure that
 [7] she's the next president of the United States. I hope
 [8] you all will join that.
 [9] Now, I do like to say this where I go
 [10] around places and I usually see some nodding heads and
 [11] I get it; but I want to talk a little bit beyond that,
 [12] too. You know, how you vote is a personal choice. I
 [13] get that. That's your right. I understand that.
 [14] People vote for different things. But when I stand up
 [15] here as your national secretary-treasurer, my job is
 [16] to tell you who is the best candidate for you as a
 [17] letter carrier. And that's my responsibility. What
 [18] you do with that information, that's for you to do.
 [19] But I can tell you right now that what's best for you
 [20] as a letter carrier, what's best for the company that
 [21] you work for, what's best for you as a retiree is to
 [22] get behind Hillary Clinton as president of the
 [23] United States and not the other candidate.
 [24] Actually, did anybody see this this
 [25] morning? So I'm walking down here this morning; and,

Page 103

[1] of course, it catches my eye, right, Trump's trail of
 [2] unpaid bills. You know, because I get asked a lot of
 [3] times -- I do. I get asked when I'm out what do you
 [4] think about, you know, Donald Trump. And I said I
 [5] have my opinion; but, you know, you can talk to me
 [6] about it later. But people say, well, how did you
 [7] feel about, you know, us as labor; and I always say,
 [8] well, you should look at the record, right. And right
 [9] in the newspaper -- this will help you decide -- Trump
 [10] companies have been cited for 24 violations of Fair
 [11] Labor Standards Act since 2005 for failing to pay
 [12] overtime or minimum wage according to the Department
 [13] of Labor. So how do you think he feels about you?
 [14] Just putting that out there, right.
 [15] So, again, we've got an important -- we
 [16] really do. We have an important election coming up,
 [17] so I hope that everybody here will get involved and we
 [18] can move forward and do something that's good for all
 [19] of us, right.
 [20] Okay. So collective bargaining,
 [21] convention, election. Let me talk a little bit about
 [22] legislatively, too, because even though we've got the
 [23] election process and all that focuses on that, we
 [24] still have a lot of work to do legislatively, right.
 [25] So I was going to try to give you an update on kind of

Page 104

[1] a little bit on the history and where we are today and
 [2] what we're working on and some of the things that we
 [3] are trying to do and maybe some a little explanation
 [4] of where that came from. I know we've been talking
 [5] about this a lot. So, you know, I apologize if you
 [6] just heard this from your national president; but I
 [7] think it's important that I say it again because
 [8] there's probably folks in the room that haven't heard
 [9] it, right.
 [10] So legislatively, oh my gosh, we've been,
 [11] you know, working for quite a while trying to get
 [12] legislation passed that can fix everything that
 [13] happened when, you know, in 2006 we had the Postal
 [14] Accountability Enhancement Act passed; and that law,
 [15] the bill required us to prefund the retiree healthcare
 [16] benefit, right. I hope everybody has at least heard
 [17] of that because that's been going on for a while,
 [18] right. And, of course, that law required us to
 [19] prefund all of that money. Ten years' time, it was
 [20] about five and a half billion dollars a year.
 [21] Now, over the course of time, of course,
 [22] with the recession and everything that went on, lots
 [23] of members of Congress were not our friends, have used
 [24] that to try and be the catalyst to do other things
 [25] that they would like to do. You heard Charles Clark,

Page 105

[1] you know, this morning talk about, you know, all the
[2] attacks on labor. Well, we certainly weren't immune
[3] from that, right. There were all kinds of bills that
[4] were brought forward, you know, let's fix the Postal
[5] Service, let's kill the collective bargaining
[6] agreement, you know, let's make it to where -- oh, I
[7] turned the lights out. It's time to go.
[8] (Laughter.)
[9] **SISTER RHINE:** Is that so half of the room
[10] can nap and the other half can listen? We can
[11] alternate back and forth. Maybe just lean on the wall
[12] a little bit too hard.
[13] So, I mean, you know, the six-day and all
[14] of the things that came about that and all of the
[15] craziness, you know, I mean, there was a bill that
[16] they were trying to pay for the highways by cutting a
[17] day of delivery. Remember all those crazy things that
[18] came forward. And there was even a proposal to drop
[19] the rider that requires that we deliver six days a
[20] week.
[21] So there's been some really crazy stuff
[22] that has happened ever since basically, you know,
[23] Donahoe started screaming from the hilltops of all
[24] these things we needed to do. And it didn't help that
[25] we had prefunding; and, of course, it was a burden on

Page 106

[1] the Postal Service to pay that, right. And, in fact,
[2] we missed a few payments on that, right.
[3] So for the longest time, you know, we were
[4] playing defense; and we play defense very well. We're
[5] very good at it. We've got friends in Congress --
[6] it's important to have friends -- and all the carriers
[7] that called your representatives and wrote letters and
[8] went to Washington and did all those things to make
[9] them understand that was not the right thing to do, we
[10] were very successful in doing that.
[11] But as we like to say, you know, at some
[12] point, you know, you play defense for a long time, but
[13] you need to come up with a solution to the problem,
[14] right. You need at some point to play offense. And
[15] that's what we've been working on a lot lately is
[16] turning it around and actually coming up with
[17] solutions to the problems, right. And we've actually
[18] tried a few different things over the times to correct
[19] it.
[20] We proposed some things that didn't
[21] necessarily fly; but we're to a point now to where,
[22] you know, we've come up with a solution and we've got
[23] some key people that are involved that has changed
[24] basically the landscape of what we were trying to do.
[25] You know, we played defense, played

Page 107

[1] defense. We tried some offensive things. The problem
[2] was, and you probably know this, at one point not even
[3] all the unions in the Postal Service were in agreement
[4] on what the heck we needed to do to fix the problem,
[5] right. All of the four national unions were going in,
[6] you know, and saying different things.
[7] So it was really, really important that
[8] all the unions got on the same page; and we did that.
[9] It's been a little while since we did that, but we got
[10] the coalition started. And we started with the other
[11] unions in the Postal Service; so the APWU, the rural
[12] carriers, the mail handlers, and ourselves signed
[13] this, you know, coalition and said that we would be
[14] one force going in and dealing with this issue.
[15] And it really had an immediate effect. It
[16] really did. We had this coalition for a while; but
[17] even members of Congress have noticed when all four of
[18] the union presidents walk in the room that they can't,
[19] you know, pick and choose, and say, well, I can do
[20] this because, you know, they may not like it, but they
[21] do. So there was a whole, you know, I had an excuse
[22] to do what I was doing, right, because I was at least
[23] helping one of the unions in the Postal Service. They
[24] can't do that anymore. So that was very important.
[25] If we wanted to play offense, we also

Page 108

[1] needed to get the mailers on board, right. So we
[2] worked -- and "we," I say the NALC worked -- to get a
[3] coalition of mailers together that can work with us
[4] for a solution. And it was also important to get the
[5] Postal Service on board. And we were never able to do
[6] that over the course of time Donahoe was in there
[7] because everything he said he went and screamed and
[8] did the opposite. But now I can tell you that we have
[9] that with Postmaster Brennan. When it comes to this
[10] coalition on legislation, we're all together. We've
[11] got the unions, the mailers, and the Postal Service on
[12] the same page.
[13] Now, I say that is a good thing; but you
[14] need to understand, it's an extremely fragile
[15] coalition because any wild thing can happen and it can
[16] blow up, right. So it's really important to keep
[17] focused on what we're trying to accomplish and not get
[18] too crazy and try to do a lot of different things
[19] because you're going to lose part of that coalition.
[20] So now we have the coalition of
[21] stakeholders; and, like I said, we built it, it's
[22] fragile, but at least it's together. And we need to
[23] keep it together if we're going to be able to do
[24] something.
[25] So we have an idea of what we can propose

Page 109

[1] that will fix the problem. It's very narrow. It's
[2] only got a few things in it. You know, we're talking
[3] about the prefunding part and dealing with the rates
[4] and, you know, some other things that maybe we could
[5] do. I know they've been talking about mailing beer
[6] and wine and stuff like that for a while. So, you
[7] know, there's just this core group of things that
[8] we've got that we can keep together that we can agree
[9] on to try and get legislation moving so that we can
[10] try and get something done. And the idea with doing
[11] this is to fix the whole issue with the prefunding of
[12] the retiree health benefit that we have going on.
[13] Now, I think it's important to understand
[14] that even though -- and I'll talk a little bit more
[15] about this later. It's important to understand that
[16] even though we don't have the Darrell Issas of the
[17] world screaming and yelling -- yeah, I love it.
[18] Darrell Issa, boo, everybody knows who he is. You
[19] know, he would scream and shout; and he was, of
[20] course, one of the biggest proponents of, you know,
[21] kill everything, collective bargaining, you know, five
[22] day, four day, whatever the heck it is. And he's not
[23] there anymore, right. And so this kind of screaming
[24] and yelling really doesn't happen. But just because
[25] nobody is screaming and yelling from D.C. doesn't mean

Page 110

[1] the issue hasn't gone away. We have to come up with a
[2] solution to the problem, right; and I hope everybody
[3] understands that.
[4] So let me first go through a part of the
[5] solution that we had offered. I know there's been a
[6] lot of questions about it. There may not be any more
[7] because we've talked about it so much. But just in
[8] case, I want you to hopefully understand it.
[9] One of the parts of the legislation deals
[10] with the Medicare integration. And just to give you a
[11] backdrop, remember we've got to pay the prefunding,
[12] right. And at one point, you know, we thought it was
[13] about \$85 billion. Basically it's about \$100 billion
[14] liability. And right now the Postal Service, even
[15] through all this, all these things that have happened,
[16] you know, with the recession and everything, has
[17] actually already put away \$50 billion. So there's
[18] \$50 billion sitting in that account already, right.
[19] So the idea is how do you get it to where
[20] that liability is gone, right? You've got to come up
[21] with a solution to make that happen. Otherwise,
[22] what's the headline always going to be? The Postal
[23] Service is broke, right, because when they talk about
[24] the money, they take that into consideration and say,
[25] well, the Postal Service isn't making money. Well,

Page 111

[1] it's that payment, right.
[2] When it comes to delivering the mail, the
[3] Postal Service is making a profit and has been for
[4] several quarters. So it's the prefunding that we've
[5] got to address, right.
[6] So how do you deal with that liability?
[7] So the Medicare integration was the proposal that we
[8] have put forward. And there's some misconceptions on
[9] how that would work. There's a misconception out
[10] there that if we do that we're going to be pulled out
[11] of FEHB, which is the Federal Employees Health Benefit
[12] Plan. That is not true. That was something that
[13] Donahoe was talking about doing; but, no, that has
[14] nothing to with this. We need to stay with FEHB,
[15] right.
[16] And basically how it would work is we
[17] would like to take advantage of the Medicare basically
[18] paying for the liability that we have, right, for this
[19] fund. We are the second -- when I say "we," the
[20] Postal Service is the second largest contributor to
[21] Medicare. But there's some things that we don't get
[22] from it, and I'll get into that already. And we
[23] already have -- when you're eligible to sign up for
[24] it, we already have 85 percent of our members that are
[25] in Medicare Part A and Part B. And Part B is the one

Page 112

[1] that you have to pay the extra for, right; and that's
[2] what we're talking about, the integration, okay.
[3] So if we were to do this bill and
[4] integrate everybody -- and I'll get to some of the
[5] other part of it in a minute -- there's a couple of
[6] things that that would do. First of all, it would
[7] allow us to negotiate for discounted prescription drug
[8] rates, because right now we don't have the ability to
[9] do that. You can't do that, okay. And if you do
[10] that, of course, that would benefit everybody, right,
[11] lower prescription rates. So that would be part of
[12] it. We'd be allowed to negotiate for that.
[13] And even though we would be allowed to
[14] negotiate for a lower prescription drug rate, it
[15] doesn't mean that you would be required to be enrolled
[16] in Part D. That's another misconception. It's like,
[17] okay, we hear about this prescription drug thing.
[18] That means I'm going to have to get in D. That's not
[19] the case. Us as a group would be able to negotiate
[20] for that. Whether you want Part D or not is up to
[21] you, right.
[22] Okay. So, again, I said we're the second
[23] largest. Eighty-five percent of our folks already are
[24] in it. We'd be able to negotiate for lower
[25] prescription drug rates. Of course, if we had more

Page 113

[1] people in it, that would be lower for everybody,
[2] right. If you figure that out, lower prescription,
[3] lower rates for everybody. Everybody's premiums will
[4] go down.
[5] The issue is, of course, we've got the
[6] 15 percent or somewhere around there that for whatever
[7] reason didn't sign up for it when they were eligible.
[8] It may be -- I don't know. It may be at that point
[9] that if a person didn't think that they needed it and
[10] maybe they wished they had now, but if you try to get
[11] back into it, what happens, right, there's a huge
[12] penalty, right. That's a big penalty.
[13] With this legislation the way we proposed
[14] it, if you're in that group and you're going to go --
[15] like I said, we're going to integrate into Medicare
[16] Part B. The penalty would be waived, so all that time
[17] that you were worried about the penalty is gone. You
[18] would just start paying like everybody else and you
[19] get the benefits of Part B, which pays for basically
[20] everything, you know, all of your costs. So there
[21] would be -- you would waive that. So if you're in
[22] that group thinking, oh, man, I'm going to have to do
[23] this and now I'm going to have to pay a big penalty,
[24] the way we have proposed it, you wouldn't, okay.
[25] Then there's also going to be a hardship

Page 114

[1] exception because certainly maybe we have members that
[2] live overseas and there's no services that they could
[3] even use, so there's going to be a hardship exemption
[4] for somebody that's like it makes no sense for me to
[5] do this because I can't get any benefit from doing
[6] that.
[7] If we do all of that and integrate and get
[8] the lower prescription and have the lower premiums for
[9] everybody, our 50 -- remember, I said that we owe
[10] 100 billion. We already have 50 billion in the bank.
[11] If we do all that, our liability to pay off that
[12] amount goes to -- it will save us \$50 billion. I
[13] guess that's the way I should say it. We've got 50
[14] in. We owe 100. It's going to save \$50 billion. So
[15] if you can do the math, that makes our liability zero,
[16] right, fully funded for that, for the prefunding. So
[17] that's why this is -- you know, we came up with a
[18] solution. We can do all of this and all the sudden
[19] our debt is paid off and we can move on and go on to
[20] other things.
[21] So that's why we offered that. I hope
[22] that explains a little bit of it. If anybody has any
[23] more questions afterwards, please, you know, come and
[24] ask me. If I don't know the answer, I promise you I
[25] will find the answer. But that's why that integration

Page 115

[1] is part of the bill, all right. So I wanted to talk
[2] to you a little bit about that.
[3] So, again, we're trying to come up with a
[4] solution to the problem. And like I said, even though
[5] you don't hear this screaming, as long as that
[6] liability is there, as long as we continue to owe
[7] money, as long as somebody can get up at a microphone
[8] or go to the press and say, you know, they lost money,
[9] right, because that's what they talk about, the issue
[10] doesn't go away. And when that issue is there, the
[11] people that aren't our friends are going to use it to
[12] do what, to try and take away your collective
[13] bargaining rights, to try and take away your pay, to
[14] try and take away your retirement, to cut services.
[15] That issue is still going to be there.
[16] That's why we need to come up with a
[17] solution to the problem, and I hope everybody
[18] understands that. And if you've got members back in
[19] your branch that are asking about some of this stuff,
[20] please inform them. You know, they need to know
[21] what's going on and what we're trying to do and the
[22] need to address that issue in Washington, D.C.,
[23] because it's not just going to go quietly away, right.
[24] It's still there, okay.
[25] All right. So some other things -- still

Page 116

[1] with me? The lights haven't turned off. That's good,
[2] right. It's about time for this side, right. They
[3] need a little break over here. Lasagna. That was a
[4] great joke, wasn't it? Now every time somebody says
[5] pardon me, I'm going to say lasagna. That was great.
[6] Okay. Some other things that I just want
[7] to put on your radar, some things that are going on,
[8] of course, is some other crazy stuff that is going on
[9] in Washington, D.C. while all this is going on, oh my
[10] gosh, the board of governors, the PRC, the OIG. We've
[11] got a lot of things going on.
[12] Before I get to that, though, you know how
[13] I mentioned Issa earlier and now he's not there
[14] screaming anymore, you need to know a little bit about
[15] the folks that are the charge of the committees now.
[16] So on the Senate committee, we have Senator Johnson.
[17] If I'm not mistaken -- this is terrible. I think he's
[18] from Minnesota or Wisconsin, somewhere up there. But
[19] even though he's not screaming and yelling from the
[20] rooftops, he has been -- he's publicly said and it was
[21] after we printed -- I don't know how long ago. He
[22] actually was asked at one point what the Post Office
[23] should do to fix their problems, and his answer was
[24] they should just file for bankruptcy and kill all the
[25] collective bargaining agreements. So Senator Johnson

Page 117

[1] is the head of the Senate committee that deals with
[2] your issues and he's publicly said that, okay. So
[3] just know kind of what we're dealing with over there.
[4] Then on the other side we have the House
[5] committee and that's Chaffetz, and there was actually
[6] a hearing not too long ago that President Rolando went
[7] and testified in. And I will have to say Chaffetz was
[8] at least, you know, not screaming and yelling. And,
[9] you know, there's still no telling what he's going to
[10] do; but at least it was not as antagonistic as it has
[11] been in the past with Issa over that committee. But
[12] you need to know that, you know, immediately after
[13] becoming like the chair of our committee, one of the
[14] first things he did was he hired a staffer from Issa's
[15] staff. So that's not a strike in his direction. And
[16] one of the big guys on his staff is also a paid
[17] person. So, you know, when it comes to the banking
[18] that we've been talking about, somebody on his staff
[19] may have something like that.
[20] But, anyway, there was a hearing, oh my
[21] gosh, time flies, but it might have been two or three
[22] weeks ago; so I expect the House may try to fashion
[23] something soon to try and address the issue. But they
[24] actually had the committee, and Fred went and spoke.
[25] The Postmaster General was there. There were some

Page 118

[1] mailers there. I'm trying to remember who else was
[2] there. But there was a panel. So certainly that's
[3] just to give you a flavor of who is in charge of our
[4] committees now.
[5] So that's what's going on at least in the
[6] Senate. Now, some other things that are going on -- I
[7] think everybody knows this -- our board of governor,
[8] because we only have one and that person's term is
[9] done December 7th, so, you know -- but even though
[10] we're down to one, actually there have been some
[11] nominees that have been put forward. A lot of times
[12] those nominees go like the double, you know,
[13] Republican, Democrat. A lot of times that's how
[14] nominees for certain things are done.
[15] So there have been nominees put forward.
[16] For those of you that have been keeping up with it,
[17] there were some nominees that we certainly didn't
[18] like, obviously Miller -- I can't even think of his
[19] first name -- was nominated again. For those of you
[20] that have been around for a while like me, my fellow
[21] CCA/TE folks and the folks in the room, he's been on
[22] our board before and that's the guy that, you know,
[23] his goal in life is to privatize the Postal Service.
[24] So he was one of the nominees that got put forward.
[25] But anytime there's a nominee put forward

Page 119

[1] like that, members of the Senate have a privilege that
[2] they can hold those nominees; and we actually have
[3] friends in the Senate that have held all those
[4] nominees because, you know, some of them just
[5] shouldn't be on the board of governors overseeing the
[6] Postal Service. So they've got a hold on them, and
[7] that's where it is. And keep that in mind because I'm
[8] going to circle back around to that board of governors
[9] in a little bit.
[10] Like I say, you know, we've said before,
[11] sometimes no board of governors is better than bad
[12] governors, right. We'd rather get the right people in
[13] there. So that's okay. We'll deal with that when it
[14] comes along. So that's what's going on with the board
[15] of governors.
[16] I know the PRC, I think, actually has a
[17] vacancy. There's supposed to be five individuals on
[18] there. There's four now. So we've got all these
[19] vacancies on the board of governors. We've got a
[20] vacancy on the PRC.
[21] And let me go back a little bit. The
[22] board of governors is the group that actually governs
[23] the Postal Service, right. They're supposed to work
[24] with the Postmaster General and the chief executive
[25] officer, and they govern what goes on in the Postal

Page 120

[1] Service. Then you've got the PRC, which is the Postal
[2] Regulatory Commission; and they are folks that
[3] actually -- what's the word for it? They regulate.
[4] They regulate the Postal Service, right. That's where
[5] it goes for rate cases and all kinds of stuff. So
[6] you've got the PRC, you've got the board of governors,
[7] and then you've got the Postmaster General. So
[8] there's a vacancy on the PRC board. And you'll
[9] understand where I'm going with this in a little bit.
[10] We also have right now a vacancy in the
[11] OIG position. Now, you all, I know, think of the OIG
[12] as the sneaky little guy that's coming around the
[13] corner to try and catch you doing something wrong.
[14] And that's a true perception, right. But what you may
[15] not know is there is actually an inspector general of
[16] the USPS OIG, and it's actually an appointed position.
[17] And that person is like the watchdog of what goes on
[18] in the Postal Service.
[19] A lot of the federal agencies have their
[20] own OIG agent over it; and they basically are looking
[21] in to make sure that, you know, things are done right
[22] and fiscally they're doing the right things. And the
[23] OIG will come out with all kinds of reports of why is
[24] the Post Office doing this when they should be doing
[25] this. And actually there's been some really good

Page 121

[1] reports that the OIG has put out that we have used.
[2] So that vacancy -- that right now has a
[3] vacancy for them. So if you separate, you know, what
[4] you think of that, that position is actually extremely
[5] important because they are a watchdog. So we've got
[6] the board of governors, we've got the PRC, and we've
[7] got the OIG.
[8] Now, as I told you, the last board of
[9] governors is going to be gone in December. But what's
[10] interesting about all three of these bodies that
[11] oversee the Postal Service is they all have one thing
[12] in common --
[13] Five bucks. We're going to have to review
[14] the tapes to see who it was.
[15] **UNIDENTIFIED SPEAKER:** I can show you.
[16] That's my alarm.
[17] **PRESIDENT GRIGGS:** That's your alarm to
[18] wake you up.
[19] **SISTER RHINE:** So what do you think that
[20] the board of governors, the PRC, and the OIG, the
[21] inspector general that oversees the Postal Service
[22] have in common? Who do you think nominates the people
[23] for those positions?
[24] **AUDIENCE:** The president.
[25] **SISTER RHINE:** The president of the

Page 122

[1] United States. So don't you think it's very important
[2] who's in the White House?
[3] **AUDIENCE:** Yes.
[4] **SISTER RHINE:** Because by the end of the
[5] year, they're going to have to do something. They're
[6] going to have to do a board of governors, right. So
[7] that's why we wanted to kind of walk you through all
[8] that. It's extremely important because the White
[9] House has a direct connection with the folks that
[10] oversee the Postal Service, the company we all work
[11] for. So those are extremely important positions and
[12] it's extremely important who's in the White House,
[13] right. That has a direct effect on each and every one
[14] of us, all right.
[15] Okay. So let me tell you a little bit
[16] about -- I always get ahead of my notes, so I've got
[17] to go back. So, again, we've got all this going on;
[18] and there's another thing that I -- that we've been
[19] going around and explaining to folks just so you
[20] understand another thing that happened with the 2006
[21] law other than, well, the payments obviously. But
[22] there was another kind of little caveat with it.
[23] So when we did the 2006 law when we got
[24] the prefunding requirement, there were some other
[25] things that were going on in discussions that were

Page 123

[1] happening at the time in Congress about it. One of
[2] the issues was is they were trying to address how the
[3] Postal Service determines postage rates, right. And
[4] as you know, before -- I mean, it's this whole ordeal,
[5] right, to try and raise postage.
[6] I remember it was like you've got to go
[7] and you've got to request it and there's hearings and
[8] there's a process. And it was pretty crazy because it
[9] would take quite a while before a rate change could
[10] take place if the Postal Service needed to raise
[11] postage.
[12] And when they were talking about the 2006
[13] law, they said, well, you know, we should really
[14] address this because it's kind of crazy the way it is,
[15] right, that it takes forever for a postage rate
[16] increase to happen. But they couldn't agree on how to
[17] do it. The Senate had an idea of what we needed to
[18] do, and the House had an idea of what they wanted to
[19] do. And, of course, they're trying to get this bill
[20] accomplished and they couldn't agree.
[21] So what they ended up doing was they came
[22] up with a compromise. And they said that right up to
[23] the bill was passed for the first ten years they would
[24] try the Senate's version of a new way of setting
[25] rates, and then the House would get their chance,

Page 124

[1] right.
[2] Well, so here's what happened. The
[3] Senate's idea was that you tie rates to the CPI,
[4] right. And if they go up, rates up go. You know,
[5] it's tied to that. They automatically would go up.
[6] Well, for those of you that booted your national
[7] business agent this morning when he said there wasn't
[8] going to be any COLA, right, if you notice over the
[9] last ten years, that really hasn't been the case,
[10] right. So when it came to measuring it, there really
[11] wasn't anything to measure it on.
[12] But, regardless, that's what the Senate
[13] had come up with. That's why rates really haven't
[14] changed, right, because the CPI hasn't changed. So
[15] that was the Senate's idea, right.
[16] So now we're to the end of that, and we're
[17] going to have the House version of it. So basically
[18] the House has until the end of the year to come up
[19] with their idea of how rates should be set in the
[20] Postal Service. And if I'm not mistaken, I'm pretty
[21] sure that in this month's Postal Record there's
[22] actually a story on that whole process and what to
[23] think about that. So you might want to check out that
[24] article.
[25] But basically that's kind of where we are

Page 125

[1] with the rate cases. We've tried the Senate's and now
[2] we've got to try the House. So, obviously, we want
[3] you to be aware of that because that could change the
[4] way rates are done.
[5] Now, the other thing that happened was
[6] that there was -- well, a couple of things. I don't
[7] want to lose you on this conversation. So the other
[8] part of that, if you remember right, there was the
[9] exigency rate case, right, where the Postal Service
[10] during this time, because we were trying the Senate
[11] version, right, it went with CPI and there was another
[12] part of it where if there was an emergency the Postal
[13] Service would go and say, hey, you know, this has
[14] happened and we need to raise rates.
[15] When the economy crashed, the Postal
[16] Service did just that, right. They went and filed for
[17] an exigency rate and got it. And then there was this
[18] big argument of how long does that last, does it
[19] expire. There were hearings. There was all -- you
[20] know, people weighed in on both sides; and eventually
[21] the ruling was is that it's not forever, it expires.
[22] That's how postage just went back down, right, because
[23] that exigency rate went away. But, you know, perfect
[24] timing, right, let's lower the price of stamps right
[25] when we're in negotiations. So that's always great

Page 126

[1] timing, right.
[2] But that's how that happened, in case you
[3] were wondering what happened there. And, of course,
[4] the Postal Service could go back and ask for another
[5] rate increase. But that's where we came to be, right.
[6] So the other thing that I wanted to talk
[7] about that you needed to know, because there's lot of
[8] misconception about this, too, because keep in mind
[9] that the 2006 law said you owe this much money and
[10] you've got to pay it over ten years' time and we've
[11] had some folks say, well, at the end of ten years,
[12] right, we're done, right. Ten years are over. It's
[13] all over with. No, it's not.
[14] There was actually language put into the
[15] bill that said two things will happen at the end of
[16] ten years. You still have two payments left at the
[17] end of ten years. One would be the normal cost for an
[18] additional year of coverage. That was already in the
[19] law, right. It was like you were going to prefund all
[20] this; and then when we get to the end of ten years,
[21] you've still got one more payment and it's going to be
[22] normal cost for another year. We will figure that out
[23] when we get there, right.
[24] But the other part of it was that you also
[25] had to make a payment and you had to -- they had to

Page 127

[1] amortize the unfunded liability. So you've got to pay
[2] another year; and, oh, by the way, you've got to go
[3] back and look at all the money that you haven't paid
[4] and then you've got to amortize it out and then you've
[5] got to figure it out. So in reality after the end of
[6] ten years, instead of owing five and a half billion
[7] dollars a year, we now owe six. So it actually went
[8] up because of that recalculation.
[9] So when you have members that may ask you
[10] that, hey, it's ten years, isn't it over, no, because
[11] the law requires us to amortize anything we owe. And
[12] if you remember, there were payments that were
[13] skipped, right; and then you still have one year. So
[14] we still have that liability on the book.
[15] Okay. All right. Clear as mud so far,
[16] right. Are you all still with me? Okay. Barely,
[17] right. I need to get you some toothpicks over there.
[18] Maybe we should do the wave. I can't do the Ali
[19] shuffle as good as he did. That ain't happening. The
[20] good news is, we're getting there. The good news is
[21] we're getting there.
[22] **PRESIDENT GRIGGS:** Take your time.
[23] **SISTER RHINE:** That's fine. We only have
[24] five more hours. It will be good. No, I promise I'm
[25] down to the end of my list.

Page 128

[1] Like I said, it's important that we talk
[2] about collective bargaining, the convention, the
[3] election, what's going on with the board of governors,
[4] PRC, legislatively how all this is connected, what's
[5] happened with the payments, what we still owe, what
[6] happened with the rates because those are really
[7] important. I think everybody hopefully will learn
[8] something from that.
[9] So let me just talk real briefly about
[10] something that I know that you're going to think is
[11] important and I get it because you're all here and
[12] then at the end I'm just going to just kind of tell
[13] you about some of the other stuff that we have going
[14] on just headquarters-wise that will probably affect
[15] you, you know, branches and letter carriers.
[16] But let me get one more thing out of the
[17] way legislatively, right, because, obviously, it's all
[18] important that you hear it and the important work that
[19] we do legislatively. And I know because of all the
[20] nodding heads that I saw in here you all understand
[21] how important the legislative process is and how it
[22] affects us, right. It's extremely important.
[23] So we've got all these things going on.
[24] We've got all these solutions, but we still need what?
[25] We still need the people to vote for the bills, right.

[1] We've still got to have the right people in place in
 [2] Congress that will support those issues, and we've got
 [3] to get to them and make sure that they put the bills.
 [4] So it's important because that's the function of the
 [5] state association, to be legislatively active. And I
 [6] thank you for that, and I hope that you all will get,
 [7] you know, support from your members of Congress for
 [8] the things that we're doing.
 [9] I did notice and I have to say this
 [10] because, you know, I always like to say this when I'm
 [11] going, the folks that you have that are sponsors of
 [12] our bills, that's great. But I noticed all of them
 [13] had a "D" behind their name, right. And sometimes,
 [14] I've got to tell you, I don't understand that because
 [15] the Postal Service isn't a partisan issue, right. We
 [16] deliver mail to every corner of this country no matter
 [17] where you are. No matter whether you're a Democrat or
 [18] a Republican or an independent or whatever it is, you
 [19] know, the Postal Service is one of those great things
 [20] that touches everybody American no matter -- you know,
 [21] no matter, you know, when or what you do for a living,
 [22] anything. Everybody is equal, right. And so I
 [23] never -- I've got to tell you, it's frustrating to me;
 [24] and I never understand how it becomes a partisan issue
 [25] because it shouldn't be, like I said. And I hope --

[1] It's always so fun when I hear from
 [2] members of Congress. I was just in New Hampshire last
 [3] weekend, and they had one of the senators from the
 [4] state come to the banquet. You know, she was up on
 [5] postal issues and she says, you know, she was for all
 [6] this. She says, I've got to tell you, there was an
 [7] announcement that they were going to close this Post
 [8] Office in this little bitty town. She said, number
 [9] one, I didn't even know they had a Post Office there.
 [10] But, number two, I knew right away because every
 [11] person in that town was calling my office telling me
 [12] to fix the problem.
 [13] So if you think people don't care about
 [14] the Postal Service, that's what, you know, amazes me
 [15] about members of Congress about not getting behind
 [16] that. You know, that's something people that live in
 [17] your district are very passionate about is their Post
 [18] Office; and they don't want it taken away.
 [19] So, like I said, I'm befuddled by the
 [20] folks that want to do that. But, like I said, it
 [21] doesn't mean we're going to stop. It doesn't mean
 [22] we're going to stop asking them to support it because
 [23] it's the right thing to do.
 [24] So do everything you can to talk to your
 [25] members of Congress. Certainly when we get something

[1] you know, we need to talk to those folks because the
 [2] Postal Service is required -- you know, delivery of
 [3] mail is required by what?
 [4] **AUDIENCE:** Law.
 [5] **SISTER RHINE:** The Constitution of the
 [6] United States, right. The Constitution of the United
 [7] States. And, you know, when I think of the folks that
 [8] say I'm not going to support that, I'm like,
 [9] seriously. The Postal Service is in the Constitution
 [10] of the United States.
 [11] We employ more veterans than any other
 [12] company other than the government, right. How many
 [13] veterans are in the room? See, I mean, it's amazing.
 [14] That is absolutely amazing. Number one, thank you for
 [15] what you did for this country. I'm not a veteran, but
 [16] I am so proud that I get to represent veterans. That
 [17] is a true honor. We hire so many veterans, and we
 [18] touch rural America. So I just don't understand how
 [19] it has become a partisan issue.
 [20] So for all those folks that you have "R"s
 [21] behind, I hope, you know -- and I know you have. I'm
 [22] not digging to say you haven't talked to one. But,
 [23] you know, to me I just would want to keep beating, you
 [24] know, them over the head and say, look, the people in
 [25] your district care about the Postal Service.

[1] going, we're going to need their support to get it
 [2] passed, right.
 [3] All right. I just wanted to wrap it up
 [4] with just kind of tell you some other things that are
 [5] going on. I know Paul got up this morning and talked
 [6] about the veterans group already. I think that's
 [7] something that is really cool that we're doing to
 [8] recognize the veterans that work for the Post Office
 [9] and their members of our union. So if you haven't
 [10] signed up for that, please do. I think it's going to
 [11] be a great thing. You get this great lapel pin that
 [12] he's wearing that you can be proud of. And I know
 [13] we're working on doing a lot of things for the
 [14] veterans group. I think that was a great thing that
 [15] we're doing.
 [16] Something else that we're working on.
 [17] We're actually working on a new app that we're -- I
 [18] don't know when it will be done, but we're developing
 [19] it right now, which is something that is kind of cool,
 [20] like, here we are. Most people obviously, you know,
 [21] use their phones, right. So we're working on an
 [22] actual NALC app, so I'm sure there will be more
 [23] information on that.
 [24] We've been doing some different trainings
 [25] that have been going on. I thought I would mention

Page 133

[1] them in case you hadn't heard about them, and that's
[2] something maybe your branch wants to do. And I know
[3] we're having a leadership class. Where did he go? I
[4] know there was someone in the room that was going to
[5] the leadership here coming up June. There you are.
[6] So we're continuing with the leadership
[7] academy. It was a little different this year. We
[8] didn't have one this spring. We usually have two
[9] classes a year. But with negotiations going on, we
[10] knew it was going to just be pretty much impossible to
[11] do that. So we didn't have one this spring, but we're
[12] coming back with another class this fall.
[13] We've actually had -- we had the
[14] legislative conference. That was something new that
[15] we just did. It was last October. Did anybody in the
[16] room go to the legislative conference that we had in
[17] Washington? Paul, yeah.
[18] **BROTHER BARNER:** I was there.
[19] **SISTER RHINE:** I think he helped teach
[20] some of it, didn't you?
[21] **BROTHER BARNER:** Yes.
[22] **SISTER RHINE:** That was something new that
[23] we did. We actually had this huge conference. I
[24] think it was about 200 folks, wasn't it, Paul,
[25] somewhere around there --

Page 134

[1] **BROTHER BARNER:** Yeah, 190.
[2] **SISTER RHINE:** -- that we brought up. It
[3] actually was out at the Maritime Institute in
[4] Linthicum, Maryland, which is right outside Baltimore.
[5] And they did this like, you know, intense training on
[6] all of our legislative activists. That was something
[7] new to me they had never done before.
[8] But we had a CCA conference earlier this
[9] year. That's something we had never done before. I
[10] didn't even ask. Do we have any CCAs in the room?
[11] No. Former CCAs? Yeah. We've got one in the front.
[12] Congratulations on making regular. I'm glad you're
[13] here.
[14] We actually had a CCA conference, and it
[15] went really well. We actually had it, I think it was,
[16] in January back in St. Louis. There were about 200
[17] folks there, too, from all over the country. And I
[18] didn't get to go. I know President Rolando went and
[19] your Director of City Delivery, Brian Renfroe, did
[20] that with some of the staff. I guess it was a really
[21] great conference. I know we've talked about, you
[22] know, maybe thinking about doing something else in the
[23] future.
[24] But it was really interesting to have, you
[25] know, an entire room of brand-new employees that

Page 135

[1] really didn't know a lot about the NALC and did a lot
[2] of educating that way and did a lot of training. And
[3] actually the feedback from that group helped us to
[4] write the CCA guide.
[5] So that was a really important conference.
[6] And as I said, from what Brian and President Rolando
[7] was talking about, it went really well, really well.
[8] So that's something we did.
[9] Also, if you haven't seen, Lew Drass has
[10] been doing Formal A and Beyond training that's offered
[11] to the branches. And it's on the branches, but you
[12] can send somebody to Formal A and Beyond. I know
[13] they've been announcing some of that. I know they are
[14] doing another class later this year. So if that's
[15] something you guys are interested in, you know, watch
[16] out for that. And basically it is what it is. It's
[17] intensive Formal A training and beyond. And I've
[18] heard really good remarks about that, as well. So
[19] that's other new training that we've got going on.
[20] And then, of course, I've got some new
[21] training that we've been doing. For years we've had
[22] the secretary-treasurer training that you would
[23] send -- usually it was secretary-treasurers, maybe the
[24] branch presidents and trustees. But basically it was
[25] fiduciary training, which is really important, right.

Page 136

[1] It's important that we teach you how to follow the
[2] law, right, and be compliant with the DOL and the IRS
[3] and keep everybody out of jail. That's important.
[4] But the idea was, you know, that's such a
[5] great training; and President Rolando was like why
[6] don't we expand on that. You know, we've got -- why
[7] don't we -- let's offer training for all officers of
[8] the branch. So why don't we put our heads together
[9] and develop that. So we actually did that.
[10] So we've got -- we've had a couple of
[11] branch officers training. I do it with your assistant
[12] secretary-treasurer, Judy Willoughby, and your
[13] Director of Education, Jamie Lumm, and a couple of our
[14] folks from our accounting firm, I know. I guarantee
[15] you there's people in here who have had classes with
[16] Dave Dorsey before, the guy that walks around without
[17] his shoes on and you get to throw things at him. He's
[18] really good. So we put together and we've had a
[19] couple of those and we've gotten some really good
[20] feedback on that because basically now we have
[21] training from everything on branch meetings to you
[22] name it. We've added a whole bunch of stuff.
[23] We've kept it financial, obviously for
[24] good reason. You need to know that. We've added some
[25] other classes that we've been -- that are helpful on

Page 137

[1] everything from, you know, I'm a new officer, what
[2] should I do, to, like I said, meetings and elections
[3] and bylaws and all kinds of stuff. So we've gotten
[4] some really good feedback on that.
[5] So I'm always writing articles on it. If
[6] you're interested in what we've been doing, just come
[7] up and talk to me. But we're definitely going to do
[8] some more of those in the future, too, because those
[9] have been so popular.
[10] So I'm really excited about some of the
[11] training that we've put together and are offering for
[12] everybody. I think it's great, some of the things
[13] that are going on. We're always trying to think of
[14] other things that we can do. So certainly if you have
[15] suggestions, you can always come and talk to me. But,
[16] like I said, we're going to try to do a couple more of
[17] those. And I think that is pretty much it or on the
[18] new training. Yes.
[19] Is everybody still awake? Maybe. Nudge
[20] the guy next to you that's asleep.
[21] All right. So in a nutshell, that's
[22] pretty much the topics that I wanted to go over. I'd
[23] be remiss if I didn't do this. Like I said, I want to
[24] thank you all for what you do, for the job that you do
[25] for the NALC, for making this a wonderful, wonderful

Page 138

[1] union and making sure that it continues to be, you
[2] know, the best union there is from talking to the
[3] CCAs, getting organized, being involved.
[4] But I would be remiss if I didn't
[5] recognize Greg and Paul for the work that they do up
[6] at headquarters. You guys should be very proud of
[7] them and be proud that they're from the state that you
[8] come from.
[9] (Applause.)
[10] **SISTER RHINE:** We love them. All right.
[11] I will go sit down. If there's questions -- I don't
[12] know if you want questions. That's fine. If anybody
[13] has got questions, fire away. Kenny and I will --
[14] otherwise, if not, you can come up and find me and ask
[15] me a question later. I will be here.
[16] So thank you very much for your attention.
[17] (Applause.)
[18] **PRESIDENT GRIGGS:** Thank you, Nicole.
[19] At this time we're going to talk about
[20] something that's very dear and close to NACL, and
[21] that's MDA.
[22] NALC has been a sponsor of MDA for over
[23] 50 years. And, of course, we know September is
[24] usually when they have the MDA telethons. But we've
[25] noticed that a lot of the branches have really dropped

Page 139

[1] out and not participated as much as they normally do.
[2] They still haven't come up with a cure, but they still
[3] are doing research. And in order to continue the
[4] research, they need phones. We've even had members of
[5] this association to be up there. So we can't push
[6] that on the back burner.
[7] Tim is our state MDA rep, so I would ask
[8] Tim if he would come up. Don't go out the door, Tim.
[9] His phone was ringing.
[10] **SISTER RHINE:** It was out in the hall.
[11] **PRESIDENT GRIGGS:** We want to keep this on
[12] the forefront because it's real important. Years ago
[13] they thought it was important when it was in its
[14] infancy as far as research, and research now is even
[15] more important.
[16] So, Tim, if you would come and share and
[17] give your experience, especially when we sponsor
[18] people to the camps. They really appreciate it. But
[19] Tim knows more about it, so he's going to talk about
[20] it.
[21] **BROTHER McCRAY:** Good afternoon.
[22] **AUDIENCE:** Good afternoon.
[23] **BROTHER McCRAY:** I'm going to wake
[24] everybody up. Anybody got any good jokes?
[25] **SISTER RHINE:** Lasagna.

Page 140

[1] **BROTHER McCRAY:** Somebody got a good joke?
[2] You want to tell one? You want to tell a good joke?
[3] She's going to tell a good joke.
[4] **AUDIENCE:** Keep it clean.
[5] **SISTER STEVENS:** Johnnie Stevens,
[6] Branch 578, Savannah, Georgia. And this is the joke.
[7] There was a preacher that was in church,
[8] and he said whoever gives the most money in the
[9] offering plate gets to pick the hymn for the day. So
[10] the basket went around to everybody, and the deacons
[11] collected the basket and they gave it to the preacher.
[12] So the preacher was standing up on the
[13] pulpit and he begins to dig in the basket and he pulls
[14] out a \$20 bill and he says, "It looks like I got a
[15] winner." The deacon hushed the pastor and said, "Look
[16] a little further." He looked down a little further.
[17] He found a \$50 bill; and he says, "I think I got a
[18] winner, guys." The deacon says, "Look a little
[19] deeper, Pastor." He gets to the bottom of the basket,
[20] and there was a \$100 bill that was folded up real
[21] tight. Y'all ladies know how we fold that money up
[22] real tight sometimes.
[23] In the bottom of the basket was a \$100
[24] bill that was folded up really small. He opened it
[25] up. The preacher held the money up to the church and

Page 141

[1] he says: "Oh, ladies and gentlemen, I think we've got
[2] a winner here. Who put in the hundred dollars?"
[3] All the way in the back of the church was
[4] a guy sitting down and he raised his hand and he said,
[5] "Pastor, I gave that hundred dollars." He says:
[6] "Come on up here, young man. You get to pick the
[7] hymn for the day." He says, "I pick him and him and
[8] him."
[9] Savannah, Georgia.
[10] (Laughter.)
[11] **SISTER RHINE:** Nobody can top that now.
[12] Don't even try to tell a joke after that.
[13] **BROTHER McCRAY:** We pulled the coal out of
[14] fire this time.
[15] I have a few things to say about MDA. I
[16] just want to thank you all, first of all, for all the
[17] things that you do for MDA. This is my 35th year
[18] working with the branch and the state for MDA. I've
[19] been doing it for 35 years. I started my first year
[20] when I was in the Post Office when I came in in 1981.
[21] And I've been working ever since, so this is my 35th
[22] year of doing it and I enjoy doing it.
[23] (Applause.)
[24] **BROTHER McCRAY:** I would like to thank
[25] some of the pioneers along the way. Raymond Griggs,

Page 142

[1] when I came in, he was the coordinator for Branch 73
[2] and some of the other people that were working with
[3] him that really taught me a lot about what to do. We
[4] used to do the roadblocks at that time, and we made
[5] plenty of money on the roadblocks. At that time
[6] Branch 73 used to do about what, 50,000. 50,000 was
[7] easy for Branch 73 to do because of the roadblocks.
[8] **UNIDENTIFIED SPEAKER:** First branch over
[9] 100,000.
[10] **BROTHER McCRAY:** Huh?
[11] **UNIDENTIFIED SPEAKER:** First branch over
[12] 100,000.
[13] **BROTHER McCRAY:** Okay. First branch over
[14] 100,000. So we've done quite a few things at
[15] Branch 73. One of the things that I would like to --
[16] and I actually turned the lights off on Nicole a few
[17] minutes ago because MDA was calling and I was trying
[18] to find out the numbers of what some of the other
[19] branches are doing.
[20] Don mentioned earlier that a lot of the
[21] fund-raising is dropping off for some reason. I don't
[22] know why. So I called the MDA office, and they told
[23] me that some of the branches are just making
[24] donations.
[25] We still do the Bowl-A-Thon. There are

Page 143

[1] quite a few different fundraisers that you can do, but
[2] I believe in the Bowl-A-Thon. I pick up my bowling
[3] ball one time a year, at Bowl-A-Thon. And this year
[4] my highest game was 229. So anybody who can bowl, I
[5] challenge you, you know. Bowl one time a year and
[6] come out and bowl 229, okay. But it's fun.
[7] And this year -- last year Branch 73
[8] raised a little over \$11,000 for the fundraiser. And
[9] this year, in Branch 73 we're at \$16,738 so far.
[10] (Applause.)
[11] **BROTHER McCRAY:** So in actuality a lot of
[12] times it kind of scares me because when they call us
[13] and tell me to go ahead and coordinate the
[14] Bowl-A-Thon, I don't know how many teams are going to
[15] show up. This time we had eight teams, something like
[16] eight teams, to show up; and we actually had less
[17] people but raised more money. So sometime it works
[18] out that way.
[19] I would urge you all as branch leaders to
[20] go ahead and try to put together a Bowl-A-Thon. If
[21] you have any questions, you can get with me; and I can
[22] help you set it up. Find a bowling center. And a lot
[23] of times a lot of the bowling centers will give you a
[24] discount in the bowling part of it and then in return
[25] give you back a donation to MDA. So that's the

Page 144

[1] bowling centers that we're working with, that's what
[2] they do. So we want you all to just have fun and make
[3] money for the kids.
[4] Now, one of the things that we look
[5] forward to doing every year is trying to raise enough
[6] money. Now, personally, I'm retired; and I still do
[7] the fundraiser. I used to do about four or five
[8] thousand dollars a year when I was an active letter
[9] carrier; and I still do right now over \$1500 a year,
[10] right around that amount. But I look forward to
[11] trying to make enough money every year to send at
[12] least one child to summer camp.
[13] In order to send one child to summer camp,
[14] it takes about \$850. I would like for everybody in
[15] here if you can, come next year, commit yourself to
[16] trying to raise about \$850 to sponsor one child to
[17] summer camp.
[18] Now, let's talk a little bit about summer
[19] camp. How many people in here have been to summer
[20] camp, MDA summer camp? How many? Anybody like to
[21] just share a little bit of what goes on at summer
[22] camp?
[23] Raymond, come up and tell them a little
[24] bit what goes on in summer camp.
[25] If you have never been to MDA summer

[1] camp -- I have the information for you; but if you
 [2] have never been to summer camp and see what happens at
 [3] summer camp with these kids, you need to go out and
 [4] experience it for yourself.
 [5] Raymond.
 [6] **BROTHER RAYMOND GRIGGS:** Raymond Griggs,
 [7] Branch 73, retired.
 [8] Thank you, Tim. I appreciate this
 [9] opportunity. I wish my health was better. I would be
 [10] out here storming every Post Office in the State of
 [11] Georgia for these young kids.
 [12] I want to encourage every branch to
 [13] contact the Muscular Dystrophy office in their local
 [14] area -- if you don't have one down in Savannah or
 [15] Brunswick, call Atlanta -- and adopt one of the
 [16] children as your honorary member of Branch Augusta,
 [17] Savannah, Columbus, and have that child come to one of
 [18] your meetings and stand there and look you in the eye
 [19] and say, Please send me to summer camp. You're going
 [20] to raise that money to send that child.
 [21] You can't imagine what it means to them.
 [22] They wake up every morning, and they have to depend on
 [23] a caregiver to get them dressed, some of them even
 [24] have to wear diapers, put their shoes, take them to
 [25] school, feed them, take them to the doctor, have

[1] she'll tell you exactly what day we can come out. I
 [2] will be there again on visitors day this year. I'm
 [3] looking forward to it. The number is 770-621-9800.
 [4] Ask for Veronica, and she can give you all the
 [5] information that you need.
 [6] But we're asking everybody to please, if
 [7] you can, just one time, if you could just experience
 [8] summer camp, I guarantee it will change your whole way
 [9] of thinking about MDA because when I got a chance to
 [10] see that, then it really changed me.
 [11] Now, some other things that went on in my
 [12] life that kind of made me think about the fact that it
 [13] could be me, I decided -- in 1985 I had a knee
 [14] operation. I popped a quadriceps muscle in my right
 [15] knee on the basketball court. Back then, 2011,
 [16] everybody remember when we had the ice storm. Well, I
 [17] was off from work on sick leave and actually went out
 [18] to put the garbage can out on the ice day for some
 [19] reason -- I don't know why -- slipped on the driveway,
 [20] and reinjured the same quadriceps again. So I had to
 [21] go back through surgery again in 2011.
 [22] After they completed the surgery, the
 [23] quadriceps popped loose again. So I've had three
 [24] surgeries on my right knee. A lot of times you see me
 [25] with the braces on my right knee. It's the fact that

[1] medical treatment. They depend on somebody to do
 [2] something, everything, for them.
 [3] And look at us. We get up. We can do
 [4] anything we want to. We're healthy. We're strong.
 [5] We go deliver the mail every day to our customers.
 [6] But those children can't do for themselves, but once a
 [7] year they can go to camp. You haven't seen anything
 [8] until you see one of these children at camp because
 [9] they are away from their parents. They are away from
 [10] their caregivers.
 [11] I saw this kid take his wheelchair and
 [12] just fast as he could go, he hit that swimming pool
 [13] and he went in. Once he got in the water, he's not
 [14] helpless anymore. He can maneuver in the water. He
 [15] can't walk. They love that swimming pool.
 [16] But if you ever go to camp and see them,
 [17] you will do what I've asked you to do and that's adopt
 [18] a child for your local branch.
 [19] Thank you, Tim.
 [20] (Applause.)
 [21] **BROTHER McCRAY:** Now, the camp this year
 [22] will be down again in Rutledge, Georgia; and the camp
 [23] will run from July 10th through the 16th. If you are
 [24] interested in attending the visitors day, write this
 [25] number down. I want you to call Veronica because

[1] my right knee is not in good shape. I can't
 [2] straighten my leg out. There are a lot of things.
 [3] But think about the fact if something like
 [4] that can happen to you or if you were one of these
 [5] kids and, God forbid, something happened and then you
 [6] end up with a wheelchair. Think about that. And when
 [7] you start looking at life in a different way, then you
 [8] can start thinking differently about things that we
 [9] do.
 [10] So the challenge now for all of the
 [11] branches and all the people, individuals who are not
 [12] doing anything, like Raymond said, sponsor a child.
 [13] Even if your branch is not doing anything, think about
 [14] sponsoring one or two kids to summer camp, \$850.
 [15] \$850, okay, per child. At least sponsor one. But if
 [16] you can do more than one, do three or four, make that
 [17] your goal every year and step up to the plate, okay.
 [18] Branch 73 will be in the game as long as
 [19] I'm around, okay, and I'll make sure of that. But I
 [20] have good support. I have a lot of good people that
 [21] are working with me with MDA, and we're going to
 [22] continue to do what we're doing.
 [23] So anybody have any questions?
 [24] **BROTHER LOYD JOHNSON:** Loyd Johnson,
 [25] Branch 73, treasurer, retired. I'd just like to share

Page 149

[1] something else with you that we do in Branch 73. Some
[2] of you may not be able to field bowling teams or have
[3] a Bowl-A-Thon or whatever. But if you take certain
[4] forms to the practitioners, businesses, things of that
[5] nature in your area, they'll be more than happy to
[6] give you donations. And they do it fruitfully,
[7] gladly. And it's good for them because it's another
[8] tax write-off. So there again is another idea to
[9] raise money and funding for MDA, and you'll easily be
[10] able to sponsor at least one, if not two or three
[11] kids.

[12] Thank you.
[13] (Applause.)

[14] **BROTHER McCRAY:** Now, the other thing Don
[15] mentioned is the fact that the research is still
[16] ongoing. So one of the things we have to look at is
[17] the fact that the research has not stopped. Just
[18] think about the fact that if one of your family
[19] members or one of your friends -- like again, it hit
[20] Branch 73 years ago. A person that used to work side
[21] by side with me raising money ended up getting Lou
[22] Gehrig's disease and then he passed away. It didn't
[23] take a long time after that.

[24] So everybody remember Earl Speedy Davis?
[25] We used to work closely together making money for MDA.

Page 150

[1] And every roadblock he would come out to my station
[2] and roadblock with me. We would go out to Cumberland
[3] where he was and we would roadblock with him and we
[4] made plenty of money, but then all of the sudden I
[5] heard that he was down. But this man supported MDA
[6] until his last breath. He was there. He gave money
[7] even when he was in his wheelchair.

[8] So the only thing I'm trying to make you
[9] all understand is this: Think about it if it was you
[10] or somebody in your family. It's important, okay.

[11] And we want to continue supporting letter carriers,
[12] supporting, showing them that we do care about people
[13] in the community, okay. And that's what we do as
[14] letter carriers. Okay. Whether I'm retired or active
[15] or whatever the case may be, I'm still a letter
[16] carrier, proud to be a letter carrier, okay.

[17] So from this point on, when I get the
[18] reports every year from MDA, I would love to see that
[19] somebody from a branch have sponsored somebody in
[20] summer camp. We're going to do that?

[21] **AUDIENCE:** Yes.

[22] **BROTHER McCRAY:** Make a promise?

[23] **AUDIENCE:** Yes.

[24] **BROTHER McCRAY:** All right, now. I'm
[25] going to look forward to it. I'm going to talk about

Page 151

[1] you.

[2] All right. Thank you very much.
[3] (Applause.)

[4] **PRESIDENT GRIGGS:** At this time we'll have
[5] the vice president, Jacob Alston, come and give our
[6] Royal E. Smith Scholarship report.

[7] **BROTHER ALSTON:** Good evening.

[8] **AUDIENCE:** Good evening.

[9] **BROTHER ALSTON:** I'm going to do something
[10] a little different this time. I'm going to read a
[11] letter that I sent to the presidents and members of
[12] their branches concerning the scholarship fund so
[13] you'll understand what we're trying to do in the state
[14] to help keep this scholarship fund viable so we can
[15] help educate our children.

[16] Dear Branch Presidents/Officers, the
[17] Royal E. Smith Scholarship Fund is in need of your
[18] help. The scholarship fund is 100 percent funded by
[19] branch contributions. Last year, there were about
[20] seven branches -- it varies from year to year -- that
[21] sent donations to the scholarship fund. This year I'm
[22] asking that each branch please send what you can to
[23] help the scholarship fund. This fund cannot survive
[24] without your branch support.

[25] We have a chance to leave a legacy behind.

Page 152

[1] Educating our children is a way to do so. The office
[2] of the Georgia State Association has voted that \$800
[3] will be the amount received by each recipient yearly.
[4] The scholarship currently funds three scholarship
[5] applicants.

[6] And in closing I always say please send
[7] your contribution to the Royal E. Smith Scholarship
[8] Fund, our state secretary.

[9] The way the scholarship fund works, every
[10] year I send out applications. If you've got a son or
[11] a daughter that's graduating from high school next
[12] year in '17, see me, see your branch president, or one
[13] of your branch officers and obtain a scholarship
[14] application. The application has to be returned to me
[15] by April the 15th or 16th of each year, okay.

[16] I need to get them because I get those
[17] applications -- when I received the applications this
[18] year, I received four applications. I send those
[19] applications to Georgia State Honors Program and
[20] review them, and they'll decide who will be the best
[21] qualified to receive our scholarship.

[22] So, brothers and sisters, I had a lot of
[23] people come to me say, well, my son or daughter
[24] graduated. Keep in mind about the Royal E. Smith
[25] Scholarship. We're doing this to help your children

Page 153

[1] of letter carriers in the State of Georgia, okay. So
 [2] please don't miss the opportunity if you've got a
 [3] child that's going to be graduating. Keep it in mind,
 [4] all right.
 [5] I appreciate it. Thank you.
 [6] (Applause.)
 [7] **PRESIDENT GRIGGS:** We still have about
 [8] 25 minutes before we can have nominations, so we have
 [9] two things in mind. Chuck, if you will come up and
 [10] give us a political fund report. And Gladys came up
 [11] with this shirt that she wants the state to consider
 [12] for national convention. And the blue on there, she
 [13] wants the blue removed and leave it -- you want red?
 [14] Any color? White?
 [15] (Audience crosstalking.)
 [16] **PRESIDENT GRIGGS:** Peach. If you leave it
 [17] all peach, you won't be able to see the peach.
 [18] **SISTER RAINEY:** Gladys, retired. I didn't
 [19] want no T-shirt up here. You all want a T-shirt. I
 [20] was thinking of a peach golf shirt.
 [21] (Audience crosstalking.)
 [22] **SISTER RAINEY:** I was thinking maybe we
 [23] could get a peach with what's on that shirt, not the
 [24] writing at the bottom, but to blot out that blue
 [25] because of the Bloods and the Crips and just have

Page 154

[1] Georgia just be in black. But if you all got some
 [2] suggestions, let's hear it.
 [3] (Audience crosstalking.)
 [4] **PRESIDENT GRIGGS:** Any suggestions? I'm
 [5] asking are there any suggestions? If you've got a
 [6] suggestion, please come to the mike.
 [7] **SISTER RAINEY:** Georgia is the Peach
 [8] State. That's why I said peach.
 [9] **SISTER JAMES:** My suggestion would be make
 [10] the State of Georgia the color of the peach. Rose
 [11] James, Branch 73. Make the blue the peach color.
 [12] (Audience crosstalking.)
 [13] **PRESIDENT GRIGGS:** One at the time,
 [14] please.
 [15] **SISTER RAINEY:** Would the State of Georgia
 [16] in the peach show up good on a peach shirt?
 [17] **UNIDENTIFIED SPEAKER:** I thought it was
 [18] going to be white.
 [19] (Audience crosstalking.)
 [20] **UNIDENTIFIED SPEAKER:** Leave peach shirt
 [21] white and make the State of Georgia peach color.
 [22] Anybody?
 [23] (Audience crosstalking.)
 [24] **PRESIDENT GRIGGS:** It's obvious that
 [25] someone has something to say because I hear a lot of

Page 155

[1] conversation. All we want you to do if you have a
 [2] comment about it or have something to say, please come
 [3] to the mike so everyone can hear you.
 [4] **SISTER COLEY GREENE:** Coley Greene,
 [5] retired, Branch 73.
 [6] I think if we could we have a shirt that's
 [7] the color of peach that Eric had on this morning, it's
 [8] a good color and then keep the emblem the way it is.
 [9] (Audience crosstalking.)
 [10] **UNIDENTIFIED SPEAKER:** Peach, the shirt
 [11] the color that Eric had on this morning. Well, a
 [12] peach color or, you know, between pink and peach,
 [13] apricot; and then keep the emblem the way it is
 [14] because even though the Crips have a blue color as
 [15] long as their entire shirt is not blue and just the
 [16] state outline, it will be okay.
 [17] **BROTHER BEN TURNER:** All right. Thank
 [18] you. I don't know what's wrong. The shirts we got
 [19] already looks good. I mean, why should we change?
 [20] (Applause.)
 [21] **BROTHER BEN TURNER:** Oh, Benny Turner,
 [22] Branch 73, active. But the shirts we always have, I
 [23] think they look appropriate already.
 [24] (Audience crosstalking.)
 [25] **BROTHER SLOAN:** Eric Sloan, Branch 73.

Page 156

[1] Let me explain. During the COP Committee there were
 [2] some things with the delegation from California. And
 [3] the reason that the COP committee, Ms. Rainey and some
 [4] of the other members, came up with the idea about
 [5] changing the color of the shirts, because we are going
 [6] to Los Angeles. We are going to Los Angeles, and
 [7] there's been a lot of conversation and contact during
 [8] the COP that -- we attended that one about a month
 [9] ago. There was a lot of conversation about what color
 [10] we'd wear due to the fact we told them that we'd wear
 [11] our red shirts and our red vests. They were told be
 [12] careful with two colors you wear when you're in the
 [13] area. That's red and blue, red and blue.
 [14] That's where this came about about
 [15] changing the color. Those shirts that we're looking
 [16] at are the shirts that we had when we were at the COP
 [17] committee. That's where the idea came about changing,
 [18] talking to Mr. Brown, who was the hosting branch,
 [19] Branch 24. They said be careful of the colors you
 [20] wear because we're going to be in the heart of
 [21] Los Angeles. So, therefore, we came up with the idea
 [22] to bring to the convention here about changing the
 [23] color for the T-shirt.
 [24] Thank you.
 [25] (Audience crosstalking.)

Page 157

[1] **SISTER JENNINGS:** Good afternoon. Carol
[2] Jennings, Branch 1119, Marietta.
[3] I used to live in LA, and I absolutely
[4] know exactly what the dangers are. I have a friend
[5] that lives in Compton, and her neighborhood is the
[6] Crips. I went to visit. I had a red dress. I
[7] couldn't wear it in her neighborhood. I couldn't wear
[8] it at all while I was out there. They told me don't
[9] wear that dress. You will be shot up in this
[10] neighborhood regardless. You do not wear red and a
[11] sea of red like us in LA. So we should change the
[12] polos to be peach and white.
[13] (Applause.)
[14] (Audience crosstalking.)
[15] **SISTER RAINEY:** Okay. If some of you are
[16] bold enough to wear your red shirt, only wear it at
[17] the convention center. Outside of the convention
[18] center, it is your life that's at stake.
[19] **SISTER HUMPHREY:** Veronica Humphrey,
[20] Branch 1119.
[21] I see what you're saying about the State
[22] of Georgia, but the National is bigger than the State
[23] of Georgia. So what we going tell everybody that
[24] comes to National, you all need to wear a peach shirt
[25] or everybody change their clothes?

Page 158

[1] **PRESIDENT GRIGGS:** It's up to the
[2] individuals.
[3] **SISTER HUMPHREY:** I mean, is the National
[4] paying attention to this being an issue? They've set
[5] this up and they want us out there. Do they see it as
[6] being an issue because it's not just Atlanta's issue?
[7] Our union as a whole needs to be protected.
[8] **PRESIDENT GRIGGS:** Agree. First I've
[9] heard of it.
[10] Ms. Rhine, are you aware of anything to
[11] that effect?
[12] **SISTER RHINE:** No. I can talk to Larry,
[13] though.
[14] (Audience crosstalking.)
[15] **UNIDENTIFIED SPEAKER:** In answer to this
[16] question, all the persons nationwide at the COP got
[17] the same information. So I'm sure they're sharing the
[18] same information that we have. So it's not that it's
[19] just us. Everybody got the same information. Am I
[20] right?
[21] (Audience crosstalking.)
[22] **PRESIDENT GRIGGS:** All right. Thank you.
[23] Now, I don't know whether you all want to deal with
[24] it, take a vote on it, or decide however. But this is
[25] the first I've heard of it. Sister Rhine on the

Page 159

[1] national committee, she wasn't aware of it.
[2] **SISTER RHINE:** I can talk to Larry. I
[3] took a note. I'll call Larry.
[4] (Audience crosstalking.)
[5] **PRESIDENT GRIGGS:** She said that she took
[6] a note of it. She took a note and she will call Larry
[7] Brown. He's from LA and a national trustee. And we
[8] will try to get some additional information.
[9] But as Gladys stated, if you're going to
[10] wear it, the suggestion would be to wear it inside the
[11] convention center until we get some further
[12] information. I mean, once she talks to Larry, I'm
[13] sure Larry will be able to give us some information.
[14] He's there in LA.
[15] Okay. Chuck.
[16] (Audience crosstalking.)
[17] **PRESIDENT GRIGGS:** Brothers and sisters,
[18] we are still in session. We are still in session,
[19] please.
[20] **BROTHER WINDHAM:** We really must be
[21] desperate for time fillers when you bring me up this
[22] early, because I know --
[23] **PRESIDENT GRIGGS:** No, we're not going to
[24] do the drawing.
[25] **BROTHER WINDHAM:** We're not going to do

Page 160

[1] the drawing.
[2] Just to share some information with you, I
[3] know we had some questions about the 50/50; and, of
[4] course, most of the branches have stopped the 50/50
[5] and it's because of most states require you, if you
[6] have a raffle, even a church raffle, that you're
[7] required to have a license through the sheriff of that
[8] particular county where you're holding that raffle.
[9] Well, Nicole, put your hand over your
[10] ears, please. I don't want you to carry any
[11] incriminating information back to Washington, D.C.
[12] because as a state organization we have found a way --
[13] we don't do a raffle. What we do is solicit funds
[14] from you and if you want to donate -- and I think the
[15] law requires if it's \$10 or more, then you're required
[16] to keep a record. And, of course, that record, I send
[17] it to the national as an individual during the time
[18] that I have been Director of Retired Members. Well,
[19] you make the donation, I send you your name in, and
[20] then the state association gives you a prize for
[21] participating.
[22] We don't call that a raffle. We call it a
[23] drawing. You've got your hands off your ears. But,
[24] anyway, she was writing. She didn't hear that. But
[25] we've continued to do that.

Page 161

[1] But I'll just share some information with
[2] you. I have some people say, well, wow, you require a
[3] lot of money, you know. But, you know, ours is not a
[4] fun thing. Ours is to help support and save your
[5] jobs, folks, because every penny that we collect,
[6] except for a very few dollars, is sent to the National
[7] to go into the Letter Carrier Political Fund in
[8] support of letter carriers and their jobs and also
[9] even to reach out and it's going to affect the
[10] retirees now because your retirements and your health
[11] benefits may very well be in peril.
[12] So traditionally retirees have supported
[13] the fund, and we have always as an organization tried
[14] to have you do the check-off either through your
[15] payroll deductions, either through direct deposit from
[16] your bank.
[17] But we also feel that it's necessary as a
[18] state association to raise funds; and we have put in
[19] in the last 12, 14 years that I've been doing this, we
[20] are probably approaching close to \$30,000 that we have
[21] been able to raise funds. And you say, wow, that's a
[22] lot of money. That's pocket change to most of the
[23] folks that donate to the big political action funds or
[24] to the -- what they call the dark money now. I
[25] believe it's referred to as unaccountable. I mean

Page 162

[1] millions of dollars. And it goes into both parties.
[2] But normally the majority of it goes from individuals
[3] who want to support the agenda to do away with your
[4] workers' rights, et cetera, and what have you.
[5] But we will continue at least through
[6] tomorrow to solicit funds from you so we can send them
[7] in to the National and hope that you continue to
[8] participate.
[9] But we would encourage everyone,
[10] especially our branch officers, to go back and
[11] encourage the -- it used to be called the Give Me Five
[12] Program. I think probably it ought to be give me ten
[13] or more or all you can, because, you know, it's a fund
[14] that is well supported because it not only supports
[15] you and your job but your family and also the
[16] retirees, those of us who have been there before.
[17] And what else? I don't know any good
[18] jokes. Well, I do know a good joke. Well, I'm not so
[19] sure. Did anyone hear about, I guess it was, Lucille
[20] and Leroy, the children gave them a cruise for their
[21] 50th wedding anniversary. And, of course, they're
[22] coming out of the mountains of North Georgia; and they
[23] have never been on a cruise before. In fact, they
[24] have never left Hall County.
[25] But, anyway, they get on the boat.

Page 163

[1] They're getting ready to take the cruise out of South
[2] Florida down there. And how many of you in here have
[3] been on a cruise? So a lot of you know what I'm
[4] talking about. You know, there's a lot of activity
[5] going on.
[6] And, of course, you get on the boat.
[7] You're getting ready to go to your berth, I guess. Is
[8] that what they call it? And if you'll notice that --
[9] of course, it probably is not true on a Carnival
[10] Cruise Line. But, you know, when you flush the
[11] commode, it's by vacuum, whoosh, right. Well,
[12] Lucille, being a very fastidious individual, she's
[13] around there with the wipes and all and making sure
[14] that the boat is real clean. But while she's sitting
[15] in the bathroom there, she decides that she'll go ahead
[16] and take care of a little business while she's there.
[17] Well, as she's sitting on the commode, she
[18] reaches back and hits the flush button. Pop. Well,
[19] she's on it. She hollers for Leroy. "Leroy, you've
[20] got to help me out." Leroy comes in there. Leroy
[21] can't get her out. He can't break the seal. Well,
[22] Lucille says: "You've got to do something. I've got
[23] to get up from here." And he said, "Well, I'll go get
[24] an engineer." She said: "Oh, no, no. I'm in a
[25] compromised position." She said, "You can't bring him

Page 164

[1] in here." He said, "Oh, here, take my hat." And he
[2] threw her a hat and threw it down over her lap.
[3] Well, he brings the engineer in and he
[4] says, "Oh, Mr. Engineer, we've got a problem." He
[5] said, "Can you save my wife?" He looks at the
[6] situation. He said, "You know, we can save her," he
[7] said, "but I don't know about that little guy in the
[8] commode."
[9] (Laughter.)
[10] **BROTHER WINDHAM:** But, anyway, you know,
[11] one thing I didn't tell you folks this morning, you
[12] know, it's been one heck of a ride for me and you are
[13] my family and I love you. And I'm not going to leave
[14] you completely. I'll come back and visit from time to
[15] time. But I do appreciate your support and everything
[16] that you have given the organization.
[17] Thank you.
[18] (Applause.)
[19] **PRESIDENT GRIGGS:** Thank you, Chuck.
[20] Kenny is going to come back, and he has
[21] some recognition of folks on the committees.
[22] **BROTHER GIBBS:** Hello again. I want to
[23] announce the leadership candidates for this year.
[24] Robert Hamilton from Branch 313. Robert.
[25] (Applause.)

[1] **BROTHER GIBBS:** Eric Sloan from Branch 73.
 [2] (Applause.)
 [3] **BROTHER GIBBS:** They'll be going to the
 [4] leadership academy in July.
 [5] I also want to recognize the retirees.
 [6] Will the retirees please stand.
 [7] (Applause.)
 [8] **BROTHER GIBBS:** All the retirees are very
 [9] important to us, if you're wondering why unions would
 [10] keep them involved, and they help us in every
 [11] category. They lead in the donations to the political
 [12] fund. They're out canvassing. We have more retirees
 [13] helping than we have active carriers. They set an
 [14] example for us that we should all be proud to be in
 [15] the company of those retirees.
 [16] Thank you.
 [17] (Applause.)
 [18] **BROTHER GIBBS:** Now, I have some
 [19] committees that we have, both Gulf Atlantic and South
 [20] Georgia and Atlanta districts, that I want to
 [21] recognize.
 [22] If you're on a district safety committee,
 [23] please stand up. Atlanta District first, Atlanta
 [24] District. Jeff, you're not from Atlanta.
 [25] (Laughter.)

[1] So safety is very important, and we want
 [2] to make sure that you give these committees, these
 [3] members, the respect that they deserve. They're not
 [4] trying to harm you. They're trying to help you.
 [5] Gulf Atlantic, stand up, please, and be
 [6] recognized, district safety. Jeff, now you can stand
 [7] up. Again, we thank you guys for the job you do in
 [8] Savannah and Columbus.
 [9] (Applause.)
 [10] **BROTHER GIBBS:** Another group of people we
 [11] had that did an outstanding job is the city rep
 [12] because they added routes, they didn't take away
 [13] routes, they added routes, and they did a really good
 [14] job. If you're in the Atlanta District, please stand,
 [15] city reps. Don't be scared.
 [16] (Applause.)
 [17] **BROTHER GIBBS:** Thank you. If you're in
 [18] the Gulf Atlantic District, if you're the city rep,
 [19] please stand.
 [20] (Applause.)
 [21] **BROTHER GIBBS:** You know, that's a tough
 [22] job, too. Those guys are people with angels within
 [23] them, I'll tell you, messing up some routes.
 [24] The next group I want to recognize is the
 [25] district EAP advisory committees. Those are a very

[1] **UNIDENTIFIED SPEAKER:** We're all from
 [2] Atlanta.
 [3] **BROTHER GIBBS:** These are the folks that
 [4] go around and I'll tell you what they do. They visit
 [5] Post Offices. They make sure that the Post Office
 [6] building is safe. They check the parking lots. They
 [7] check the vehicles. And then they go out and ride and
 [8] talk to carriers and letter carriers who not only do
 [9] unsafe acts but those who do good acts and they
 [10] recognize those carriers.
 [11] So I want to thank you all. They don't
 [12] take any names of carriers when they find them doing
 [13] wrong, but they do tell them how to do it the correct
 [14] way. And that's very important.
 [15] Thank you, guys. You may sit down.
 [16] (Applause.)
 [17] **BROTHER GIBBS:** Now, you all, we had a
 [18] fatality a month ago in Covington, I believe it was, a
 [19] rural carrier. They brought a picture, the safety
 [20] team, not this district's safety team, but a safety
 [21] team and the district manager brought a vehicle to be
 [22] displayed at that office. And a young lady looked at
 [23] that wrecked vehicle and said, "Thank you for bringing
 [24] that vehicle for us to observe." That's same carrier
 [25] was the one who got killed two days later.

[1] important group of people. They promote the EAP
 [2] process; and they have a voice, your voice, in
 [3] everything that's done with the EAP. If you're the
 [4] Gulf Atlantic District EAP, stand. Carol. Okay. I
 [5] know Veronica is one.
 [6] (Applause.)
 [7] **BROTHER GIBBS:** Gulf Atlantic District
 [8] EAP. I know Tammy, you are, yes.
 [9] (Applause.)
 [10] **BROTHER GIBBS:** Thank you. And, finally,
 [11] our arbitration advocate is the last line of defense.
 [12] When you have a discipline case or a contract
 [13] agreement, these are the people who go into towns and
 [14] meet people they've never met before and deal with
 [15] managers they have never dealt with before and put on
 [16] a case before an arbitrator to save somebody's job.
 [17] That's a very tough job to do.
 [18] Steve Wright, is Steve Wright in here?
 [19] Steve.
 [20] (Applause.)
 [21] **BROTHER GIBBS:** And Cob Covino. Bob.
 [22] (Applause.)
 [23] **BROTHER GIBBS:** Bob won his very first
 [24] case a few weeks ago, so he's still happy about that.
 [25] (Applause.)

Page 169

[1] **BROTHER GIBBS:** I want to thank all of you
[2] for all the jobs that you do. When I call you, you
[3] volunteer to do these jobs. They take away time and
[4] effort, you use your own vehicle many times, and I do
[5] appreciate it.
[6] There's one last group. I call them the
[7] local business agents. Those are the people who go
[8] file grievances in places where there is no shop
[9] steward in these small towns. They deal with
[10] postmasters again they don't know and carriers they
[11] don't know. If you have been a local business agent
[12] and filed grievances for someone outside your city,
[13] please stand.
[14] (Applause.)
[15] **BROTHER GIBBS:** Thank you. I appreciate
[16] everything that you all do.
[17] And finally I want to give recognition to
[18] Branch 73. You guys have been hosting so many events,
[19] I think you've become the hospitality of Georgia; and
[20] you have done a good job at all of them. Stand up and
[21] give them a hand.
[22] (Applause.)
[23] **BROTHER GIBBS:** And that's not easy. It
[24] takes a lot of coordination, a lot of hard work, a lot
[25] of planning, a lot of time to host these events. So

Page 170

[1] they do an outstanding job, and they have it down to a
[2] science now. I certainly wouldn't want to be the next
[3] branch president at Atlanta.
[4] Again, I thank you and I'll turn it back
[5] over to the state chair, Don, if he's here.
[6] **PRESIDENT GRIGGS:** I'm not going to tell a
[7] joke. I can't tell jokes.
[8] I heard Chuck mention about maybe they
[9] ought to go from giving five to giving ten. We can't
[10] get them to give five. And if you really think about
[11] it, I know that was a big laugh, but it's serious.
[12] A lot of you might not be aware of what
[13] they do with the funds other than give to political
[14] candidates. Those funds are used to release letter
[15] carriers to go out and work on campaigns, to actually
[16] release them so they can continue to get paid. So
[17] those funds are your funds that you contribute plays a
[18] big part, not just going to the candidates. All the
[19] money doesn't go to the candidates. It helps release
[20] people out in the field so they can go in the
[21] neighborhoods and get people out to vote, make phone
[22] calls. So don't think all the money that you
[23] contribute is just going to the candidates. It's not.
[24] But if I recall back in February, I said
[25] that your retirees on a percentage basis give more

Page 171

[1] than the active carriers. And I'm just waiting to get
[2] the next report, and I hope that has changed or
[3] flipped that the active carriers are giving more than
[4] the retired carriers. You all make more money. You
[5] should contribute more.
[6] If you think that this political thing is
[7] going away, I assure you, it's not. Now, Nicole went
[8] over that thoroughly; so I won't. But I just want you
[9] to really think about when you get your paycheck that
[10] because of the legislature, all that can change. And,
[11] retirees, don't think that we have it made. At the
[12] stroke of a pen, a lot of that can change. So I'm
[13] just encouraging you to please ma'ams, please sirs
[14] consider the political letter carrier fund. Forget
[15] the DRR, just contribute; and our national officers,
[16] they know best how to use it.
[17] I have one minute, and then we will open
[18] the floor for nominations. And I would be remiss if I
[19] did not wait until 3:30 because that's what our bylaws
[20] call for, and we will not be subject to a challenge
[21] because we did not open nominations at 3:30.
[22] So if you will give me probably 30 more
[23] seconds. Brother Griggs?
[24] **BROTHER RAYMOND GRIGGS:** Raymond Griggs.
[25] Branch 73.

Page 172

[1] Is anybody in here kin to Johnny Isakson?
[2] Stop your ears up if you are. I'm going to talk about
[3] him.
[4] **PRESIDENT GRIGGS:** You've got to wait now
[5] because it is 3:30.
[6] (Laughter.)
[7] **PRESIDENT GRIGGS:** Nominations are open.
[8] **BROTHER RAYMOND GRIGGS:** I got an earful
[9] about Johnny Isakson.
[10] **PRESIDENT GRIGGS:** It is 3:30.
[11] Nominations are now open. I turn it over to
[12] Vice President Alston.
[13] **BROTHER ALSTON:** At this time, brothers
[14] and sisters, the floor is open for nominations for
[15] president of Georgia State Association of Letter
[16] Carriers.
[17] **BROTHER HAYES:** Carl Hayes, Branch 578,
[18] Savannah, Georgia, treasurer, state association of
[19] Georgia. I nominate Don Griggs as president,
[20] president of the State of Georgia.
[21] **BROTHER ALSTON:** Do I hear any other
[22] nominations? We have Don Griggs. Are there any other
[23] nominations?
[24] (No response.)
[25] **BROTHER ALSTON:** Are there any other

Page 173

[1] nominations?
[2] (No response.)
[3] **BROTHER ALSTON:** All right. Are there any
[4] nominations?
[5] (No response.)
[6] **BROTHER ALSTON:** Hearing none, Don Griggs
[7] has been elected president.
[8] (Applause.)
[9] **PRESIDENT GRIGGS:** I really want to take
[10] this opportunity to thank you all that still have
[11] enough confidence in me to lead this organization. I
[12] will make a more appropriate speech, but right now
[13] we're continuing with nominations.
[14] Nominations are now open for the position
[15] of vice president.
[16] **BROTHER BRYANT:** Andy Bryant, Branch 2225.
[17] I would like to nominate Jacob Alston for
[18] vice president of the state association.
[19] **PRESIDENT GRIGGS:** Jacob Alston's name has
[20] been placed in nomination. Are there any other
[21] nominations?
[22] (No response.)
[23] **PRESIDENT GRIGGS:** Are there any other
[24] nominations?
[25] (No response.)

Page 174

[1] **PRESIDENT GRIGGS:** Are there any other
[2] nominations?
[3] (No response.)
[4] **PRESIDENT GRIGGS:** Hearing none,
[5] nominations are closed.
[6] (Applause.)
[7] **PRESIDENT GRIGGS:** Jacob Alston,
[8] vice president.
[9] Nominations now are open for the position
[10] of recording secretary.
[11] **BROTHER ASHERS:** Carlos Sanchez,
[12] Branch 4862. I nominate Bob Johnson.
[13] **PRESIDENT GRIGGS:** Bob Johnson's name has
[14] been placed in nomination for the position of
[15] recording secretary. Are there any other nominations?
[16] (No response.)
[17] **PRESIDENT GRIGGS:** Any other nominations?
[18] (No response.)
[19] **PRESIDENT GRIGGS:** Seeing no one else at
[20] the mike, nominations are closed.
[21] (Applause.)
[22] **PRESIDENT GRIGGS:** Nominations are now
[23] open for the position of treasurer.
[24] **BROTHER GEORGE JACKSON:** George Jackson,
[25] Branch 578. I nominate Carl Hayes for treasurer.

Page 175

[1] **PRESIDENT GRIGGS:** Carl Hayes' name has
[2] been placed in nomination for state treasurer. Are
[3] there any other nominations?
[4] (No response.)
[5] **PRESIDENT GRIGGS:** Any other nominations?
[6] (No response.)
[7] **PRESIDENT GRIGGS:** Seeing no one else at
[8] the mike, nominations are closed.
[9] Carl Hayes, treasurer.
[10] (Applause.)
[11] **PRESIDENT GRIGGS:** Nominations are now
[12] open for the Director of Education.
[13] **REVEREND CAMERON:** Jim Cameron, Branch 73.
[14] I nominate Tim McCray.
[15] **PRESIDENT GRIGGS:** Tim McCray has been
[16] placed in nomination for Director of Education. Are
[17] there any other nominations?
[18] **BROTHER BEN JACKSON:** Ben Jackson,
[19] Branch 73. I nominate Eric Sloan.
[20] **PRESIDENT GRIGGS:** I didn't catch that.
[21] **BROTHER BEN JACKSON:** I would like to
[22] nominate Eric Sloan.
[23] **PRESIDENT GRIGGS:** Eric Sloan's name has
[24] been named placed in nomination for Director of
[25] Education. Are there any other nominations?

Page 176

[1] **BROTHER SLOAN:** Eric Sloan, Branch 73. I
[2] appreciate the nomination, but I respectfully decline
[3] due to the fact that since I will be taking over as
[4] branch president for Branch 73, that's a full-time
[5] job.
[6] (Applause.)
[7] **PRESIDENT GRIGGS:** Eric Sloan has declined
[8] nomination. Are there any other nominations?
[9] (No response.)
[10] **PRESIDENT GRIGGS:** Seeing no one else at
[11] the mike, nominations are now closed.
[12] The Director of Education, Tim McCray.
[13] (Applause.)
[14] **PRESIDENT GRIGGS:** Nominations are now
[15] open for the Director of Retirees. Director of
[16] Retirees. Director of Retirees.
[17] **SISTER BOULWARE:** Constance Boulware,
[18] Branch 73. I nominate Gladys Rainey.
[19] **SISTER RAINEY:** I decline.
[20] (Laughter.)
[21] **BROTHER STRICKLAND:** Branch 73, Kenny
[22] Strickland. I nominate Regal Phillips.
[23] **PRESIDENT GRIGGS:** Regal Phillips' name
[24] has been placed in nomination as Director of Retirees.
[25] Any other nominations?

Page 177

[1] (No response.)
 [2] **PRESIDENT GRIGGS:** Are there any other
 [3] nominations?
 [4] (No response.)
 [5] **PRESIDENT GRIGGS:** Seeing no one else at
 [6] the mike, Regal Phillips.
 [7] (Applause.)
 [8] **PRESIDENT GRIGGS:** Nominations are now
 [9] open for executive board chairperson.
 [10] **SISTER STEVENS:** Johnnie Stevens. I've
 [11] got another joke.
 [12] I nominate Bynoskia Sams -- Johnnie
 [13] Stevens, Branch 578 -- as chairperson of the executive
 [14] board.
 [15] **PRESIDENT GRIGGS:** Bynoskia Sams' name has
 [16] been placed in nomination as the chairperson of
 [17] executive board. Are there any other nominations?
 [18] (No response.)
 [19] **PRESIDENT GRIGGS:** Are there any other
 [20] nominations?
 [21] (No response.)
 [22] **PRESIDENT GRIGGS:** Seeing no one else at
 [23] the mike, Bynoskia Sams.
 [24] (Applause.)
 [25] **PRESIDENT GRIGGS:** Nominations are now

Page 178

[1] open for four members of the executive board.
 [2] **BROTHER HOLLENBERGER:** Zane Hollenberger,
 [3] Branch 73, executive board member. I nominate Pierre
 [4] Sheppard from Branch 73.
 [5] **PRESIDENT GRIGGS:** Pierre Sheppard's name
 [6] has been placed in nomination for the executive board.
 [7] **BROTHER SHEPPARD:** Pierre Sheppard,
 [8] Branch 73. I nominate Veronica Hoffman.
 [9] **AUDIENCE:** Veronica who?
 [10] **UNIDENTIFIED SPEAKER:** Humphreys.
 [11] **BROTHER SAMS:** Bynoskia Sams, president of
 [12] Branch 578, Savannah, Georgia. I nominate Carol
 [13] Bailey, Columbus, Georgia.
 [14] **PRESIDENT GRIGGS:** Carol Bailey has been
 [15] placed in nomination.
 [16] **BROTHER BARNER:** Paul Barner, Branch 4862.
 [17] I nominate Eileen Ford.
 [18] **PRESIDENT GRIGGS:** Eileen Ford's name has
 [19] been placed in nomination for the executive board.
 [20] Any other nominations?
 [21] **BROTHER COVINO:** Bob Covino, Branch 578.
 [22] I nominate Tiawanna Jackson.
 [23] **PRESIDENT GRIGGS:** Tiawanna Jackson has
 [24] been placed in nomination for the executive board.
 [25] Any other nominations?

Page 179

[1] **SISTER WORTHY-LINDLEY:** Velma
 [2] Worthy-Lindley, Branch 73. I nominate Rosemary James.
 [3] **PRESIDENT GRIGGS:** Rosemary James has been
 [4] placed in nomination for the executive board.
 [5] Any other nominations?
 [6] **BROTHER RICH:** William Rich, Branch 270.
 [7] I nominate Ronnie Buie.
 [8] **PRESIDENT GRIGGS:** Ronnie Buie has been
 [9] placed in nomination for the executive board.
 [10] Any other nominations?
 [11] (No response.)
 [12] **PRESIDENT GRIGGS:** Are there any other
 [13] nominations?
 [14] (No response.)
 [15] **PRESIDENT GRIGGS:** Are there any other
 [16] nominations?
 [17] **BROTHER ROD THOMAS:** Rod Thomas,
 [18] Branch 588. I nominate Ronney Harper.
 [19] **PRESIDENT GRIGGS:** Ronney Harper has been
 [20] placed in nomination for the executive board.
 [21] Now, any other nominations?
 [22] **BROTHER YOUNG:** Willie Young, Branch 1119.
 [23] I nominate Veronica Humphreys.
 [24] **UNIDENTIFIED SPEAKER:** Somebody already
 [25] did.

Page 180

[1] (Audience crosstalking.)
 [2] **PRESIDENT GRIGGS:** Are there any other
 [3] nominations?
 [4] (No response.)
 [5] **PRESIDENT GRIGGS:** Are there any other
 [6] nominations?
 [7] (No response.)
 [8] **PRESIDENT GRIGGS:** Nominations are now
 [9] closed for members of the executive board.
 [10] **UNIDENTIFIED SPEAKER:** Can you call out
 [11] the names again, please.
 [12] **PRESIDENT GRIGGS:** Bob, do you have them,
 [13] please.
 [14] **BROTHER ROBERT JOHNSON:** Bob Johnson,
 [15] secretary of the state association. The executive
 [16] board nominees are Pierre Sheppard.
 [17] **BROTHER ALSTON:** When he calls your name,
 [18] will you please come up front, please.
 [19] **BROTHER ROBERT JOHNSON:** The next person,
 [20] Veronica Humphreys, Carol Bailey, Eileen Ford --
 [21] Eileen Ford, she's on the audit committee -- Tiawanna
 [22] Jackson, Rosemary James, Ronnie Buie -- he's on the
 [23] audit committee also -- and Ronney Harper.
 [24] (Audience crosstalking.)
 [25] **BROTHER ROBERT JOHNSON:** Is Steve Wright

Page 181

[1] in the room? As you'll notice, Steve is the chair of
[2] the election committee along with Tammy Hawkins from
[3] Warner Robins and also Reko Santana from Savannah.
[4] **BROTHER STEVE WRIGHT:** Good evening. I'm
[5] going to read us some bylaws for the directions for
[6] tomorrow.
[7] My name is Steve Wright, Branch 1119.
[8] **SISTER HAWKINS:** Tammy Hawkins,
[9] Branch 4057, Warner Robins, Georgia.
[10] **BROTHER SANTANA:** Reko Santana,
[11] Branch 578.
[12] **BROTHER STEVE WRIGHT:** All right.
[13] Article V, Page 4, Section 5: The number of votes
[14] each branch received will be divided among the
[15] registered delegates of that branch. The undividable
[16] votes will go to the branch designee to cast. The
[17] branch prior to 8:00 a.m. on the second day of the
[18] convention must have given the chairperson of the
[19] credentials committee, that's me, the name of the
[20] person certified in writing by the branch secretary or
[21] president.
[22] Example: Branch A is entitled to 20
[23] delegates. They send only six. Each delegate will
[24] receive three votes. If the president of the branch
[25] has been certified to cast the undivided votes, he

Page 182

[1] will cast the second odd votes plus his three votes
[2] for a total of five votes.
[3] **SISTER HAWKINS:** Article VII, nominations
[4] and elections. Section 1: Nominations for all
[5] elective officers shall be made and received the first
[6] day of the convention at 3:30 p.m. and nominations
[7] shall be closed as soon as this order of business is
[8] completed. No person shall be permitted to accept
[9] nominations for more than one office at any one
[10] convention. No second shall be necessary to a
[11] nomination, and no nomination speeches will be
[12] permitted. When there is but one candidate for any
[13] office, the president shall declare such person has
[14] been elected.
[15] Section 2: Ballots shall be prepared
[16] showing office to which each has been nominated. The
[17] names of the nominees for all offices shall be printed
[18] in order nominated to each office that has two or more
[19] nominees.
[20] Section 3: When there is more than one
[21] candidate for the same office, it shall require a
[22] plurality of all votes cast for such office to elect.
[23] Section 4: Election of officers will take
[24] place on the second day of the convention. The polls
[25] will open from 8:00 a.m. until 9:30 a.m.

Page 183

[1] Section 5: All challenges and appeals
[2] will be handled in accordance with the national
[3] constitution.
[4] **SISTER DENISE STRONG:** Denise Strong,
[5] Branch 73. On Section 5, where it states that it
[6] should be given to the chairperson of the credentials
[7] committee, that would be me on the credentials
[8] committee and not the other.
[9] **PRESIDENT GRIGGS:** Okay. Thank you.
[10] **UNIDENTIFIED SPEAKER:** We don't need no
[11] more votes to be called back.
[12] **BROTHER STEVE WRIGHT:** I appreciate it.
[13] Any questions?
[14] (No response.)
[15] **BROTHER STEVE WRIGHT:** That's all we have.
[16] **PRESIDENT GRIGGS:** Thank you.
[17] Where is my brother?
[18] (Audience crosstalking.)
[19] **PRESIDENT GRIGGS:** Give him five minutes.
[20] **BROTHER RAYMOND GRIGGS:** All right. I'm
[21] still Raymond Griggs from Branch 73.
[22] You know, we've got two senators from
[23] Georgia. Perdue, who is Sonny's cousin, and y'all
[24] know what Sonny gave us, don't you. Go fish. Where
[25] is that go fish place? It's down your way.

Page 184

[1] **UNIDENTIFIED SPEAKER:** Perry.
[2] **BROTHER RAYMOND GRIGGS:** Perry, Georgia.
[3] How many been down there fishing? We paid enough for
[4] it, though.
[5] Back to Johnny Isakson. His background is
[6] Northside Realty. He is a multibillionaire. Even
[7] though he's in a Senate position, supposedly that's in
[8] a blind trust, but he's making money hand over fist.
[9] And I want to challenge you to tell me one thing that
[10] he has done for the letter carriers since he's been a
[11] senator, okay.
[12] This year is the first year that I've ever
[13] heard him even mention anything about our wounded
[14] soldiers and the hospital condition that they had to
[15] go through. He knew it was election year. He jumped
[16] on it. In the past he's done nothing for our
[17] veterans, nothing at all. Chuck, you know that. You
[18] belong to one of the vets organizations in North
[19] Georgia.
[20] These Republicans, I want you to tell me
[21] what they have done for us personally, your family.
[22] But guess what. We've got a Democrat running against
[23] Mr. Isakson this year, and I encourage everybody to
[24] look at him. He's a nice family wholesome man. When
[25] you say Democrat, everybody wants to jump back and act

[1] like they're scared of him, there's something wrong
 [2] with these Democrats. You know, I don't know.
 [3] Sonny Perdue, his background, he's a
 [4] preacher. I ain't got nothing against preachers. Let
 [5] him go to church and preach, but keep him out of the
 [6] Senate. Keep them real estate people selling houses.
 [7] Keep them out of the Senate. Send Johnny back to
 [8] selling real estate up here with Ronnie who works up
 [9] there at Northside. You need to retire, yeah.
 [10] So we have got a good chance this year of
 [11] getting the Senate back on the Democratic side. But
 [12] we've got to do what we've got to do. We've got to
 [13] get out and vote. We've got to get our mamas and
 [14] daddys and brothers and sisters and children, we've
 [15] got to get them to register and we've got to get them
 [16] to vote Democrat. He's the guy -- I can't even think
 [17] of his name. What's the guy's name, the guy with the
 [18] hat?
 [19] **AUDIENCE:** Barksdale.
 [20] **BROTHER RAYMOND GRIGGS:** Barksdale, yeah.
 [21] Barksdale. Remember that name. I apologize.
 [22] Barksdale. He's the man we need to vote for. And we
 [23] can do it. Trust me. We can do it. The letter
 [24] carriers can do anything once we put our mind to it.
 [25] But we've got to be committed to this process. We've

[1] for us sending these people to Washington, D.C.
 [2] They're working two months out of the year. They even
 [3] got it now to where they light moon jobs with
 [4] retirement.
 [5] I'm for term limits. I'm working with
 [6] some people right now. We're going to put some things
 [7] in the Georgia House, hopefully within the next year
 [8] where we put term limits on these people. By doing
 [9] so, it would bring about a better, fairer, equal, and
 [10] a government that's of the people, for the people, and
 [11] by the people.
 [12] (Applause.)
 [13] **BROTHER SLOAN:** Eric Sloan, Branch 73.
 [14] Members of Branch 73, after we adjourn, I
 [15] need to see everybody here. Thank you.
 [16] **PRESIDENT GRIGGS:** Seeing no one else at
 [17] the mike, we will stand in recess until 9:00 a.m. in
 [18] the morning.
 [19] (Proceedings adjourned at 3:52 p.m.)
 [20]
 [21]
 [22]
 [23]
 [24]
 [25]

[1] got to take the Senate back. The Republicans have
 [2] done nothing the whole time Obama has been president.
 [3] They've been a stumbling block for everything that
 [4] he's tried to do.
 [5] (Applause.)
 [6] **BROTHER RAYMOND GRIGGS:** I for one am sick
 [7] and tired of paying their salary to do absolutely
 [8] nothing for this country; and it's time that we showed
 [9] them that we're fed up with them and kick them out,
 [10] send them back home, let them be unemployed.
 [11] I want to thank you, Brother Griggs, for
 [12] giving me this opportunity to talk about Johnny
 [13] Isakson.
 [14] (Applause.)
 [15] **BROTHER LOYD JOHNSON:** Brother President,
 [16] if I may.
 [17] **PRESIDENT GRIGGS:** You may.
 [18] **BROTHER LOYD JOHNSON:** I'll be very, very
 [19] short. Loyd Johnson, Branch 73.
 [20] To piggyback on what Raymond said, it's
 [21] very, very true, so we got to get out and vote. But
 [22] there's something else that's going on right now that
 [23] I'm becoming a part of and it's in the developmental
 [24] stages and that is we need a government for the
 [25] people, by the people, okay. And it's the ninth hour

[1]
 [2] C E R T I F I C A T E
 [3]
 [4] STATE OF GEORGIA:
 [5] COUNTY OF FULTON:
 [6]
 [7] I hereby certify that the foregoing
 [8] proceedings were taken down, as stated in the
 [9] caption, and reduced to typewriting under my
 [10] direction, and that the foregoing pages 1 through
 [11] 187 represent a true, complete, and correct
 [12] transcript of said proceedings.
 [13] This, the 29th day of July, 2016.
 [14]
 [15] LINDA C. RUGGERI, CCR-A-261
 [16]
 [17]
 [18]
 [19]
 [20]
 [21]
 [22]
 [23]
 [24]
 [25]

<p style="text-align: center;">\$</p> <p>\$10 (1) 160:15 \$100 (4) 9:14;110:13;140:20, 23 \$11,000 (1) 143:8 \$1500 (1) 144:9 \$16,738 (1) 143:9 \$20 (1) 140:14 \$30,000 (1) 161:20 \$5 (2) 12:5,14 \$50 (5) 110:17,18;114:12,14; 140:17 \$60,000 (1) 65:22 \$62 (1) 61:14 \$800 (1) 152:2 \$85 (1) 110:13 \$850 (4) 144:14,16;148:14,15</p>	<p>actually (55) 7:11;18:10; 26:11;87:5,16;88:17;89:20, 25;93:19,20;94:4,6;96:11; 98:14;99:4,12,19;100:1,4,5,7, 12;101:19,24;102:24;106:16, 17;110:17;116:22;117:5,24; 118:10;119:2,16,22;120:3,15, 16,25;121:4;124:22;126:14; 127:7;132:17;133:13,23; 134:3,14,15;135:3;136:9; 142:16;143:16;147:17; 170:15 adapt (1) 9:10 add (1) 96:14 added (7) 94:13;95:7;96:16; 136:22,24;167:12,13 additional (2) 126:18;159:8 address (13) 5:19;12:6;13:22, 23;57:3;91:5,9,12;111:5; 115:22;117:23;123:2,14 addressed (1) 45:24 addresses (2) 66:2,5 addressing (2) 15:2;90:24 adjourn (1) 187:14 adjourned (1) 187:19 administrative (1) 17:12 admire (1) 36:16 ado (1) 16:8 adopt (2) 145:15;146:17 advantage (5) 51:21;61:18; 62:2,2;111:17 advising (1) 39:15 advisory (1) 167:25 advocate (2) 39:11;168:11 advocates (1) 38:1 affect (7) 14:3,8;50:8;66:23; 68:21;128:14;161:9 affectionately (1) 4:21 affects (2) 69:1;128:22 affiliate (1) 29:5 affiliates (1) 34:4 afford (1) 33:19 AFL-CIO (5) 15:9,13;16:10; 29:6;40:4 afraid (1) 16:12 African (1) 18:24 afternoon (11) 36:11;39:21; 40:11;41:1;58:15,17;62:10; 84:5;139:21,22;157:1 afterwards (1) 114:23 Again (34) 5:25;6:3;7:13; 10:1,24;11:17;19:5;29:25; 31:16;35:21;40:24;54:13; 56:1;62:12;89:10;91:15; 103:15;104:7;112:22;115:3; 118:19;122:17;146:22;147:2, 20,21,23;149:8,19;164:22; 167:7;169:10;170:4;180:11 against (12) 32:2,3;33:14; 38:16;46:20,23;48:9;49:11, 12,14;184:22;185:4 agencies (1) 120:19 agenda (1) 162:3</p>	<p>agent (9) 13:1,4,13;18:9; 37:24;38:11;120:20;124:7; 169:11 agents (2) 36:20;169:7 aggressiveness (1) 21:19 ago (13) 8:4;22:9;27:11;49:4; 116:21;117:6,22;139:12; 142:17;149:20;156:9;166:18; 168:24 agree (9) 47:12;76:16;88:16; 90:3,5;109:8;123:16,20; 158:8 agreed (1) 16:1 agreement (21) 46:13;64:12; 70:18;72:2,21;73:13;86:8,12, 21,25;87:20;88:24;89:1,8; 90:2,4,91:10;92:6;105:6; 107:3;168:13 agreements (1) 116:25 ahead (9) 46:1;78:11;82:21; 94:17;96:23;122:16;143:13, 20;163:15 ahold (3) 32:24,25,25 ain't (5) 9:22;60:12,13; 127:19;185:4 Alabama (2) 25:11;26:24 alarm (2) 121:16,17 alarms (1) 68:10 ALEC (2) 24:12;33:21 alert (2) 68:11,12 Alerts (1) 68:9 Ali (6) 30:24;31:1,4,4,5; 127:18 Allegiance (2) 4:8,10 allies (1) 22:13 allow (3) 54:17;90:4;112:7 allowed (3) 93:11;112:12,13 allowing (1) 40:25 allows (1) 75:10 all's (1) 18:10 almost (2) 32:12;71:1 alone (1) 85:8 along (7) 26:8;66:10,10;92:3; 119:14;141:25;181:2 Alston (16) 15:16;44:13,15; 81:23;151:5,7,9;172:12,13, 21,25;173:3,6,17;174:7; 180:17 Alston's (1) 173:19 alternate (2) 76:12;105:11 Although (1) 89:13 always (30) 6:25;9:5,6;19:9, 10;20:3;22:20,20;32:24; 39:16;82:19;84:17;85:9;88:8, 25;89:4;91:22;98:6;103:7; 110:22;122:16;125:25; 129:10;131:1;137:5,13,15; 152:6;155:22;161:13 amazes (1) 131:14 amazing (2) 130:13,14 Amazon (2) 68:23;69:1 Amber (1) 68:9 amen (5) 19:3,6,8,8,12</p>	<p>amendment (3) 26:13,17,19 amendments (1) 26:24 America (4) 20:3;21:3;33:13; 130:18 American (3) 18:25;20:24; 129:20 Americus (2) 80:13,14 among (1) 181:14 amongst (1) 46:21 amortize (3) 127:1,4,11 amount (6) 26:19;33:25; 70:14;114:12;144:10;152:3 Anaheim (2) 92:22,23 Andy (4) 59:24,24,25;173:16 Angela (1) 11:5 Angeles (5) 92:21,22;156:6,6, 21 angels (1) 167:22 anniversary (1) 162:21 announce (1) 164:23 announced (2) 10:13;98:17 announcement (2) 35:17; 131:7 announcing (1) 135:13 annual (2) 76:24;97:4 antagonistic (1) 117:10 Anthem (2) 4:3,4 anticipate (1) 37:19 antiunion (1) 48:5 anymore (8) 9:11;33:9;72:12; 101:1;107:24;109:23;116:14; 146:14 apart (2) 5:1;63:9 apartment (1) 31:18 apathetic (1) 23:13 apiece (1) 60:22 apologize (3) 40:7;104:5; 185:21 app (2) 132:17,22 apparently (1) 30:20 appeal (4) 28:14,18;73:9,11 Appeals (5) 28:10,13,18,22; 183:1 Applause (94) 3:14;4:5,9,12; 6:13,23;7:15;8:15;10:7,14; 11:10;12:1,24;13:2,5,11,14; 14:11,17;16:11;17:17;18:20; 23:14;28:1,25;30:15;33:11, 17;35:5,7,15;36:5,13,24;37:3, 10,21;39:8,23,25;41:3;43:10; 57:4;65:25;69:20;73:20; 78:21;79:18,23;80:17;81:24; 82:3,7,11;83:24;84:10;102:2; 138:9,17;141:23;143:10; 146:20;149:13;151:3;153:6; 155:20;157:13;164:18,25; 165:2,7,17;166:16;167:9,16, 20;168:6,9,20,22,25;169:14, 22;173:8;174:6,21;175:10; 176:6,13;177:7,24;186:5,14; 187:12 applicants (1) 152:5 application (2) 152:14,14</p>
<p style="text-align: center;">A</p> <p>ability (1) 112:8 able (17) 9:6;40:9;57:3;61:2; 68:3,16,17;89:23;108:5,23; 112:19,24;149:2,10;153:17; 159:13;161:21 absolutely (4) 69:18;130:14; 157:3;186:7 academies (1) 75:20 academy (4) 75:21;76:6; 133:7;165:4 accept (4) 43:12,15,22;182:8 accepted (1) 47:17 accomplish (1) 108:17 accomplished (2) 38:15; 123:20 accordance (1) 183:2 according (2) 23:25;103:12 account (1) 110:18 Accountability (1) 104:14 accounted (1) 45:17 accounting (1) 136:14 accuracy (1) 69:17 accurate (1) 67:15 acquire (1) 5:14 across (2) 24:14;94:23 Act (3) 103:11;104:14;184:25 acting (1) 78:13 action (5) 20:25;21:20,23; 22:5;161:23 active (8) 80:11;129:5;144:8; 150:14;155:22;165:13;171:1, 3 actively (1) 77:15 activism (1) 34:1 activists (3) 23:12;33:23; 134:6 activity (1) 163:4 acts (2) 166:9,9 actual (4) 52:6;93:17;100:17; 132:22 actuality (1) 143:11</p>			

<p>applications (5) 152:10,17,17, 18,19 appointed (1) 120:16 appointment (1) 54:23 appointments (2) 54:18;85:2 appreciate (17) 9:2;17:22; 39:17;40:12,15;57:2;60:3; 84:13,21;139:18;145:8; 153:5;164:15;169:5,15; 176:2;183:12 approach (1) 87:15 approached (2) 60:9;98:2 approaching (1) 161:20 appropriate (2) 155:23; 173:12 approximately (1) 53:12 apricot (1) 155:13 April (1) 152:15 APWU (1) 107:11 arbitrate (2) 65:4,18 arbitrated (2) 64:19;65:17 arbitration (10) 37:25;39:11; 64:8,15,23;65:3;90:8;91:22, 24;168:11 arbitrations (1) 83:13 arbitrator (3) 64:18;65:6; 168:16 area (15) 61:19;64:16,24; 65:12;68:10,13;76:14,16; 93:7,25;94:22;95:1;145:14; 149:5;156:13 areas (1) 54:5 argument (1) 125:18 Armour (3) 55:18,18,19 Army (1) 23:6 around (32) 5:11;17:15;19:5; 25:24;30:2;32:19;36:19; 37:19;62:15,15;64:14;67:19; 77:4;84:17;86:15;96:1; 97:24;102:4,10;106:16; 113:6;118:20;119:8;120:12; 122:19;133:25;136:16; 140:10;144:10;148:19; 163:13;166:4 article (10) 14:24;65:12,14, 19;81:1;87:21,21;124:24; 181:13;182:3 articles (3) 54:13;87:19;137:5 articulate (1) 23:18 ASHERS (1) 174:11 aside (1) 58:11 asleep (1) 137:20 assist (5) 6:5;53:8,15;77:16; 80:24 assistance (1) 11:20 assistant (6) 13:8;17:12; 52:20;74:23;85:20;136:11 assistants (1) 76:4 Association (13) 3:4;22:18; 24:7;41:9;129:5;139:5; 152:2;160:20;161:18;172:15, 18;173:18;180:15 assume (2) 52:1;58:14</p>	<p>assumption (2) 52:3,4 assure (4) 7:20;8:24;15:18; 171:7 Atlanta (20) 5:25;7:19,24; 8:25;36:19;38:12,20;64:16; 65:23;76:1;79:20,22;145:15; 165:20,23,23,24;166:2; 167:14;170:3 Atlanta's (1) 158:6 Atlantic (7) 75:23,25;165:19; 167:5,18;168:4,7 atmosphere (1) 87:13 attach (2) 73:8,10 attack (1) 29:4 attacks (1) 105:2 attain (1) 5:7 attended (2) 6:17;156:8 attendees (2) 36:3,4 attending (1) 146:24 attention (4) 15:20;24:22; 138:16;158:4 AUDIENCE (49) 3:2,7,16,22; 4:15;7:17;16:22;19:1,8;29:3; 35:1,13;40:1;41:25;42:22; 44:2;45:24;47:13;52:24; 53:6;55:18;62:13;121:24; 122:3;130:4;139:22;140:4; 150:21,23;151:8;153:15,21; 154:3,12,19,23;155:9,24; 156:25;157:14;158:14,21; 159:4,16;178:9;180:1,24; 183:18;185:19 Audit (3) 59:3;180:21,23 August (2) 15:8;72:15 Augusta (2) 60:1;145:16 automatically (1) 124:5 available (1) 55:25 average (2) 77:14;79:21 awake (3) 84:12,13;137:19 award (1) 37:1 aware (7) 17:25;57:7;93:5; 125:3;158:10;159:1;170:12 away (27) 29:21;49:16;63:20; 69:2,5,14;88:9,13,14;110:1, 17;115:10,12,13,14,23; 125:23;131:10,18;138:13; 146:9,9;149:22;162:3; 167:12;169:3;171:7 awesome (1) 78:18 aye (4) 41:24,25;44:1,2 eyes (2) 42:3;44:5</p>	<p>133:12;134:16;139:6;141:3; 143:25;147:15,21;160:11; 162:10;163:18;164:14,20; 170:4,24;183:11;184:5,25; 185:7,11;186:1,10 backdoor (1) 26:2 backdrop (1) 110:11 background (2) 184:5;185:3 backlog (2) 65:11,15 bad (7) 26:16;33:8;66:8;68:9, 10;71:13;119:11 bag (1) 16:17 Bailey (3) 178:13,14;180:20 ball (1) 143:3 Ballots (1) 182:15 Baltimore (1) 134:4 band (1) 59:19 bang (1) 55:12 bank (2) 114:10;161:16 banking (2) 34:5;117:17 bankruptcy (1) 116:24 Banks (2) 12:9,12 banquet (4) 10:19;60:10; 62:11;131:4 Barbara (1) 31:13 barely (2) 29:13;127:16 bargained (1) 27:14 bargaining (12) 62:23;86:7, 11;88:23;92:6,10;103:20; 105:5;109:21;115:13;116:25; 128:2 Barksdale (4) 185:19,20,21, 22 Barner (11) 13:8;52:19;53:4, 7;55:19,23;133:18,21;134:1; 178:16,16 bars (1) 95:2 base (1) 5:12 based (2) 62:9;79:5 basically (13) 87:19;105:22; 106:24;110:13;111:16,17; 113:19;120:20;124:17,25; 135:16,24;136:20 basis (3) 54:12;76:24;170:25 basket (5) 140:10,11,13,19,23 basketball (2) 32:23;147:15 bastion (1) 24:18 bathroom (1) 163:15 battle (5) 48:1,1;51:11;63:13; 81:21 battles (1) 82:16 beaten (2) 33:8;46:19 beating (1) 130:23 Beau (1) 69:11 beautiful (3) 53:1;95:3,22 became (4) 82:9;85:5,7,20 become (6) 70:17;79:11; 85:17;98:13;130:19;169:19 becomes (1) 129:24 becoming (2) 117:13;186:23 beer (1) 109:5 beforehand (1) 61:22 befuddled (1) 131:19</p>	<p>begging (1) 9:21 begins (1) 140:13 behind (16) 7:24;10:25;14:5, 21;17:2;29:16;59:20;96:13; 101:4,15,16;102:22;129:13; 130:21;131:15;151:25 belief (1) 47:16 belong (1) 184:18 below (1) 77:14 Ben (7) 43:19,19;155:17,21; 175:18,18,21 bench (1) 96:4 benches (1) 95:23 beneficial (1) 53:15 benefit (5) 104:16;109:12; 111:11;112:10;114:5 benefits (4) 54:6;90:16; 113:19;161:11 Benny (1) 155:21 Bernie (4) 99:16;100:17; 101:2,16 berth (1) 163:7 best (8) 64:9;102:16,19,20, 21;138:2;152:20;171:16 better (14) 17:24;31:4;63:15; 66:25;67:14,15;77:3,11;87:6, 13;93:17;119:11;145:9;187:9 beyond (4) 102:11;135:10,12, 17 Bibb (1) 51:3 bicycle (3) 71:19,21,24 bicycles (1) 71:23 bid (1) 72:10 bidding (2) 72:3,10 Biennial (2) 3:4;72:14 big (12) 27:8;37:17;46:9; 50:21;70:14;113:12,23; 117:16;125:18;161:23; 170:11,18 bigger (2) 7:25;157:22 biggest (3) 55:11;94:15; 109:20 bikes (1) 82:25 bill (12) 20:20;104:15; 105:15;112:3;115:1;123:19, 23;126:15;140:14,17,20,24 billion (10) 104:20;110:13,13, 17,18;114:10,10,12,14;127:6 bills (8) 27:5,6;48:5;103:2; 105:3;128:25;129:3,12 bit (22) 23:18;34:14;77:13; 84:15;87:1;93:6;94:4; 102:11;103:21;104:1;105:12; 109:14;114:22;115:2;116:14; 119:9,21;120:9;122:15; 144:18,21,24 bitty (1) 131:8 black (1) 154:1 blank (2) 60:16;82:25 bleeding (1) 22:10 blind (1) 184:8 blind-sided (1) 49:19 block (2) 16:19;186:3</p>
B			
<p>back (67) 8:19;11:24;13:4; 28:9,22;30:23;31:12,15;33:6, 10,12,14,18,20,22;46:16; 47:11;51:7,17,18;59:19; 63:10;82:24;83:22;84:1,6,23; 87:4,16,22;97:11;98:11;99:8, 8,16,20;100:9;105:11; 113:11;115:18;119:8,21; 122:17;125:22;126:4;127:3;</p>			

<p>Bloods (1) 153:25 blot (1) 153:24 blow (2) 34:20;108:16 blowing (1) 22:16 blue (8) 153:12,13,24;154:11;155:14,15;156:13,13 Board (41) 14:25;40:4;41:8;45:2,5,8,11,14;90:24;101:24;108:1,5;116:10;118:7,22;119:5,8,11,14,19,22;120:6,8;121:6,8,20;122:6;128:3;177:9,14,17;178:1,3,6,19,24;179:4,9,20;180:9,16 boat (3) 162:25;163:6,14 Bob (25) 33:21;36:2,2,8;39:10;44:7,17;45:18;57:12;59:22,23;61:9,10,23;75:22,23,24;168:21,23;174:12,13;178:21;180:12,14 bodies (1) 121:10 bold (1) 157:16 boob (1) 109:18 booed (1) 124:6 book (1) 127:14 booth (1) 56:21 both (12) 53:16;86:22,23;88:3;100:21,22;101:6,7,9;125:20;162:1;165:19 bothers (1) 78:8 bottom (3) 140:19,23;153:24 Boulware (3) 11:6;176:17,17 bounced (1) 28:9 bowing (1) 143:23 bowl (3) 143:4,5,6 Bowl-A-Thon (6) 142:25;143:2,3,14,20;149:3 bowling (5) 143:2,22,24;144:1;149:2 box (4) 31:1;48:22,23;49:15 boxes (1) 67:10 boy (7) 32:16,18,19,23;33:1,8,9 braces (1) 147:25 Branch (124) 3:12;4:16,20;6:5,12;7:24;10:18,24;11:7,22;12:7;35:18,20,22,25;41:18;42:8;43:6,14,19;46:13,14;57:13;59:7;69:11;75:10;77:14;78:13,14,16;79:8,12;82:9,22;84:22;85:13,14;92:25;93:11;115:19;133:2;135:24;136:8,11,21;140:6;141:18;142:1,6,7,8,11,13,15;143:7,9,19;145:7,12,16;146:18;148:13,18,25;149:1,20;150:19;151:16,19,22,24;152:12,13;154:11;155:5,22,25;156:18,19;157:2,20;162:10;164:24;165:1;169:18;170:3;171:25;172:17;173:16;174:12,25;175:13,19;176:1,4,4,18,21;177:13;178:3,4,8,12,16,21;179:2,6,18,22;181:7,9,</p>	<p>11,14,15,16,17,20,22,24;183:5,21;186:19;187:13,14 branches (17) 5:23;46:18;63:6;80:10,12;85:15;94:10;128:15;135:11,11;138:25;142:19,23;148:11;151:12,20;160:4 brand-new (1) 134:25 break (7) 35:19,20,23,24;84:1;116:3;163:21 breath (1) 150:6 Brennan (1) 108:9 Brian (2) 134:19;135:6 brief (2) 8:20;10:11 briefly (3) 81:1;92:8;128:9 bring (6) 36:9;84:7;156:22;159:21;163:25;187:9 bringing (2) 82:24;166:23 brings (1) 164:3 broadcast (2) 89:17,20 broke (1) 110:23 BROTHER (202) 3:15,17;4:2,3,4,6,10,13,16;6:14,24;10:8,15;11:11;12:9,12;13:16;15:16;16:8,14,23;17:18;18:4,11,21;19:2,9,23;15;27:17;28:2;29:1,4,12;30:5,9,16;32:11;33:12,18;35:3,6;36:9,12,14,25;37:4,4,6,11,17,22;38:1,9;41:7,17;42:7,7,17,20,23;43:19;44:8,13,15,16,19,20,22,23,25;45:1,3,4,6,7,10,12,13,15,16,16,21,23,24;46:3,11;47:25;53:4,7;55:19,23;57:12;61:7,8;62:12,14;66:1;69:11,13,21;73:21;78:11,12,22;79:19,24;80:18;81:25;82:4,8,12,15;83:2,6,12,17,22;133:18,21;134:1;139:21,23;140:1;141:13,24;142:10,13;143:11;145:6;146:21;148:24;149:14;150:22,24;151:7,9;155:17,21,25;159:20,25;164:10,22;165:1,3,8,18;166:3,17;167:10,17,21;168:7,10,21,23;169:1,15,23;171:23,24;172:8,13,17,21,25;173:3,6,16;174:11,24;175:18,21;176:1,21;178:2,7,11,16,21;179:6,17,22;180:14,17,19,25;181:4,10,12;183:12,15,17,20;184:2;185:20;186:6,11,15,15,18;187:13 brotherhood (1) 21:12 brothers (8) 24:13;33:20;39:5;47:2;152:22;159:17;172:13;185:14 brought (5) 50:14;105:4;134:2;166:19,21 Brown (2) 156:18;159:7 Brunswick (1) 145:15 Bryant (4) 59:24,25;173:16,16 bucks (4) 60:22;97:8,8;</p>	<p>121:13 Buie (4) 59:4;179:7,8;180:22 build (5) 5:15;23:4,5;53:14;81:11 builders (1) 16:16 building (3) 67:24;95:17;166:6 buildings (1) 67:22 built (1) 108:21 bully (2) 32:18,19 bunch (1) 136:22 bundles (3) 67:8,9,13 burden (1) 105:25 Bureau (1) 23:25 burner (1) 139:6 BURNEY (2) 43:14,14 business (19) 13:1,4,13;18:9;22:7;27:8;36:20;37:24;38:11;69:2,15;82:8;90:20;91:3;124:7;163:16;169:7,11;182:7 businesses (2) 25:13;149:4 busy (1) 97:21 button (1) 163:18 buy (1) 9:6 buying (1) 60:15 Bylaws (7) 59:21,22,24;60:2;137:3;171:19;181:5 Bynoskia (6) 41:17;45:1;177:12,15,23;178:11</p>	<p>camp (1) 139:18 can (141) 5:7;7:20;9:14,17;12:4;14:21;17:8;24:18,19;25:3;26:25;27:4;32:8;33:6,13;34:6,22;37:20;39:2,11;40:22;42:20;45:20;47:12;48:11;49:16,18;52:2;54:24;55:6,12;56:9,12,13,13;58:11,12;59:12;60:6,13;61:21;62:24;63:9,10,20;64:10;65:7,24;67:1;69:19;70:22;71:1,3;72:17;75:12,15;77:15,23;78:3,4,10,23;79:9,10,12,13,14;80:1,23;81:13;82:18,19;87:9;89:15,18;94:17;95:13;100:14;102:19;103:5,18;104:12;105:10,10,10;107:19;108:3,8,15,15,25;109:8,8,9;114:15,18,19;115:7;119:2;121:15;131:24;132:12;135:12;137:14,15;138:14;141:11;143:1,4,21,21;144:15;146:3,7,14;147:1,4,7,18;148:4,8,16;151:14,22;153:8;155:3;158:12;159:2;162:6,13;164:5,6;167:6;170:16,20;171:10,12;180:10;185:23,23,24 Canada (1) 70:9 candidate (5) 98:6;102:16,23;182:12,21 candidates (12) 63:25;64:3;98:15;99:3,13,14;100:21;164:23;170:14,18,19,23 canvassing (1) 165:12 cap (2) 64:16;65:12 capper (1) 16:15 car (1) 9:6 card (1) 93:22 cards (3) 56:12;100:1,15 care (11) 8:9;27:13;34:14;95:8;96:16,25;97:2;130:25;131:13;150:12;163:16 career (3) 39:18;80:11;90:14 careful (2) 156:12,19 caregiver (1) 145:23 caregivers (1) 146:10 Caribbean (1) 70:9 Carl (8) 11:5;44:18;59:8,13;172:17;174:25;175:1,9 Carlos (1) 174:11 Carnival (1) 163:9 Carol (5) 157:1;168:4;178:12,14;180:20 Carolina (1) 27:3 carrier (34) 6:25;14:2;37:12;48:16,18;49:6,7,10;63:25;64:21;66:12,12,19;67:10;71:6,8,10;74:14,15,17,23;75:19,20;76:4;88:1;102:17,20;144:9;150:16,16;161:7;166:19,24;171:14 carriers (50) 9:15;12:5;13:22,</p>
C			
<p>Min-U-Script®</p>	<p>JPA Reporting, LLC - (404) 853-1811</p>	<p>(3) Bloods - carriers</p>	<p>(3) Bloods - carriers</p>

<p>24;14:14,15;17:20;22:18; 23:9;35:11;38:7;50:22; 51:25;66:7,9,21,23;67:23; 71:19;74:16;75:19;77:6,7; 82:24;84:19;90:12;98:25; 100:22;101:7,11;106:6; 107:12;128:15;150:11,14; 153:1;161:8;165:13;166:8,8, 10,12;169:10;170:15;171:1, 3,4;172:16;184:10;185:24</p> <p>carriers (1) 69:17 carry (1) 160:10 carrying (1) 66:6 case (32) 26:11;27:12,12,18, 19,20,23;28:12;39:12;51:20; 61:8;64:19,20,25;65:1,4,7,16; 72:3,11;81:11;85:12;110:8; 112:19;124:9;125:9;126:2; 133:1;150:15;168:12,16,24</p> <p>caser (1) 72:9 casers (2) 72:7,7 caser-streeter (3) 72:4,4,12 cases (14) 38:2,4;65:7,11,11, 14,17,19,20,22,23,24;120:5; 125:1 cast (5) 14:22;181:16,25; 182:1,22 casual (2) 85:1,3 casuals (1) 85:1 catalog (1) 70:21 catalyst (1) 104:24 catch (2) 120:13;175:20 catches (1) 103:1 category (2) 85:4;165:11 Catering (1) 3:9 Cathy (1) 75:25 caught (1) 24:22 causes (3) 47:9;63:10;101:10 causing (2) 23:17;24:11 caveat (1) 122:22 CCA (8) 70:25;71:2;74:25; 77:18;79:20;134:8,14;135:4 CCA/TE (1) 118:21 CCAs (26) 36:6,7;54:20; 62:25;69:6;70:24;73:17,18; 75:4,8,11;76:9;77:2,5,13,16, 21;78:6,15,18;79:11;83:16; 90:15;134:10,11;138:3 CDL (1) 48:15 cell (3) 7:10;12:3,8 center (10) 94:19,20,23,23, 24;96:10;143:22;157:17,18; 159:11 centers (2) 143:23;144:1 Central (2) 15:8,11 CEOs (1) 20:4 ceremony (1) 87:4 certain (3) 26:19;118:14; 149:3 certainly (19) 7:18,23;9:8,17; 10:1;18:8;39:17;68:21; 87:13;88:2;89:21;101:15; 105:2;114:1;118:2,17;</p>	<p>131:25;137:14;170:2 certified (2) 181:20,25 certify (1) 55:9 cetera (1) 162:4 Chaffetz (2) 117:5,7 chair (3) 117:13;170:5;181:1 Chairman (3) 45:17;57:18; 61:8 chairmen (1) 60:6 chairperson (9) 45:2;58:21; 59:4,23;177:9,13,16;181:18; 183:6 chairs (1) 60:16 challenge (7) 21:21;30:17; 37:18;143:5;148:10;171:20; 184:9 challenged (1) 31:9 challenges (2) 46:19;183:1 challenging (1) 27:21 Champ (1) 31:15 championed (1) 101:9 championships (2) 48:6;61:20 chance (5) 67:14;123:25; 147:9;151:25;185:10 change (16) 22:22;23:11; 29:7;30:14;68:7;93:8,10; 123:9;125:3;147:8;155:19; 157:11,25;161:22;171:10,12 changed (8) 46:24;70:8;94:3; 106:23;124:14,14;147:10; 171:2 changes (3) 15:12;93:4;94:16 changing (4) 156:5,15,17,22 charge (3) 61:15;116:15; 118:3 Charles (3) 16:9;40:3;104:25 Charlie (1) 15:10 cheap (3) 60:12;61:13,16 cheaper (1) 66:3 check (7) 52:15;57:18;59:9, 13;124:23;166:6,7 check-off (1) 161:14 cheer (1) 49:21 chest (1) 19:25 chief (1) 119:24 child (10) 15:23;144:12,13, 16;145:17,20;146:18;148:12, 15;153:3 children (10) 21:10,14; 145:16;146:6,8;151:15; 152:1,25;162:20;185:14 Chiney (6) 32:18,19,23;33:1, 7,9 choice (1) 102:12 choose (3) 71:25;100:23; 107:19 Christianity (1) 20:9 Christmas (1) 85:3 Christmastime (1) 25:25 Chuck (19) 13:12;36:22,23, 25;37:6,9,15;39:10,13,16,17; 44:21;48:19;97:12;153:9; 159:15;164:19;170:8;184:17</p>	<p>church (9) 15:18;18:25;20:7, 8;140:7,25;141:3;160:6; 185:5 circle (1) 119:8 circles (1) 55:17 circling (1) 30:20 cited (1) 103:10 cities (1) 73:24 city (23) 6:21;7:7;8:3,5;19:20; 23:7;71:6,10;74:12,19,20,23; 75:19,19,20;76:4,18;92:23; 134:19;167:11,15,18;169:12 civil (2) 20:20;70:5 clapping (1) 18:6 Clark (26) 4:3,4;16:9,14,23; 17:18;18:21;19:2,9;23:15; 28:2;29:1,4,12;30:5,9,16; 32:11;33:12,18;35:3,6;46:3, 11;47:25;104:25 class (3) 133:3,12;135:14 classes (3) 133:9;136:15,25 CLC (1) 29:5 clean (2) 140:4;163:14 cleaned (1) 24:12 clear (3) 101:4,21;127:15 clerk (1) 74:17 clerks (2) 71:9,12 climate (2) 84:24;91:7 climax (1) 10:20 climb (1) 87:12 Clinton (4) 99:16;101:22,25; 102:22 clocks (1) 24:12 close (8) 29:24;34:22;72:2, 11;90:14;131:7;138:20; 161:20 closed (6) 174:5,20;175:8; 176:11;180:9;182:7 closely (2) 78:16;149:25 closer (3) 15:24;29:17,22 closing (4) 11:17;33:15,16; 152:6 clothes (1) 157:25 clouds (1) 34:21 clowns (1) 16:15 coal (1) 141:13 coalition (8) 107:10,13,16; 108:3,10,15,19,20 Cob (1) 168:21 COLA (6) 70:1,2,4,5,6;124:8 COLAs (1) 90:11 colder (1) 84:24 Coley (3) 11:4;155:4,4 collect (1) 161:5 collected (1) 140:11 collecting (1) 97:12 collection (1) 67:9 collective (12) 4:25;86:7,11; 88:23;92:6,10;103:20;105:5; 109:21;115:12;116:25;128:2 collectively (1) 27:14 College (3) 6:21;10:5,6 color (13) 153:14;154:10,11,</p>	<p>21;155:7,8,11,12,14;156:5,9, 15,23 colors (2) 156:12,19 Columbus (4) 59:18;145:17; 167:8;178:13 coming (15) 13:6;46:16; 60:10,16,17;61:1,2;63:22; 101:3;103:16;106:16;120:12; 133:5,12;162:22 comment (1) 155:2 Commission (1) 120:2 commit (2) 5:22;144:15 commitment (1) 47:19 committed (4) 7:3;60:17; 61:24;185:25 committee (40) 6:16;10:16; 11:8;25:7,8;42:5,9;43:13,23; 57:14,22;58:2,8,13,20,25; 59:3,22,22,24;60:2,8;87:25; 116:16;117:1,5,11,13,24; 156:1,3,17;159:1;165:22; 180:21,23;181:2,19;183:7,8 committees (14) 18:15;22:13; 57:9;74:6;87:16,18,19;88:4; 116:15;118:4;164:21;165:19; 167:2,25 commode (3) 163:11,17; 164:8 common (3) 16:16;121:12,22 community (3) 5:1;54:3; 150:13 companies (3) 55:1,12; 103:10 company (6) 19:21;100:6; 102:20;122:10;130:12; 165:15 compared (1) 84:24 complaining (1) 29:13 complete (2) 76:10,11 completed (4) 57:21;76:8; 147:22;182:8 completely (2) 76:24;164:14 compliant (1) 136:2 composed (2) 58:21;59:3 compromise (1) 123:22 compromised (1) 163:25 Compton (1) 157:5 concern (2) 50:15,17 concerning (1) 151:12 concerns (3) 49:1;67:21; 70:24 condition (1) 184:14 cone (1) 7:8 conference (7) 133:14,16,23; 134:8,14,21;135:5 confidence (1) 173:11 conflicts (1) 13:17 confusion (1) 47:9 Congratulations (1) 134:12 Congress (10) 20:19;104:23; 106:5;107:17;123:1;129:2,7; 131:2,15,25 Congressional (1) 48:21</p>
--	---	--	--

<p>Congressman (8) 13:18;14:9, 12;48:17,24,25;49:2,9 congressmen (1) 48:13 conjunction (1) 6:19 connected (1) 128:4 connection (1) 122:9 consider (3) 77:8;153:11; 171:14 consideration (2) 96:11; 110:24 considered (1) 98:8 considering (1) 15:9 Constance (2) 11:6;176:17 constantly (5) 46:10;48:4; 87:22;89:3,6 Constitution (4) 130:5,6,9; 183:3 constitutional (1) 26:13 contact (7) 50:12;56:13; 79:12,13,14;145:13;156:7 contain (1) 66:2 tend (1) 29:1 continue (18) 5:2,15;6:8;22:7; 25:3;62:24;78:2;80:2;82:17; 89:23;91:11;115:6;139:3; 148:22;150:11;162:5,7; 170:16 continued (1) 160:25 continues (1) 138:1 continuing (3) 89:12;133:6; 173:13 contract (23) 54:2;63:3,3,18; 64:6,7,8,10;65:20;66:22; 70:18;74:2,2,83:6,7;87:7; 88:5,8,10;89:6;90:4,10; 168:12 contractual (2) 54:15;70:25 contribute (5) 54:13;170:17, 23;171:5,15 contributes (1) 54:1 contribution (1) 152:7 contributions (1) 151:19 contributor (1) 111:20 control (1) 38:16 Convention (55) 3:4,11;4:18, 23;6:1;10:16,21;11:8;12:6; 13:16;15:13,14;17:21;36:4; 39:22;40:10;41:6,12,21; 56:22;58:10;72:14;84:8,17; 92:9,11,14,21;93:5,9;94:5,7, 9,16,19,24;95:20;96:9;97:4,5, 15,17,22;101:9;103:21; 128:2;153:12;156:22;157:17, 17;159:11;181:18;182:6,10, 24 conventions (3) 18:14;93:15; 96:8 conversation (5) 91:2;125:7; 155:1;156:7,9 conversations (1) 90:19 conversions (1) 74:11 convert (2) 73:17;74:6 converted (4) 73:18;74:25;</p>	<p>75:3,12 cookout (1) 3:5 cool (2) 132:7,19 cooling (1) 21:5 coordinate (2) 34:9;143:13 coordination (1) 169:24 coordinator (1) 142:1 COP (9) 10:18;78:25;95:9, 10;156:1,3,8,16;158:16 cop/bad (1) 78:25 copies (2) 81:7,8 cops (1) 79:1 copy (1) 15:5 core (1) 109:7 Cornelia (1) 11:4 corner (3) 54:11;120:13; 129:16 Corporate (2) 20:3;33:13 corporations (3) 24:13;25:14; 27:7 correlation (2) 20:8;23:20 Cossey (1) 38:9 cost (5) 56:19;65:3;70:3; 126:17,22 costs (1) 113:20 Council (2) 15:8,12 councilman (8) 6:21;7:7,16, 18;8:3,16;10:9,17 count (7) 51:24;74:16,19,20; 82:19;92:23;93:17 counted (2) 74:13,15 counties (4) 26:1,2,4,9 country (13) 5:11;24:15; 38:22;48:3;50:25;56:10; 84:18;86:15;96:2;129:16; 130:15;134:17;186:8 counts (1) 74:18 county (4) 51:2,3;160:8; 162:24 couple (11) 19:16;93:4,15; 95:7;101:5;112:5;125:6; 136:10,13,19;137:16 course (43) 10:4;12:25; 13:20;26:7;37:24;42:12; 51:14,15;64:10;68:1;76:7; 86:5,9;87:6,23;88:9,22; 92:13;93:2;97:22,23;98:4; 102:3;103:1;104:18,21,21; 105:25;108:6;109:20;112:10, 25;113:5;116:8;123:19; 126:3;135:20;138:23;160:4, 16;162:21;163:6,9 Court (12) 27:12,23;28:10,13, 13,15,16,17,19,22;32:23; 147:15 cousin (1) 183:23 cover (7) 40:19;54:9,10; 55:24;62:14;68:16;87:19 coverage (2) 54:21;126:18 Covington (1) 166:18 Covino (5) 59:22;75:22; 168:21;178:21,21 CPI (3) 124:3,14;125:11</p>	<p>craft (5) 71:6,7,8,10,12 crashed (1) 125:15 craziness (1) 105:15 crazy (6) 105:17,21;108:18; 116:8;123:8,14 creative (2) 22:25;23:3 Credentials (8) 42:5,9;43:12, 22;57:22;181:19;183:6,7 Crips (3) 153:25;155:14; 157:6 crisis (2) 21:21;22:4 crosstalking (21) 19:1;29:3; 47:13;52:24;153:15,21; 154:3,12,19,23;155:9,24; 156:25;157:14;158:14,21; 159:4,16;180:1,24;183:18 crowd (1) 19:11 cruise (5) 162:20,23;163:1,3, 10 cry (1) 34:14 Cumberland (1) 150:2 cumulative (1) 75:2 cure (1) 139:2 current (2) 21:21,24 currently (1) 152:4 curtain (1) 14:5 curtains (1) 14:22 customers (1) 146:5 cut (1) 115:14 cutting (1) 105:16 Cynthia (2) 11:5;43:14</p>	<p>deadline (3) 86:8,10;88:9 deal (8) 21:24;87:9,18;111:6; 119:13;158:23;168:14;169:9 dealing (8) 54:2,3,4;58:9; 90:15;107:14;109:3;117:3 deals (4) 60:4;98:24;110:9; 117:1 dealt (1) 168:15 dear (2) 138:20;151:16 debt (2) 37:8;114:19 debts (1) 34:13 Decatur (2) 39:12;59:25 December (3) 25:24;118:9; 121:9 decide (5) 33:5;58:17;103:9; 152:20;158:24 decided (8) 65:13;72:11; 100:20,23;101:2,19,20; 147:13 decides (1) 163:15 decision (1) 102:5 decisions (1) 81:15 declare (1) 182:13 decline (3) 23:19;176:2,19 declined (5) 23:22,22,23,23; 176:7 decrying (1) 27:2 dedicated (1) 7:3 deduction (1) 24:24 deductions (1) 161:15 deeper (1) 140:19 defeated (3) 25:6,7,8 defeats (1) 27:9 defense (6) 106:4,4,12,25; 107:1;168:11 definitely (6) 28:8;86:24;90:9, 13,22;137:7 delegate (8) 6:5;11:21;52:15; 57:13;93:9,22,24;181:23 delegates (8) 16:6;42:12,24; 60:11,19;93:17;181:15,23 delegation (2) 95:15;156:2 deliberate (1) 21:25 delinquent (1) 63:11 deliver (8) 66:3,4;67:23,25; 68:25;105:19;129:16;146:5 delivered (1) 20:15 delivering (4) 66:2,19;69:17; 111:2 delivery (8) 67:22;68:23;72:6; 74:23;76:18;105:17;130:2; 134:19 democracy (1) 21:7 Democrat (6) 14:1;118:13; 129:17;184:22,25;185:16 Democratic (4) 51:19;99:18; 100:25;185:11 Democrats (2) 98:18;185:2 Denise (3) 57:22;183:4,4 density (1) 23:24 department (4) 54:1,12;55:7; 103:12 depend (2) 145:22;146:1</p>
D			
		<p>daddys (1) 185:14 damaging (1) 24:14 dancing (1) 31:3 dangerous (1) 68:18 dangers (1) 157:4 dare (1) 52:10 dark (2) 21:7;161:24 Darrell (2) 109:16,18 date (2) 21:22;64:18 dates (2) 64:17,23 daughter (2) 152:11,23 daunting (1) 30:17 Dave (1) 136:16 Davis (2) 11:5;149:24 Dawn (1) 82:22 day (27) 7:4;8:7,9;20:24,6; 30:25;32:22,24;33:1,6;56:4, 4;72:8,9;90:13;105:17; 109:22,22;140:9;141:7; 146:5,24;147:1,2,18;181:17; 182:6,24 days (5) 8:14;75:2;85:3; 105:19;166:25 DC (8) 20:17;63:20;95:15; 109:25;115:22;116:9;160:11; 187:1 DD214 (2) 55:7,9 deacon (2) 140:15,18 deacons (1) 140:10</p>	

<p>deposit (1) 161:15 Depot (1) 55:13 derives (1) 67:17 deserve (2) 5:14;167:3 designate (1) 70:20 designated (1) 75:22 designed (5) 24:16;64:16,24; 66:11;72:6 designee (3) 70:19,20;181:16 desired (1) 22:15 desk (3) 43:7;52:16;57:24 desolate (1) 21:8 desperate (1) 159:21 destination (1) 23:9 determine (1) 53:22 determines (1) 123:3 develop (2) 49:1;136:9 developing (1) 132:18 developmental (1) 186:23 diapers (1) 145:24 Diem (3) 58:2,7,9 difference (3) 5:10;73:6;74:9 different (26) 7:21;22:24; 32:22;46:18;54:5,5;71:7; 76:6;78:6;84:18;88:7,19; 93:18;94:2,12;100:5;101:10; 102:14;106:18;107:6;108:18; 132:24;133:7;143:1;148:7; 151:10 differently (1) 148:8 dig (1) 140:13 digging (1) 130:22 dimensions (1) 4:24 dining (1) 51:5 direct (5) 20:8;23:20;122:9, 13;161:15 directed (1) 31:25 directing (1) 7:7 direction (4) 4:23;39:16;92:4; 117:15 directions (2) 11:20;181:5 directly (1) 66:24 director (15) 16:9;44:21,24; 76:18;134:19;136:13;160:18; 175:12,16,24;176:12,15,15, 16,24 disabilities (1) 54:19 disability (2) 54:23;55:5 disagreements (1) 47:4 discipline (5) 54:25;64:20,21; 67:17;168:12 discount (1) 143:24 discounted (1) 112:7 discounts (2) 55:2,14 discovered (1) 17:6 discuss (3) 5:18;15:12;51:6 discussed (1) 73:8 discussing (1) 86:23 discussion (3) 41:21,23;43:23 discussions (1) 122:25 disease (1) 149:22 dismounts (1) 71:24 displayed (1) 166:22</p>	<p>displaying (1) 21:18 dispute (2) 76:12,19 distinguished (1) 18:11 District (31) 48:14,15,19,20, 22,25;49:3,5,8,10,25,25,25; 50:1;65:23;76:1,7,20;80:2; 130:25;131:17;165:22,23,24; 166:21;167:6,14,18,25;168:4, 7 districts (3) 49:4;50:4;165:20 district's (1) 166:20 disturbed (1) 46:17 divided (1) 181:14 dividing (1) 101:17 division (2) 46:21;47:24 Dixon (1) 38:2 Dobbs (1) 11:3 doctor (3) 29:13,14;145:25 document (2) 71:2,4 documents (2) 73:8,10 Dog (2) 68:9,11 DOL (1) 136:2 dollar (1) 55:11 dollars (9) 65:5;69:4;104:20; 127:7;141:2,5;144:8;161:6; 162:1 Dome (1) 50:12 Don (11) 38:1;44:11;57:20; 60:14;63:4;142:20;149:14; 170:5;172:19,22;173:6 Donahoe (4) 87:8;105:23; 108:6;111:13 Donald (2) 33:21;103:4 donate (2) 160:14;161:23 donation (2) 143:25;160:19 donations (4) 142:24;149:6; 151:21;165:11 done (36) 8:14;9:3;22:20; 26:2;31:21,24;32:24;39:18; 53:18;61:25;68:20,24;70:23; 75:14;79:15;85:12;88:7;94:9, 11,21;109:10;118:9,14; 120:21;125:4;126:12;132:18; 134:7,9;142:14;168:3; 169:20;184:10,16,21;186:2 dong (1) 148:22 Donna (1) 11:3 door (5) 34:5,5;38:10;81:19; 139:8 do-or-die (1) 30:18 doors (1) 21:9 Dorsey (1) 136:16 double (1) 118:12 doubt (2) 16:13;34:21 down (30) 13:7;19:11;31:7, 20;33:4,16;34:14;46:20; 59:12;62:3;83:20,21;102:25; 113:4;118:10;125:22;127:25; 138:11;140:16;141:4;145:14; 146:22,25;150:5;163:2; 164:2;166:15;170:1;183:25; 184:3 downtown (2) 94:20,25</p>	<p>downward (1) 24:10 Dr (2) 20:14;21:23 Drass (1) 135:9 draw (1) 78:3 drawing (3) 159:24;160:1,23 drawn (2) 90:1,7 Dream (1) 20:21 dress (2) 157:6,9 dressed (1) 145:23 drew (1) 15:24 drill (1) 22:17 drive (6) 9:6;10:19;31:18; 66:13;71:17,23 driven (1) 21:25 driver (1) 71:13 drivers (2) 69:6,12 driver's (2) 55:7,8 driveway (1) 147:19 driving (3) 71:5,11,15 drop (2) 67:9;105:18 dropped (1) 138:25 dropping (1) 142:21 DRR (1) 171:15 drug (5) 21:5;112:7,14,17,25 due (2) 156:10;176:3 dues (4) 15:9;24:24;25:3; 62:2 Dug (2) 87:10,11 duly (1) 5:11 Dunn (1) 11:6 During (8) 5:17;34:3;72:3; 88:2;125:10;156:1,7;160:17 duties (1) 59:2 dynamic (2) 15:20,23 dynamically (1) 18:2 dynamics (1) 17:2 Dystrophy (1) 145:13</p>	<p>effort (2) 5:10;169:4 efforts (1) 80:24 eight (4) 72:7,9;143:15,16 Eighty-five (1) 112:23 Eileen (11) 59:6;78:16,19,20, 20;79:4,14;178:17,18; 180:20,21 either (5) 12:5;101:12,12; 161:14,15 elect (1) 182:22 elected (3) 7:20;173:7;182:14 election (14) 51:3;58:13,20, 24;63:22;97:23;98:3;103:16, 21,23;128:3;181:2;182:23; 184:15 elections (3) 58:16;137:2; 182:4 elective (1) 182:5 electoral (1) 51:17 elevator (1) 67:25 eligible (2) 111:23;113:7 eliminate (1) 64:17 else (17) 81:17;83:14,19; 96:24;113:18;118:1;132:16; 134:22;149:1;162:17;174:19; 175:7;176:10;177:5,22; 186:22;187:16 embark (2) 4:22;6:1 emblem (2) 155:8,13 emerged (1) 101:4 emergency (1) 125:12 Emmett (1) 38:9 employ (1) 130:11 Employee (3) 38:14,19;71:7 employees (5) 27:15;71:16; 76:21;111:11;134:25 encourage (11) 8:6;47:14; 48:10;49:24;52:12;61:18; 62:1;145:12;162:9,11;184:23 encouraging (2) 61:11;171:13 end (18) 8:7;18:5;28:7;40:18; 74:2;75:13;92:4;122:4; 124:16,18;126:11,15,17,20; 127:5,25;128:12;148:6 ended (3) 60:15;123:21; 149:21 endorse (3) 100:3,23;101:24 endorsed (1) 100:11 endorsing (1) 98:5 endurance (1) 5:20 enemies (2) 30:19;48:12 energize (1) 5:12 energy (1) 46:22 engage (1) 21:4 engaged (1) 101:14 engineer (3) 163:24;164:3,4 Enhancement (1) 104:14 enjoy (6) 3:5;5:25;6:8;40:16; 62:3;141:22 enjoyed (3) 11:12,13,14 enough (10) 14:13,20;26:16; 33:3,3;144:5,11;157:16; 173:11;184:3</p>
E			
<p>Min-U-Script®</p>	<p>JPA Reporting, LLC - (404) 853-1811</p>		<p>(6) deposit - enough</p>

<p>enrolled (1) 112:15 entails (1) 48:8 entering (1) 71:10 enthusiastic (1) 6:2 entire (2) 134:25;155:15 entitled (1) 181:22 environment (1) 46:24 equal (2) 129:22;187:9 ere (1) 16:19 Eric (18) 3:13;6:11;13:16;35:17;45:13;79:13;82:8,10;155:7,11,25;165:1;175:19,22,23;176:1,7;187:13 error (1) 73:4 especially (7) 13:20;18:24;51:24;54:19;60:6;139:17;162:10 established (1) 76:6 estate (2) 185:6,8 et (1) 162:4 eternity (1) 16:17 even (46) 9:20;13:23;14:12,19,20;26:22;47:18;52:7;67:24;71:24;78:1,7;87:13;91:9,23;95:9;96:20;98:8;103:22;105:18;107:2,17;109:14,16;110:14;112:13;114:3;115:4;116:19;118:9,18;131:9;134:10;139:4,14;141:12;145:23;148:13;150:7;155:14;160:6;161:9;184:6,13;185:16;187:2 evening (3) 151:7,8;181:4 event (1) 11:19 events (3) 6:6;169:18,25 eventually (1) 125:20 everybody (59) 11:12;12:23;19:17;39:24;40:11,11;41:1;42:20;52:9,16;53:5;66:3;67:4;81:5;84:11;86:4,6,15;90:11;91:15,23;95:4;96:15,25;97:10,13;98:12,25;102:5;103:17;104:16;109:18;110:2;112:4,10;113:1,3,18;114:9;115:17;118:7;128:7;129:20,22;136:3;137:12,19;139:24;140:10;144:14;147:6,16;149:24;157:23,25;158:19;184:23,25;187:15 everybody's (2) 80:22;113:3 everyone (9) 4:14;33:23;52:2,17;63:23;78:12;93:12;155:3;162:9 exactly (4) 40:6;53:20;147:1;157:4 exam (1) 71:13 example (5) 5:13;51:1;55:6;165:14;181:22 excellent (1) 17:13 except (2) 18:15;161:6 exception (1) 114:1 excess (1) 71:9 excessed (1) 71:16</p>	<p>excessing (2) 71:7,12 excited (3) 15:7;29:18;137:10 exciting (3) 6:2;13:16;87:9 excuse (3) 13:20;42:17;107:21 excuses (1) 51:8 executive (25) 13:7;14:25;40:4;41:8;45:2,5,8,11,14;52:20;101:24;119:24;177:9,13,17;178:1,3,6,19,24;179:4,9,20;180:9,15 exemption (1) 114:3 exercise (3) 51:21;52:8,13 exigency (3) 125:9,17,23 expand (2) 53:20;136:6 expect (2) 70:14;117:22 expectation (1) 18:2 expensive (1) 65:6 experience (4) 6:9;139:17;145:4;147:7 experienced (1) 68:8 expire (3) 70:12;89:9;125:19 expired (1) 74:3 expires (2) 88:11;125:21 expiring (2) 88:14,24 explain (3) 87:2;98:4;156:1 explaining (1) 122:19 explains (1) 114:22 explanation (1) 104:3 express (1) 14:14 extend (1) 6:3 extended (5) 64:6;73:13;74:3,24;86:9 extension (1) 72:16 extent (2) 29:14;70:6 external (2) 67:7;83:9 extra (2) 100:8;112:1 extremely (8) 34:2;77:1;108:14;121:4;122:8,11,12;128:22 eye (2) 103:1;145:18 eyes (3) 31:8;69:7,16</p>	<p>22:11;24:18;27:7;32:4 family (13) 4:24;5:3,20,24;6:2;14:8;63:24;149:18;150:10;162:15;164:13;184:21,24 fan (2) 22:16;31:1 far (10) 29:15;34:23;40:13;42:13;69:25;94:18;96:8;127:15;139:14;143:9 fashion (2) 16:19;117:22 fast (1) 146:12 fastidious (1) 163:12 fatality (1) 166:18 favor (5) 28:14,18,23;41:24;44:1 fax (1) 96:23 fear (1) 54:24 feasibility (1) 67:6 feat (1) 73:22 February (2) 87:5;170:24 fed (2) 29:6;186:9 Federal (2) 111:11;120:19 feed (1) 145:25 feedback (3) 135:3;136:20;137:4 feel (7) 6:4;9:18;62:25;78:10;80:5;103:7;161:17 feelings (1) 46:9 feels (1) 103:13 feet (4) 29:21,22,25;30:1 FEHB (2) 111:11,14 fellow (2) 47:2;118:20 fellowship (3) 5:6;6:9;61:20 fence (1) 59:20 ferocious (2) 21:18;22:6 FERS (1) 70:5 few (19) 23:18;37:15,18;38:2;39:20;51:12;60:21;77:3;78:2;93:3;106:2,18;109:2;141:15;142:14,16;143:1;161:6;168:24 fiduciary (1) 135:25 field (2) 149:2;170:20 fierce (10) 21:3,16,17,17,17;22:4;23:15,17;24:11;30:17 fifteen (1) 24:8 fifth (1) 28:8 fight (13) 5:2;24:21;30:23;33:6,12,14,18,19,22;34:23;48:8,12;49:23 fighting (3) 46:21;48:23;82:5 figure (8) 27:23;28:3;66:25;74:5;93:15;113:2;126:22;127:5 file (7) 49:22;76:13,13;81:5,13;116:24;169:8 filed (4) 26:8;81:2;125:16;169:12 files (1) 81:7 fill (3) 98:23;99:9;100:10 filled (1) 48:15 fillers (1) 159:21 final (2) 37:15;70:2</p>	<p>finally (8) 29:18,25;48:14;63:16;65:10;85:7;168:10;169:17 financial (1) 136:23 find (14) 7:2,21;24:9;29:14;34:7;51:8;66:3;96:4;114:25;138:14;142:18;143:22;151:14;166:12 fine (5) 48:23;49:7;72:18;127:23;138:12 finger (1) 30:10 fingers (1) 46:15 finished (2) 10:19;15:17 fire (3) 75:6;138:13;141:14 fired (1) 35:16 firm (1) 136:14 first (31) 12:19;20:23;21:1,1;38:19,21;39:12;68:2;70:23;71:11;84:14,16;86:5;92:15;99:6;110:4;112:6;117:14;118:19;123:23;141:16,19;142:8,11,13;158:8,25;165:23;168:23;182:5;184:12 first-class (2) 67:7;83:9 firstly (1) 4:17 first-time (2) 36:3,4 fiscally (1) 120:22 fish (2) 183:24,25 fishing (1) 184:3 fist (1) 184:8 five (18) 22:8;27:23;62:4;77:5;97:8,8;104:20;109:21;119:17;121:13;127:6,24;144:7;162:11;170:9,10;182:2;183:19 fix (9) 26:21;63:8;104:12;105:4;107:4;109:1,11;116:23;131:12 flavor (1) 118:3 Flemming (1) 15:10 flies (1) 117:21 flight (1) 17:11 flip (1) 26:22 flipped (1) 171:3 floor (7) 25:1,7;56:15;63:14;68:2;171:18;172:14 floors (1) 67:24 Florida (6) 17:7;19:21;23:7;71:22;82:25;163:2 flown (1) 16:19 flush (2) 163:10,18 fly (1) 106:21 FMLA (1) 54:21 focus (1) 46:2 focused (2) 90:9;108:17 focuses (1) 103:23 focusing (2) 63:13;90:18 fold (1) 140:21 folded (2) 140:20,24 folks (45) 18:15;19:10,10,22;20:8;30:6;31:12,16,23;32:3;37:22;40:13;57:1;62:20;82:15;86:19;92:17;95:16;</p>
F			
<p>face (4) 30:18;40:15;51:14;82:17 faced (1) 82:16 facilitator (1) 38:20 facing (1) 77:10 fact (12) 15:16;79:19;106:1;147:12,25;148:3;149:15,17,18;156:10;162:23;176:3 fail (2) 35:19,23 failing (1) 103:11 failure (2) 34:17,20 fair (4) 27:13,21;28:17;103:10 fairer (1) 187:9 fairly (1) 64:7 fall (1) 133:12 falling (2) 18:22;30:12 families (6) 19:25;20:12;</p>			

<p>96:17;98:16,18;99:24;100:3; 104:8;112:23;116:15;118:21, 21;120:2;122:9,19;126:11; 129:11;130:1,7,20;131:20; 133:24;134:17;136:14;161:5, 23;164:11,21;166:3 follow (8) 10:9;48:6,7;77:22; 85:9;99:5,12;136:1 followed (1) 101:20 following (3) 11:1;48:2;86:8 follows (1) 4:19 food (5) 9:22,23;10:19;32:1; 62:1 foot (1) 32:9 forbid (1) 148:5 force (1) 107:14 forces (2) 46:23;48:9 forcing (1) 73:25 Ford (5) 59:6;78:16;178:17; 180:20,21 Ford's (1) 178:18 forefront (1) 139:12 forever (2) 123:15;125:21 forget (6) 38:13;39:6;55:21; 87:24;99:12;171:14 forgot (1) 97:10 Form (6) 73:1,2,5,6,6;100:10 formal (7) 72:24;73:9,11; 81:18;135:10,12,17 former (7) 4:6;13:3,7,10,12; 38:11;134:11 forms (1) 149:4 forth (5) 5:10,19;87:16,23; 105:11 fortitude (1) 5:20 fortunate (1) 85:6 forward (26) 7:25;8:10;38:25; 40:10,25;48:19;50:5,10; 92:15,20;93:1;95:3;97:16,18; 103:18;105:4,18;111:8; 118:11,15,24,25;144:5,10; 147:3;150:25 fought (4) 33:10;46:19;51:22; 81:21 found (4) 8:5;75:4;140:17; 160:12 foundation (1) 5:16 four (20) 27:23;28:7,7,7; 30:2;34:8;62:4;74:11;83:5; 88:13,15;107:5,17;109:22; 119:18;144:7;148:16;152:18; 178:1 fourth (1) 83:1 four-to-four (2) 28:9,21 fragile (2) 108:14,22 frame (2) 16:4;18:23 Fred (2) 53:7;117:24 free (3) 6:4;9:19;24:20 freedom (1) 20:19 Friday (2) 30:24;94:7 Friedrichs (2) 27:18;28:5 friend (1) 157:4 friendly (1) 63:25</p>	<p>friends (8) 100:22;101:7; 104:23;106:5,6;115:11; 119:3;149:19 front (5) 60:12;63:17;96:3; 134:11;180:18 fruitfully (1) 149:6 frustrating (1) 129:23 full-time (2) 74:1;176:4 fully (1) 114:16 fun (6) 40:24;84:17;131:1; 143:6;144:2;161:4 function (3) 26:10;47:11; 129:4 functioning (1) 47:10 functions (4) 22:12;57:19,21; 60:7 Fund (16) 12:5;111:19; 151:12,17,18,21,23,23;152:8, 9;153:10;161:7,13;162:13; 165:12;171:14 funded (2) 114:16;151:18 funding (1) 149:9 fundraiser (2) 143:8;144:7 fundraisers (1) 143:1 fund-raising (1) 142:21 funds (11) 34:12;152:4; 160:13;161:18,21,23;162:6; 170:13,14,17,17 further (7) 16:8;35:19,24; 78:19;140:16,16;159:11 future (4) 77:6;78:1;134:23; 137:8</p>	<p>154:1,7,10,15,21;157:22,23; 162:22;165:20;169:19; 172:15,18,19,20;178:12,13; 181:9;183:23;184:2,19;187:7 gets (5) 66:13;67:11;95:20; 140:9,19 Gibbs (46) 13:1;27:17;36:9, 12,14,25;37:4,11;62:7,12,14; 66:1;69:13,21;73:21;79:14, 19,24;80:18;81:25;82:4,8,12, 15;83:2,6,12,17,22;164:22; 165:1,3,8,18;166:3,17; 167:10,17,21;168:7,10,21,23; 169:1,15,23 given (7) 10:23;16:17;20:16; 37:5;164:16;181:18;183:6 gives (3) 76:21;140:8;160:20 giving (6) 7:10;40:11;170:9,9; 171:3;186:12 glad (2) 85:25;134:12 gladly (1) 149:7 Gladys (5) 11:3;153:10,18; 159:9;176:18 goal (6) 73:25;74:4;80:22; 90:23;118:23;148:17 goals (2) 89:22;90:17 God (6) 15:24;28:4,6;29:1; 30:22;148:5 God's (2) 21:10,13 goes (11) 69:25;76:17;91:18; 114:12;119:25;120:5,17; 144:21,24;162:1,2 Golden (1) 50:12 golf (9) 10:2,3,4,5,6,10,11,13; 153:20 Good (77) 3:1,2,15,16,21,22; 4:13,13,15;7:16,17;12:8,18; 16:21,22;36:14;39:24;40:1; 53:5,6;57:2;62:12,13;64:7; 73:19;77:8;78:12,25;79:1; 81:3;82:4,16;84:5;86:14; 91:16;92:3;95:4;96:21; 100:22;101:7;103:18;106:5; 108:13;116:1;120:25;127:19, 20,20,24;135:18;136:18,19, 24;137:4;139:21,22,24; 140:1,2,3;148:1,20,20;149:7; 151:7,8;154:16;155:8,19; 157:1;162:17,18;166:9; 167:13;169:20;181:4;185:10 Goosby (2) 11:4;50:11 gosh (3) 104:10;116:10; 117:21 govern (1) 119:25 government (3) 130:12; 186:24;187:10 governor (1) 118:7 governors (16) 26:25;90:25; 116:10;119:5,8,11,12,15,19, 22;120:6;121:6,9,20;122:6; 128:3 governs (1) 119:22 grab (1) 40:20</p>	<p>gradualism (1) 21:6 graduated (1) 152:24 graduating (2) 152:11;153:3 grand (1) 8:24 grateful (2) 14:16;16:24 gratitude (2) 9:8;37:8 Gray (1) 11:6 great (22) 8:22;9:19;40:23; 61:21;79:22;91:17;94:19,21; 95:23;97:4,17;116:4,5; 125:25;129:12,19;132:11,11, 14;134:21;136:5;137:12 greatest (2) 20:6,6 Greene (3) 11:4;155:4,4 Greg (6) 13:8,9;38:1,3;88:3; 138:5 grew (1) 19:19 grievance (4) 72:22;73:2; 76:13;81:6 grievances (10) 49:22;63:11; 72:14,16,18,20;81:2,3;169:8, 12 GRIGGS (133) 3:1,3,8;6:20; 11:25;12:2,13,17,25;13:3,6, 12,15;14:12,18;16:12;17:19; 35:8,16,22;36:6;38:1;39:9; 41:4,11,19,23;42:1,3;43:11, 17,21,25;44:3,5,11,12;45:18, 25;47:8,14,24;52:25;53:5; 57:5;61:9;69:9;83:23,25; 84:5;121:17;127:22;138:18; 139:11;141:25;145:6,6; 151:4;153:7,16;154:4,13,24; 158:1,8,22;159:5,17,23; 164:19;170:6;171:23,24,24; 172:4,7,8,10,19,22;173:6,9, 19,23;174:1,4,7,13,17,19,22; 175:1,5,7,11,15,20,23;176:7, 10,14,23;177:2,5,8,15,19,22, 25;178:5,14,18,23;179:3,8, 12,15,19;180:2,5,8,12;183:9, 16,19,20,21;184:2;185:20; 186:6,11,17;187:16 groceries (2) 68:23,25 group (17) 53:19,21;56:19; 57:1;95:16;109:7;112:19; 113:14,22;119:22;132:6,14; 135:3;167:10,24;168:1;169:6 Grover (1) 33:20 grow (2) 53:19,21 growing (4) 5:16;32:16; 90:19;91:3 grows (1) 53:20 growth (2) 23:20,21 guarantee (3) 79:4;136:14; 147:8 guaranteed (1) 61:13 guess (8) 28:23;51:18;66:14; 114:13;134:20;162:19;163:7; 184:22 guest (3) 6:16,18;15:14 guests (3) 12:20;60:22;62:5 guidance (1) 10:23</p>
G			
	<p>gain (1) 24:9 gained (1) 81:3 gaining (1) 23:11 Gallup (1) 100:6 game (3) 33:24;143:4;148:18 gap (1) 90:14 garbage (1) 147:18 garner (1) 5:6 gathered (1) 20:18 gathering (1) 6:3 gauge (1) 98:9 gauging (1) 29:24 gave (8) 9:21;16:4;18:7; 140:11;141:5;150:6;162:20; 183:24 Gehrig's (1) 149:22 General (7) 70:20;89:18; 117:25;119:24;120:7,15; 121:21 gentlemen (1) 141:1 genuine (2) 56:2,7 George (2) 174:24,24 Georgia (49) 3:3;4:17;15:13; 17:20;25:12;41:8,18;51:10; 55:6;58:6;59:4;60:1;71:22; 80:10,13,15,15,18,20,21; 84:17;140:6;141:9;145:11; 146:22;152:2,19;153:1;</p>		

<p>guide (1) 135:4 Gulf (7) 75:22,25;165:19; 167:5,18;168:4,7 gut (1) 30:22 guy (10) 32:18;79:16;118:22; 120:12;136:16;137:20;141:4; 164:7;185:16,17 guys (12) 58:10;60:5;77:4; 96:21;117:16;135:15;138:6; 140:18;166:15;167:7,22; 169:18 guy's (1) 185:17</p>	<p>Hayes (7) 44:18,19;59:9; 172:17,17;174:25;175:9 Hayes' (1) 175:1 head (2) 117:1;130:24 headed (1) 24:10 headline (1) 110:22 headquarters (5) 54:1;56:14; 85:19;92:17;138:6 headquarters-wise (1) 128:14 heads (5) 54:1,12;102:10; 128:20;136:8 health (4) 109:12;111:11; 145:9;161:10 healthcare (1) 104:15 healthy (1) 146:4 hear (20) 4:2;16:6;29:13; 31:2;36:12;42:20;78:6; 95:11;96:18,25;112:17; 115:5;128:18;131:1;154:2, 25;155:3;160:24;162:19; 172:21 heard (14) 27:19;80:8;99:7; 104:6,8,16,25;133:1;135:18; 150:5;158:9,25;170:8;184:13 Hearing (8) 41:23;43:25; 64:17,18;117:6,20;173:6; 174:4 hearings (2) 123:7;125:19 heart (4) 19:14;22:2;56:8; 156:20 heat (1) 68:17 heck (3) 107:4;109:22;164:12 held (3) 72:23;119:3;140:25 hello (2) 40:3;164:22 helmet (2) 71:19,25 helmets (1) 71:20 help (24) 7:1,24;8:6;10:25; 11:23;20:11;37:25;50:2;79:9, 10;88:1;92:18;103:9;105:24; 143:22;151:14,15,18,23; 152:25;161:4;163:20;165:10; 167:4 helped (5) 6:17;38:22;79:6; 133:19;135:3 helpful (1) 136:25 helping (3) 20:10;107:23; 165:13 helpless (1) 146:14 helps (1) 170:19 Henderson (4) 4:7,11;8:12; 59:15 Herbert (1) 54:16 here's (4) 22:2;31:9;59:5; 124:2 hero (2) 36:15,16 hesitation (1) 16:1 hey (6) 9:22;56:4;79:3;88:12; 125:13;127:10 Hi (4) 12:23;39:22;40:7,20 high (3) 18:2;34:13;152:11 higher (1) 79:21 highest (1) 143:4 highway (3) 66:22;83:6,7</p>	<p>highways (1) 105:16 Hillary (8) 99:16;100:17,18; 101:2,16,22,25;102:22 hilltops (1) 105:23 Hip (12) 35:13,13,13,13,14, 14;37:13,13,13,13,13,13 hire (1) 130:17 hired (4) 84:25;85:2;100:5; 117:14 hiring (2) 62:19;85:5 history (4) 20:16;85:11,22; 104:1 hit (3) 34:24;146:12;149:19 hits (1) 163:18 Hoffman (1) 178:8 hold (5) 19:25;47:18,18; 119:2,6 holding (1) 160:8 Hole (2) 87:10,11 HOLLENBERGER (6) 41:7,8; 45:5,6;178:2,2 hollering (1) 19:12 hollers (1) 163:19 hollow (1) 56:3 Hollywood (1) 8:11 Holman (3) 82:22,22;83:5 home (9) 5:12;6:7;9:23; 27:12;29:19;47:5;51:6; 55:13;186:10 Honey (4) 29:20,21,23;30:1 honor (3) 10:2;56:24;130:17 honorary (2) 101:8;145:16 honored (2) 11:18,19 Honors (1) 152:19 hooray (6) 35:13,14,14;37:13, 13,14 Hoover (1) 54:16 hope (21) 7:23;11:11,12,14; 24:18;47:25;50:4;66:10; 67:3;93:7;102:7;103:17; 104:16;110:2;114:21;115:17; 129:6,25;130:21;162:7;171:2 hopefully (8) 67:2,16;95:6; 96:15,25;110:8;128:7;187:7 hoping (1) 93:16 Horton (1) 11:4 hospital (1) 184:14 hospitality (5) 11:14;36:18; 40:12,24;169:19 host (4) 4:20;11:18;92:25; 169:25 hosting (2) 156:18;169:18 hotel (4) 95:6,21;96:5,16 hotels (4) 61:17;95:1;96:10, 21 Hotlanta (1) 4:21 hour (3) 62:7;69:4;186:25 hours (3) 72:7,9;127:24 house (15) 6:8;11:18;36:2,7; 117:4,22;122:2,9,12;123:18, 25;124:17,18;125:2;187:7 household (1) 19:19 housekeeping (1) 12:3</p>	<p>houses (1) 185:6 Howard (1) 11:7 How's (1) 86:17 huge (3) 92:19;113:11; 133:23 Hughes (1) 33:22 Huh (1) 142:10 human (1) 5:13 humor (1) 95:14 Humphrey (3) 157:19,19; 158:3 Humphreys (3) 178:10; 179:23;180:20 hundred (2) 141:2,5 hungry (1) 9:4 Hunter (1) 11:5 hurricane (1) 68:12 hurricanes (1) 68:13 husband (1) 30:10 hushed (1) 140:15 hymn (2) 140:9;141:7</p>
H		I	
<p>Haley (1) 27:3 half (6) 20:23;70:6;104:20; 105:9,10;127:6 hall (2) 139:10;162:24 hallowed (1) 21:3 Hamilton (2) 58:3;164:24 Hampshire (1) 131:2 hand (10) 6:3;11:9;52:11; 58:4;69:19;78:20;141:4; 160:9;169:21;184:8 handled (1) 183:2 handler (1) 74:18 handlers (2) 71:9;107:12 hands (1) 160:23 handshake (1) 37:2 handwriting (1) 22:19 Hang (3) 34:9,10;84:18 Hank (2) 13:18;14:9 happen (11) 6:20;50:16; 72:22;92:1;93:11;108:15; 109:24;110:21;123:16; 126:15;148:4 happened (15) 33:2;101:3, 22;104:13;105:22;110:15; 122:20;124:2;125:5,14; 126:2,3;128:5,6;148:5 happening (4) 32:12;46:8; 123:1;127:19 happenings (1) 48:3 happens (8) 17:23;23:8; 65:15;87:3;99:4,4;113:11; 145:2 happy (6) 11:23;31:19;40:9, 17;149:5;168:24 hard (12) 10:9;18:22;26:22; 50:19;58:14;84:12;90:13; 95:11;97:5;102:6;105:12; 169:24 hardest (1) 34:24 hardship (2) 113:25;114:3 harm (1) 167:4 Harper (5) 45:10,12;179:18, 19;180:23 Harris/Quinn (1) 27:12 hasten (1) 18:17 hat (3) 164:1,2;185:18 Hawkins (5) 58:23;181:2,8,8; 182:3</p>	<p>ice (2) 147:16,18 idea (15) 95:12;96:1;108:25; 109:10;110:19;123:17,18; 124:3,15,19;136:4;149:8; 156:4,17,21 ideas (1) 8:6 Ill (1) 6:22 Illinois (1) 27:13 imagine (2) 87:9;145:21 immediate (2) 22:5;107:15 immediately (1) 117:12 imminent (1) 21:22 immune (1) 105:2 impact (2) 27:15;54:6 implementing (2) 93:19,21 implore (1) 5:22 important (55) 21:19,24;22:6; 34:2;49:22;51:24;62:16;63:2, 4,21,23;75:3;77:1,1;79:2; 90:21;91:1;98:24;99:10; 101:5;103:15,16;104:7; 106:6;107:7,24;108:4,16; 109:13,15;121:5;122:1,8,11, 12;128:1,7,11,18,18,21,22; 129:4;135:5,25;136:1,3; 139:12,13,15;150:10;165:9; 166:14;167:1;168:1 impossible (1) 133:10 improve (1) 63:5 improvement (1) 50:21 included (1) 31:5 including (2) 36:20;74:16 inclusive (1) 61:15 increase (2) 123:16;126:5 increases (1) 90:12 incriminating (1) 160:11 independent (1) 129:18 index (1) 68:17 Indiana (1) 27:10</p>		

<p>indicating (1) 21:18 individual (3) 53:17;160:17; 163:12 individuals (4) 119:17; 148:11;158:2;162:2 infancy (1) 139:14 infighting (4) 47:3;49:14;63:7, 13 inform (1) 115:20 informal (4) 72:24;73:7,8,10 information (19) 54:2,3,4; 55:1;80:7;99:18;102:18; 132:23;145:1;147:5;158:17, 18,19;159:8,12,13;160:2,11; 161:1 initial (1) 100:14 injustice (3) 20:25;21:12;32:3 ink (1) 63:21 input (2) 10:23;100:13 inroads (1) 51:13 inside (3) 33:3;34:20;159:10 inspector (2) 120:15;121:21 install (1) 38:22 installation (2) 75:15;81:16 instead (2) 88:12;127:6 Institute (1) 134:3 instructions (3) 7:10;73:7; 96:22 instrumental (1) 7:4 integrate (3) 112:4;113:15; 114:7 integration (4) 110:10;111:7; 112:2;114:25 intense (3) 21:18;88:23;134:5 intensifies (1) 89:7 intensity (1) 21:25 intensive (1) 135:17 interested (4) 89:19;135:15; 137:6;146:24 interesting (4) 25:24;88:21; 121:10;134:24 interpretive (4) 70:16,17;72:3; 89:5 interviewing (1) 31:14 into (14) 12:19;71:8,12;80:1; 89:21;91:14;110:24;111:22; 113:11,15;126:14;161:7; 162:1;168:13 introduce (11) 6:15,19,21; 7:13;10:16;15:7;16:8;26:5; 57:9;80:4;84:14 introduced (9) 3:25;17:24; 18:1;24:23,25;25:1,5,6;40:14 introducing (3) 24:14;25:21, 25 introduction (1) 18:6 invest (1) 9:14 invite (2) 77:19;80:5 invited (2) 13:19;14:19 invocation (2) 3:20;4:1 involved (8) 48:11,16;49:18; 51:16;103:17;106:23;138:3; 165:10</p>	<p>Involvement (2) 38:14,19 Iowa (1) 85:18 IRS (1) 136:2 Isaiah (2) 58:5,5 Isakson (5) 172:1,9;184:5,23; 186:13 Islands (1) 70:10 Issa (3) 109:18;116:13; 117:11 Issas (1) 109:16 Issa's (1) 117:14 issue (20) 14:7;89:25;91:11; 95:8;96:5;107:14;109:11; 110:1;113:5;115:9,10,15,22; 117:23;129:15,24;130:19; 158:4,6,6 issues (21) 5:18;14:2;15:1; 21:24;40:18;48:18;50:7,8,9; 51:6;54:15;63:25;64:2; 70:25;72:22;89:5;98:24; 117:2;123:2;129:2;131:5</p>	<p>joined (2) 19:22;56:12 joint (1) 73:2 jointly (2) 65:5,8 joke (9) 116:4;140:1,2,3,6; 141:12;162:18;170:7;177:11 joker (1) 95:13 jokes (3) 139:24;162:18; 170:7 journey (2) 4:23;6:9 Jr (1) 20:14 Judy (1) 136:12 July (2) 146:23;165:4 jump (1) 184:25 jumped (1) 184:15 June (3) 73:3,3;133:5 justice (2) 21:9,13</p>	<p>knowing (1) 100:10 known (2) 8:16;44:10 knows (6) 49:1;86:4,6; 109:18;118:7;139:19 Koch (2) 24:12;33:20 kudos (1) 17:12</p>
L			
			<p>LA (14) 92:20,25;93:2,6; 94:18,21,22,25;95:1,22; 157:3,11;159:7,14 Labor (11) 15:8,11,15;22:3; 23:25;76:15,16;103:7,11,13; 105:2 ladies (2) 140:21;141:1 lady (2) 17:4;166:22 Lamar (1) 11:4 landscape (1) 106:24 language (1) 126:14 lap (1) 164:2 lapel (2) 56:20;132:11 largest (2) 111:20;112:23 Larry (6) 158:12;159:2,3,6,12, 13 lasagna (4) 30:3;116:3,5; 139:25 last (32) 11:15;15:8;24:8,17; 30:24;36:17;37:24;40:23; 41:10,12;53:9;60:14;87:7; 88:12;90:1,7;92:20,24;93:14; 95:7;96:16;121:8;124:9; 125:18;131:2;133:15;143:7; 150:6;151:19;161:19;168:11; 169:6 lately (1) 106:15 later (8) 36:11;58:10;91:1; 103:6;109:15;135:14;138:15; 166:25 Lauderdale (2) 57:23;82:12 laugh (1) 170:11 laughing (1) 97:1 Laughter (15) 29:11;30:4,8; 32:10;42:18;47:7;55:22; 83:4;97:9;105:8;141:10; 164:9;165:25;172:6;176:20 law (12) 71:21;104:14,18; 122:21,23;123:13;126:9,19; 127:11;130:4;136:2;160:15 lawmakers (1) 26:17 laws (1) 70:8 lawyers (1) 20:3 lead (3) 5:12;165:11;173:11 leader (1) 36:17 leaders (4) 18:13;33:23; 38:24;143:19 leadership (8) 5:11;39:1; 46:6;133:3,5,6;164:23;165:4 leading (1) 3:19 lean (1) 105:11 learn (2) 34:17;128:7 learning (1) 5:5 least (17) 14:14;20:10;31:24;</p>
K			
		<p>Kansas (1) 85:18 Karl (1) 11:6 keep (29) 17:5;19:4;22:21, 25;27:13;48:17;69:7,16;90:9; 93:23;108:16,23;109:8; 119:7;126:8;130:23;136:3; 139:11;140:4;151:14;152:24; 153:3;155:8,13;160:16; 165:10;185:5,6,7 keeping (2) 17:13;118:16 Kennedy (1) 20:20 Kenny (7) 13:1;62:7;79:14; 89:1;138:13;164:20;176:21 Kentucky (2) 25:20,22 kept (2) 101:14;136:23 key (3) 25:10;74:24;106:23 kick (1) 186:9 kid (1) 146:11 kids (6) 144:3;145:3,11; 148:5,14;149:11 kill (4) 30:20;105:5;109:21; 116:24 killed (1) 166:25 kin (1) 172:1 kind (31) 10:20;25:13;51:8; 55:16;58:12;78:24;81:12; 87:2,2;90:7,16;91:13;93:14; 95:14;96:12;97:24;99:10; 100:6,8;103:25;109:23; 117:3;122:7,22;123:14; 124:25;128:12;132:4,19; 143:12;147:12 kinds (6) 89:5;93:20;105:3; 120:5,23;137:3 King (2) 20:14;21:23 kings (1) 16:15 kitchen (1) 9:22 knee (5) 147:13,15,24,25; 148:1 knew (7) 8:4;40:6;96:14; 99:23;131:10;133:10;184:15 knock (6) 24:19,19;26:3,12; 28:19;93:20 knocked (2) 28:22;33:4</p>	
J			
	<p>Jackson (12) 14:25;45:7,9; 82:1;174:24,24;175:18,18, 21;178:22,23;180:22 Jackson's (1) 45:19 Jacob (6) 44:13;81:23;151:5; 173:17,19;174:7 jail (1) 136:3 James (7) 3:24;4:1;154:9,11; 179:2,3;180:22 Jamie (1) 136:13 January (1) 134:16 Jeff (2) 165:24;167:6 JENNINGS (2) 157:1,2 Jesup (1) 80:21 Jesus (1) 20:9 Jim (1) 175:13 job (32) 3:10;20:4,5,6,7; 31:17;50:19;59:11;63:15; 64:1;69:25;71:14;78:18; 79:15,22;82:4,10,16;84:19; 92:19;102:15;137:24;162:15; 167:7,11,14,22;168:16,17; 169:20;170:1;176:5 jobs (7) 20:18;63:20;161:5,8; 169:2,3;187:3 John (4) 11:3;20:19;50:10; 55:15 Johnnie (3) 140:5;177:10,12 Johnny (5) 172:1,9;184:5; 185:7;186:12 Johnson (34) 13:19;14:9,13; 36:2,2,8;44:8,13,16,17,17,20, 23;45:1,4,7,10,13,16;57:12, 12;61:7;116:16,25;148:24, 24;174:12;180:14,14,19,25; 186:15,18,19 Johnson's (1) 174:13 join (5) 19:23;77:19,19,21; 102:8</p>		

<p>39:22;51:13;53:2;71:15; 104:16;107:22;108:22;117:8, 10;118:5;144:12;148:15; 149:10;162:5 leave (10) 9:7;34:8;54:20; 68:1;147:17;151:25;153:13, 16;154:20;164:13 leaving (1) 40:7 left (10) 8:14;10:3;15:2,16; 61:3;71:13;73:22,23;126:16; 162:24 leg (1) 148:2 legacy (1) 151:25 legislation (11) 24:14,23,23; 25:10;26:14;101:10;104:12; 108:10;109:9;110:9;113:13 legislative (8) 24:21;48:3; 50:11;63:17;128:21;133:14, 16;134:6 legislatively (11) 48:11,16; 49:15,18;103:22,24;104:10; 128:4,17,19;129:5 legislature (4) 26:7,23;51:10; 171:10 legitimate (1) 5:18 Leroy (5) 162:20;163:19,19, 20,20 less (4) 51:1;67:16;73:21; 143:16 letter (55) 6:25;9:14;12:5; 13:22,24;14:2,14,15;17:20; 22:18;23:9;35:11;37:11; 48:16,18;49:6,7,9;50:21; 51:25;63:24;66:6,19,23; 67:23;69:17;71:8;77:18,20; 82:25;84:19;88:1;90:12; 98:25;100:22;101:7,11; 102:17,20;128:15;144:8; 150:11,14,15,16;151:11; 153:1;161:7,8;166:8;170:14; 171:14;172:15;184:10; 185:23 Letters (2) 23:8;106:7 level (3) 47:9;68:18;72:21 levels (1) 101:5 leverage (1) 23:4 Lew (1) 135:9 liability (9) 110:14,20;111:6, 18;114:11,15;115:6;127:1,14 liaison (1) 50:11 license (3) 55:7,8;160:7 life (6) 16:19;34:15;118:23; 147:12;148:7;157:18 lift (1) 21:11 light (1) 187:3 lightly (1) 16:25 lights (3) 105:7;116:1;142:16 Limbaugh (1) 33:21 limit (1) 72:17 limits (2) 187:5,8 Lincoln (2) 20:16;84:23 line (5) 52:8;89:25;90:7; 163:10;168:11</p>	<p>Linthicum (1) 134:4 Linus (1) 3:9 list (9) 16:18;75:9,12,15; 83:11,12;91:14;97:21;127:25 listen (1) 105:10 listened (1) 15:21 listening (1) 83:17 little (53) 4:18;23:18;25:14, 15;29:22;31:18;32:16;34:7; 38:10;45:25;84:15,23;85:22; 87:1;88:6,19;89:7;91:1;93:6; 94:4,12;100:1,5,17;102:11; 103:21;104:1,3;105:12; 107:9;109:14;114:22;115:2; 116:3,14;119:9,21;120:9,12; 122:15,22;131:8;133:7; 140:16,16,18;143:8;144:18, 21,23;151:10;163:16;164:7 live (8) 48:24;49:24;61:18; 94:22;95:1;114:2;131:16; 157:3 livelihood (3) 14:4;49:16;69:8 lives (6) 48:21;49:8;53:16,17; 64:1;157:5 living (2) 70:3;129:21 lobby (1) 95:15 local (8) 18:13,15,15;38:11; 145:13;146:18;169:7,11 locked (4) 88:9,13,14,17 long (13) 29:17;59:12;91:17; 106:12;115:5,6,7;116:21; 117:6;125:18;148:18;149:23; 155:15 longer (4) 64:19,21,22;91:16 longest (1) 106:3 look (31) 20:10;22:24;23:3, 10;24:6;27:5;29:7;30:12; 31:9;32:15;36:16;37:19,22; 40:25;46:11;50:24;57:17; 77:4;103:8;127:3;130:24; 140:15,18;144:4,10;145:18; 146:3;149:16;150:25;155:23; 184:24 looked (2) 140:16;166:22 looking (16) 23:2;26:2,12; 27:7;40:10;80:7;92:14,20; 93:1;95:3;97:16,18;120:20; 147:3;148:7;156:15 looks (4) 62:8;140:14;155:19; 164:5 loop (1) 71:24 loose (1) 147:23 Lord (3) 27:24;28:11;32:9 Los (5) 92:21,22;156:6,6,21 lose (6) 12:14;27:22;64:18; 101:12;108:19;125:7 losing (1) 24:6 loss (1) 64:23 lost (4) 24:7;25:23;27:11; 115:8 lot (58) 6:15,17;7:21;9:8; 10:21;13:19;15:1;37:22; 38:23;55:4;57:14;60:23;</p>	<p>63:25;81:3;92:9;97:17,18; 98:8,16;100:16;103:2,24; 104:5;106:15;108:18;110:6; 116:11;118:11,13;120:19; 126:7;132:13;135:1,1,2; 138:25;142:3,20;143:11,22, 23;147:24;148:2,20;152:22; 154:25;156:7,9;161:3,22; 163:3,4;169:24,24,24,25; 170:12;171:12 lots (6) 84:20;92:16;95:2,2; 104:22;166:6 Lou (1) 149:21 Louis (1) 134:16 Louisiana (3) 24:25,25;25:6 love (10) 29:10;37:20;39:4; 49:22;93:1;109:17;138:10; 146:15;150:18;164:13 loved (1) 32:19 lovely (1) 87:8 low (1) 34:13 lower (9) 112:11,14,24;113:1, 2,3;114:8,8;125:24 Lowe's (1) 55:13 LOYD (5) 148:24,24;186:15, 18,19 Lucille (3) 162:19;163:12,22 luck (1) 7:22 Luckily (2) 92:16;95:5 lucky (1) 85:1 Lumm (1) 136:13 lunch (5) 62:7;84:1,3,12; 97:11 Luther (1) 20:14 luxury (1) 21:4</p>	<p>makes (2) 114:4,15 making (13) 5:20;6:5;90:9,18; 110:25;111:3;134:12;137:25; 138:1;142:23;149:25;163:13; 184:8 mamas (1) 185:13 man (14) 29:9,12,15,18;31:9; 36:18;59:19;87:10;97:11; 113:22;141:6;150:5;184:24; 185:22 management (13) 38:5;48:2, 9,23;49:15,23;54:17,24; 63:10;65:13,21;75:4;76:9 manager (4) 76:15,16,17; 166:21 managers (1) 168:15 mandates (1) 54:17 maneuver (1) 146:14 Manila (1) 31:6 manner (1) 77:16 Manual (1) 67:21 manuals (1) 91:7 many (38) 5:18;7:2;24:7; 27:19;31:5,22,23;32:1,4,21; 33:4;34:17;36:18;37:5;40:5; 46:19;62:19;63:18,22;64:1; 81:12;85:1,5;88:24;93:17; 94:20;95:9;96:14;97:5; 130:12,17;143:14;144:19,20; 163:2;169:4,18;184:3 march (2) 20:18;70:24 Marietta (4) 13:10;38:2; 59:16;157:2 Maritime (1) 134:3 Martin (1) 20:14 Maryland (2) 66:18;134:4 mass (1) 16:18 math (1) 114:15 matter (9) 15:15;63:17,18; 64:2;92:4;129:16,17,20,21 Matthews (1) 11:3 maximization (1) 74:1 may (28) 27:19;31:13;34:10, 19,22;38:13;51:2;54:20;55:5; 57:16;78:1;80:8;86:9;91:21; 107:20;110:6;113:8,8; 117:19,22;120:14;127:9; 149:2;150:15;161:11;166:15; 186:16,17 maybe (16) 56:23;57:7; 84:15;87:20;104:3;105:11; 109:4;113:10;114:1;127:18; 133:2;134:22;135:23;137:19; 153:22;170:8 McCray (18) 15:16;44:23,25; 139:21,23;140:1;141:13,24; 142:10,13;143:11;146:21; 149:14;150:22,24;175:14,15, 176:12 McDonald's (1) 60:13 MDA (20) 10:18;12:5;138:21, 22,24;139:7;141:15,17,18; 142:17,22;143:25;144:20,25;</p>
		M	
		<p>M-01784 (1) 72:13 M-01870 (2) 70:23;71:3 M-01871 (1) 71:5 M-01872 (1) 71:18 M-01873 (1) 72:2 M-01875 (1) 73:1 M-01876 (1) 73:14 M-01877 (1) 74:22 M-01879 (1) 75:17 ma'ams (1) 171:13 Macon (5) 15:9,11;17:21; 58:6;59:4 magazine (2) 54:9,11 mail (25) 50:10,14,16,18,21; 51:5,7;66:2,4,19,25;67:14,22, 23,25;69:22;71:9;74:18;79:6; 99:11;107:12;111:2;129:16; 130:3;146:5 mailers (4) 108:1,3,11;118:1 mailing (2) 66:4;109:5 main (1) 90:17 maintain (1) 90:11 maintained (1) 98:6 major (1) 27:9 majority (1) 162:2</p>	

<p>147:9;148:21;149:9,25; 150:5,18 meal (4) 61:11,14,21;62:3 mean (17) 9:19;23:24;25:14; 61:23;86:20;105:13,15; 109:25;112:15;123:4;130:13; 131:21,21;155:19;158:3; 159:12;161:25 meaning (2) 4:24;26:19 meaningful (1) 56:7 means (11) 19:3;21:19;64:18, 20:65;16;71:8;72:16;77:3,5; 112:18;145:21 meantime (1) 3:12 measure (3) 18:3;31:21; 124:11 measurement (4) 67:6,7;83:8, 9 measuring (1) 124:10 mechanics (1) 9:23 media (2) 27:2;56:3 mediation (1) 91:21 medical (1) 146:1 Medicare (6) 110:10;111:7, 17,21,25;113:15 meet (6) 7:6;71:10;84:20; 87:16,22;168:14 meeting (9) 41:10;71:15; 72:24,25;80:6;84:6;87:21,22, 25 meetings (8) 22:12;87:25; 88:4;89:11,11;136:21;137:2; 145:18 member (18) 6:4;8:9;9:2,2; 11:21;14:25;41:8;42:8;45:5, 8,11,14;49:5;53:24;79:2; 93:11;145:16;178:3 members (45) 5:21;6:16; 23:12;24:7;30:14;34:6;35:18, 22;53:11,21;54:15;56:8; 57:15;58:7;62:18;63:24; 75:21;79:11;81:22;100:2,7, 16;101:8,14;104:23;107:17; 111:24;114:1;115:18;119:1; 127:9;129:7;131:2,15,25; 132:9;139:4;149:19;151:11; 156:4;160:18;167:3;178:1; 180:9;187:14 members' (1) 11:1 membership (20) 4:24;5:16; 7:1,23;10:11,22;23:19,20,21, 23;24:9;47:15,19;53:20;98:9; 100:12,15;101:15,16,18 memorable (2) 6:6;20:15 Memorandum (11) 73:16,17; 74:7,10,13,15,22,24,25; 75:10,17 memorandums (2) 73:12; 74:10 Memorial (2) 20:17;56:4 memos (1) 89:4 mention (3) 132:25;170:8; 184:13</p>	<p>mentioned (4) 39:10;116:13; 142:20;149:15 Mercedes (1) 66:20 Mercedes-Benz (1) 66:18 mesmerized (1) 15:15 mess (2) 22:14,14 message (3) 18:5;22:2;35:10 messaging (1) 167:23 met (4) 15:11;17:19;71:6; 168:14 Metris (1) 66:17 metro (2) 64:16;65:12 Michigan (1) 27:10 microphone (3) 41:16;69:10; 115:7 middle (1) 92:11 midsize (1) 66:16 might (8) 18:5;34:18;62:9; 79:9;84:14;117:21;124:23; 170:12 mike (11) 12:7;42:15,19; 154:6;155:3;174:20;175:8; 176:11;177:6,23;187:17 Mileage (3) 58:2,7,9 military (3) 53:11,12;54:6 Miller (2) 44:7;118:18 million (2) 9:14;20:18 millions (2) 70:11;162:1 mind (11) 58:4,23;89:22; 93:23;101:11;119:7;126:8; 152:24;153:3,9;185:24 minimum (1) 103:12 Minnesota (1) 116:18 minute (5) 6:15;10:15;40:8; 112:5;171:17 minutes (11) 36:9;39:10;41:5, 10,13,20;42:4;93:3;142:17; 153:8;183:19 Miriam (1) 11:5 misconception (3) 111:9; 112:16;126:8 misconceptions (1) 111:8 misinformed (1) 80:9 miss (2) 32:4;153:2 missed (3) 8:24;59:21;106:2 misses (1) 67:10 mission (2) 20:11,11 Mississippi (1) 25:11 Missouri (1) 85:19 mistaken (2) 116:17;124:20 mobilize (1) 34:9 modus (1) 29:7 moment (2) 36:11,15 Monday (1) 94:5 money (29) 65:8;104:19; 110:24,25;115:7,8;126:9; 127:3;140:8,21,25;142:5; 143:17;144:3,6,11;145:20; 149:9,21,25;150:4,6;161:3, 22,24;170:19,22;171:4;184:8 monitoring (1) 96:13 month (5) 54:10;68:6;88:15; 156:8;166:18</p>	<p>monthly (1) 54:9 months (3) 88:13,15;187:2 month's (1) 124:21 moon (1) 187:3 Moore (1) 60:1 moratorium (2) 72:13,16 more (54) 5:16;11:22;32:9; 34:7;46:25,25;48:8,10;49:8, 17,23;51:16,19;60:21,23; 62:19;63:6;65:8,24;67:14; 77:23;81:17;88:23;89:7; 100:18;109:14;110:6;112:25; 114:23;126:21;127:24; 128:16;130:11;132:22;137:8, 16;139:15,19;143:17;148:16; 149:5;160:15;162:13;165:12; 170:25;171:3,4,5,22;173:12; 182:9,18,20;183:11 morning (46) 3:1,2,15,16,20, 21,22;4:13,14,15;7:16,17; 12:20;15:18,25;16:21,22,25; 17:11;19:13;21:16;22:3; 36:14;39:24;40:1;43:4;53:5, 6;57:25;58:14;62:12,13; 78:12;89:2;94:5,8;102:25,25; 105:1;124:7;132:5;145:22; 155:7,11;164:11;187:18 mortified (1) 96:3 most (17) 6:6;8:12;15:21; 20:15;57:23;62:16;63:2,21; 65:22;73:23;77:4,9;132:20; 140:8;160:4,5;161:22 most-asked (1) 86:16 motels (1) 95:7 motion (6) 41:11,19;43:11,15, 17,21 motivating (1) 6:2 mountains (1) 162:22 mouth (1) 15:22 move (14) 7:24;8:10;18:25; 22:23;23:10;29:16;41:9; 50:9;65:24;72:17;73:24,25; 103:18;114:19 movement (2) 22:3,11 moves (2) 23:8;27:24 moving (3) 7:8;45:25;109:9 MPD (1) 68:5 MRS (1) 70:21 much (27) 5:1,8;12:9,10; 16:5;17:9;31:1;35:6;46:24; 62:22;64:2,21,22;68:18;69:6; 77:23;78:5;82:18;84:6; 91:16;110:7;126:9;133:10; 137:17,22;138:16;139:1; 151:2 mud (1) 127:15 Muhammad (2) 30:24;31:1 multibillionaire (1) 184:6 multiple (1) 81:12 multiple-story (1) 67:22 muscle (1) 147:14 Muscular (1) 145:13 must (29) 5:2,12,14,21;16:18; 34:15,24,25,25;35:1,1,2,2,3,4, 4,9,18,23;71:6,10;73:7,9; 76:7,10,20;78:9;159:20; 181:18 myself (3) 31:21;36:21;84:14 mysterious (1) 27:25</p>
N		
<p>NACL (1) 138:20 NALC (21) 4:20;6:5,12;11:7; 53:2,11,24;54:1;56:14;65:6, 9;71:3;72:13;98:5,20;101:8; 108:2;132:22;135:1;137:25; 138:22 name (25) 3:23;10:4;12:7; 36:22;40:15;44:9;98:21; 118:19;129:13;136:22; 160:19;173:19;174:13;175:1, 23;176:23;177:15;178:5,18; 180:17;181:7,19;185:17,17, 21 named (2) 32:18;175:24 names (8) 11:2;76:20;77:21; 78:7;98:12;166:12;180:11; 182:17 nap (2) 58:18;105:10 narrow (1) 109:1 nation (8) 5:13;21:11;62:15; 64:14;67:20;73:19,22;77:2 National (53) 4:3,4;12:21; 13:1;16:9;18:8,9,12;20:20; 22:18;29:6;36:20;38:21; 42:14,25;53:8;56:22;64:4; 70:19;73:13;76:17,18;77:14; 78:24;79:21;84:8;87:17,20; 89:1,8;90:2;91:10;92:8,14; 95:12,18;97:15;101:9; 102:15;104:6;107:5;124:6; 153:12;157:22,24;158:3; 159:1,7;160:17;161:6;162:7; 171:15;183:2 nationally (2) 76:24;86:3 nationwide (2) 77:7;158:16 nature (2) 81:6;149:5 NBA (6) 48:6;61:19;64:24; 76:14,15,21 near (1) 34:22 nearly (1) 20:17 Nebraska (4) 40:4;84:23; 85:16,18 necessarily (4) 48:2;51:20; 86:20;106:21 necessary (3) 5:23;161:17; 182:10 Ned (1) 39:12 need (56) 5:7;7:2;11:20;14:4; 16:5;23:2;30:11;47:1,10; 48:21;49:13;50:2;52:15; 56:4;57:10,17;58:18;62:23; 63:5;71:2;73:5;77:24;78:2; 82:19;93:4;96:24;98:10; 106:13,14;108:14,22;111:14;</p>		

<p>115:16,20,22;116:3,14; 117:12;125:14;127:17; 128:24,25;130:1;132:1; 136:24;139:4;145:3;147:5; 151:17;152:16;157:24; 183:10;185:9,22;186:24; 187:15 needed (9) 5:20;91:4;105:24; 107:4;108:1;113:9;123:10, 17;126:7 needing (1) 91:8 needs (3) 50:1,3;158:7 negotiate (6) 87:7;112:7,12, 14,19,24 negotiated (3) 86:21;90:2; 91:11 negotiating (1) 88:5 negotiation (2) 88:18,22 negotiations (10) 63:3;64:5; 86:10,18;88:2;89:22;91:14; 97:22;125:25;133:9 neighborhood (3) 157:5,7,10 neighborhoods (1) 170:21 nervous (4) 27:17,18,22;28:5 new (27) 4:23,23,23;8:6; 22:25;23:3,10;62:24;65:1; 73:5,6;75:7,17;76:21;78:4; 93:23;95:7;123:24;131:2; 132:17;133:14,22;134:7; 135:19,20;137:1,18 newly (1) 75:11 news (5) 67:19;68:14;70:7; 127:20,20 newspaper (1) 103:9 next (15) 15:7;27:24;71:5,18; 92:7;94:19;102:7;137:20; 144:15;152:11;167:24;170:2; 171:2;180:19;187:7 nexus (1) 5:13 nice (3) 56:20;62:3;184:24 Nicole (8) 12:21;39:9,19; 84:9;138:18;142:16;160:9; 171:7 night (6) 11:15;30:24,25; 36:17;37:25;40:23 nightmare (1) 20:24 Nikki (1) 27:3 ninth (1) 186:25 Nobody (3) 12:14;109:25; 141:11 nodding (2) 102:10;128:20 nominate (19) 172:19;173:17; 174:12,25;175:14,19,22; 176:18,22;177:12;178:3,8,12, 17,22;179:2,7,18,23 nominated (3) 118:19;182:16, 18 nominates (1) 121:22 nomination (18) 173:20; 174:14;175:2,16,24;176:2,8, 24;177:16;178:6,15,19,24; 179:4,9,20;182:11,11 nominations (51) 58:16;</p>	<p>153:8;171:18,21;172:7,11,14, 22,23;173:1,4,13,14,21,24; 174:2,5,9,15,17,20,22;175:3, 5,8,11,17,25;176:8,11,14,25; 177:3,8,17,20,25;178:20,25; 179:5,10,13,16,21;180:3,6,8; 182:3,4,6,9 nominee (3) 98:13;101:23; 118:25 nominees (11) 118:11,12,14, 15,17,24;119:2,4;180:16; 182:17,19 noncareer (1) 90:15 none (4) 41:24;43:25;173:6; 174:4 noon (1) 94:9 normal (2) 126:17,22 normally (2) 139:1;162:2 Norquist (1) 33:20 North (2) 162:22;184:18 Northside (2) 184:6;185:9 notch (2) 33:24;34:1 note (4) 84:16;159:3,6,6 notes (1) 122:16 notice (6) 14:23,24;124:8; 129:9;163:8;181:1 noticed (3) 107:17;129:12; 138:25 notify (2) 68:16,17 notion (1) 27:21 Nudge (1) 137:19 number (14) 12:7;56:12;61:3, 13,24;62:17;70:21;101:6; 130:14;131:8,10;146:25; 147:3;181:13 numbers (3) 24:6;89:2; 142:18 nutshell (1) 137:21</p>	<p>offering (2) 137:11;140:9 Office (32) 9:3,4,7;10:18; 13:13;17:4;38:12,16;67:1; 80:2;84:25;99:15;116:22; 120:24;131:8,9,11,18;132:8; 141:20;142:22;145:10,13; 152:1;166:5,22;182:9,13,16, 18,21,22 officer (4) 39:18;47:16; 119:25;137:1 officers (18) 18:12;23:11; 42:13,14,25;43:1;44:9;45:17; 87:18,24;95:18;136:7,11; 152:13;162:10;171:15;182:5, 23 Offices (2) 166:5;182:17 official (1) 7:20 officially (1) 3:25 often (1) 46:8 OIG (9) 116:10;120:11,11,16, 20,23;121:1,7,20 Oklahoma (3) 25:5,8;51:12 old (9) 9:9,10;29:9,12,15,18; 31:10;38:13;66:8 O'Malley (2) 99:17;101:1 once (8) 6:3;9:25;27:10; 100:11;146:6,13;159:12; 185:24 one (131) 4:25;6:6,25;7:4,25; 20:15;22:9;23:19;24:1,16,23; 25:18,19;32:22;34:16;38:3, 21;39:2;46:12;50:14;52:7,8; 53:25;54:11;57:15,16,20; 60:18;62:18;63:6;65:14;66:7, 12;68:7;70:23;71:5,18;72:1; 73:15;74:9,10,11,24;79:25; 80:19;82:10;83:1;84:19; 88:14;89:14;90:6;91:6; 92:14;96:17;98:7,14;99:20; 100:2;101:6,12;107:2,14,23; 109:20;110:9,12;111:25; 116:22;117:13,16;118:8,10, 24;121:11;122:13;123:1; 126:17,21;127:13;128:16; 129:19;130:14,22;131:3,9; 133:8,11;134:11;140:2; 142:15;143:3,5;144:4,12,13, 16;145:14,15,17;146:8; 147:7;148:4,14,15,16;149:10, 16,18,19;152:12;154:13; 156:8;164:11,12;166:25; 168:5;169:6;171:17;174:19; 175:7;176:10;177:5,22; 182:9,9,12,20;184:9,18; 186:6;187:16 one-in-four (1) 74:20 one-in-six (1) 74:21 ones (2) 73:23;74:19 ongoing (5) 53:19;60:5; 64:12;66:15;149:16 online (1) 70:22 only (16) 5:3;6:24;15:23; 22:9;51:4;73:5;74:19;99:15;</p>	<p>109:2;118:8;127:23;150:8; 157:16;162:14;166:8;181:23 open (15) 21:9;94:6;171:17, 21;172:7,11,14;173:14; 174:9,23;175:12;176:15; 177:9;178:1;182:25 opened (1) 140:24 opening (3) 39:20;87:3,14 openly (1) 5:18 opens (1) 81:19 operandi (1) 29:8 Operating (2) 22:8;23:3 operation (1) 147:14 Operations (1) 67:21 opinion (1) 103:5 opportunities (2) 32:5;73:17 opportunity (14) 8:23;16:24; 17:19,22;21:10;32:14;37:23; 51:16;53:2;76:22;145:9; 153:2;173:10;186:12 Opposed (2) 42:1;44:3 opposite (1) 108:8 opposition (2) 46:20;51:14 optimization (1) 66:23 optional (1) 76:8 ordeal (1) 123:4 order (11) 5:13;12:3;26:20; 48:17;54:16;62:10;65:17; 139:3;144:13;182:7,18 ordinance (2) 26:5,10 ordinances (1) 26:1 Oregon (1) 51:11 organization (17) 46:4,6,10, 14,19,22;47:3,11;50:1,2,3; 56:9;59:20;160:12;161:13; 164:16;173:11 organizations (3) 25:3;30:11; 184:18 organize (1) 63:19 organized (10) 24:2;62:20,21, 25;77:2,13;79:20;80:11,14; 138:3 organizing (5) 27:2;62:17,18; 76:25;80:24 orientation (2) 76:22;78:23 Orlando (2) 17:7,11 others (1) 14:18 Otherwise (2) 110:21;138:14 ought (4) 14:8;30:13;162:12; 170:9 ours (2) 161:3,4 ourselves (1) 24:9 ourselves (5) 30:12;46:21; 63:9;69:19;107:12 out (146) 3:9;7:1,4,6,7,8,9,22; 8:5,6;9:20;10:22;11:21;13:4, 13;15:3,4,22,25;16:3;17:11; 24:16,17;25:4,6,16,23;27:7,8, 23;28:3;29:14;32:12;34:18, 21;38:2,24;40:2,6;44:7; 45:20;46:7;48:22,23;50:19; 51:4;54:6;55:1,12,12,25; 56:13,16,25;57:14,25;61:20;</p>
O			
<p>oath (1) 47:15 Obama (1) 186:2 observe (1) 166:24 obtain (1) 152:13 obvious (1) 154:24 obviously (9) 92:18;101:1,21; 118:18;122:21;125:2;128:17; 132:20;136:23 October (2) 15:12;133:15 odd (1) 182:1 ODL (2) 83:10,12 off (27) 7:10;10:24;12:4,11, 16,18;21:2,5;23:12;24:19,19; 26:3,12;28:20;33:7;54:17,24; 79:6;97:11,14;114:11,19; 116:1;142:16,21;147:17; 160:23 offense (2) 106:14;107:25 offensive (1) 107:1 offer (1) 136:7 offered (3) 110:5;114:21; 135:10</p>			

<p>62:9;63:23;64:11;66:19,25; 74:5,10,11;75:17;77:18;79:6; 80:4;81:25;84:18;85:14,15; 86:22;87:12;89:24;90:4; 91:23;93:15;96:5,9,11,17; 97:13;98:23;99:2,3,10,12,14; 100:1,10,21;103:3,14;105:7; 111:9,10;113:2;120:23; 121:1;124:23;126:22;127:4, 5;128:16;134:3;135:16; 136:3;139:1,8,10;140:14; 141:13;142:18;143:6,18; 145:3,10;147:1,17,18;148:2; 150:1,2;152:10;153:24; 157:8;158:5;161:9;162:22; 163:1,20,21;165:12;166:7; 170:15,20,21;180:10;185:5,7, 13;186:9,21;187:2 outdoors (1) 9:5 outline (1) 155:16 outside (7) 25:13;46:23;48:9; 49:15;134:4;157:17;169:12 outstanding (5) 3:10;69:19; 80:21;167:11;170:1 over (47) 3:12;10:17;11:24; 19:4;27:11;38:22;59:5;61:3; 65:11,22;69:18;73:18;83:23; 86:11;87:21;97:12;100:25; 101:18;104:21;106:18;108:6; 116:3;117:3,11;120:20; 124:8;126:10,12,13;127:10, 17;130:24;134:17;137:22; 138:22;142:8,11,13;143:8; 144:9;160:9;164:2;170:5; 171:8;172:11;176:3;184:8 overseas (1) 114:2 oversee (2) 121:11;122:10 overseeing (1) 119:5 oversees (1) 121:21 overtime (2) 75:9;103:12 overtime-desired (2) 75:12,15 overturned (1) 38:4 owe (8) 37:7;114:9,14;115:6; 126:9;127:7,11;128:5 owing (1) 127:6 own (9) 5:3;12:14;31:11; 46:22;68:25;69:12,14; 120:20;169:4</p>	<p>parcel (1) 69:15 parcels (1) 69:18 pardon (1) 116:5 parents (1) 146:9 Park (6) 6:21;10:5,6;71:23; 95:23;96:4 parking (1) 166:6 parks (1) 95:22 parliamentarian (1) 59:15 part (33) 7:12;38:10,17;52:5; 53:18;57:15;62:25;70:17; 74:18,25;78:5;90:10;101:15, 16;108:19;109:3;110:4; 111:25,25,25;112:5,11,16,20; 113:16,19;115:1;125:8,12; 126:24;143:24;170:18; 186:23 participate (1) 162:8 participated (1) 139:1 participating (1) 160:21 particular (3) 19:17;50:4; 160:8 particularly (2) 24:15;32:20 parties (2) 22:13;162:1 parting (1) 37:18 partisan (3) 129:15,24;130:19 parts (2) 84:18;110:9 Party (2) 98:17;99:18 pass (4) 20:20;26:7,9;71:13 passed (10) 15:4;25:9;28:6, 21;31:7;104:12,14;123:23; 132:2;149:22 passionate (1) 131:17 passive (1) 32:17 passport (1) 70:10 passports (4) 70:7,11,13,15 past (14) 8:11;10:1;19:16; 68:1,2;71:11;74:12;76:8; 81:7,8,12;88:7;117:11; 184:16 pastor (3) 140:15,19;141:5 path (3) 21:8;85:9,22 pattern (1) 81:19 Paul (10) 13:8;52:19,25;57:5; 88:3;132:5;133:17,24;138:5; 178:16 pay (13) 64:22;65:13;69:3; 103:11;105:16;106:1;110:11; 112:1;113:23;114:11;115:13; 126:10;127:1 paycheck (2) 25:4;171:9 paying (7) 27:13;60:11,23; 111:18;113:18;158:4;186:7 payment (3) 111:1;126:21,25 payments (5) 106:2;122:21; 126:16;127:12;128:5 payroll (1) 161:15 pays (1) 113:19 Peace (1) 79:17 Peach (19) 153:16,17,17,20, 23;154:7,8,10,11,16,16,20, 21;155:7,10,12,12;157:12,24 pen (3) 49:17;63:21;171:12</p>	<p>penalty (5) 113:12,12,16,17, 23 Pennsylvania (1) 95:17 penny (2) 70:6;161:5 people (76) 8:8;16:16;20:6, 18;30:11;32:20;50:23;51:8, 19,21,22,23;55:4;56:15,22; 59:8;60:2,7;61:25;62:25; 63:18,19;69:22,23;70:11,15; 77:24;78:6;84:20;85:9; 92:17;94:20;95:9;96:2,4; 102:14;103:6;106:23;113:1; 115:11;119:12;121:22; 125:20;128:25;129:1;130:24; 131:13,16;132:20;136:15; 139:18;142:2;143:17;144:19; 148:11,20;150:12;152:23; 161:2;167:10,22;168:1,13, 14;169:7;170:20,21;185:6; 186:25,25;187:1,6,8,10,10,11 Per (5) 58:2,7,9;82:24;148:15 percent (24) 24:1,2,3,4;51:1; 69:18;70:4,6;77:2,8,10,13; 78:22;79:20;80:11,14,20,20, 21,23;111:24;112:23;113:6; 151:18 percentage (2) 77:7;170:25 perception (1) 120:14 Perdue (2) 183:23;185:3 perfect (1) 125:23 performance (2) 67:5;83:7 peril (1) 161:11 period (2) 75:1,16 perks (1) 84:19 permitted (2) 182:8,12 Perry (2) 184:1,2 persevere (1) 34:9 person (18) 6:19;7:2,25; 17:24,25;18:1,3;59:9;101:4; 113:9;117:17;120:17;131:11; 149:20;180:19;181:20;182:8, 13 personal (2) 46:9;102:12 personally (2) 144:6;184:21 persons (1) 158:16 person's (1) 118:8 pertains (1) 47:20 Philadelphia (2) 95:15,17 PHILLIPS (6) 78:12,13,22; 79:13;176:22;177:6 Phillips' (1) 176:23 phone (4) 7:10;34:5;139:9; 170:21 phones (6) 12:3,8;97:11,13; 132:21;139:4 photo (1) 18:10 phrase (1) 27:24 pick (5) 107:19;140:9;141:6, 7;143:2 picketing (1) 25:13 picking (1) 61:10 picnic (4) 6:17,18;8:22;11:13 picture (3) 20:24;46:9;166:19</p>	<p>pieces (1) 66:2 Pierre (4) 178:3,5,7;180:16 piggyback (1) 186:20 pile (1) 72:19 pin (4) 52:23;53:1;56:20; 132:11 pink (1) 155:12 pioneers (1) 141:25 pitch (1) 39:21 place (8) 24:22;31:25;65:1; 80:4;123:10;129:1;182:24; 183:25 placed (14) 173:20;174:14; 175:2,16,24;176:24;177:16; 178:6,15,19,24;179:4,9,20 places (3) 71:23;102:10; 169:8 plan (5) 67:21;94:10,17;96:8; 111:12 plane (1) 20:2 planes (1) 20:3 planned (1) 67:20 planning (3) 70:13;96:10; 169:25 plant (1) 67:1 plaque (1) 37:1 plate (5) 9:21;46:25;61:15; 140:9;148:17 play (6) 10:5,5;106:4,12,14; 107:25 played (4) 14:10;38:10; 106:25,25 playing (2) 33:25;106:4 plays (2) 10:2;170:17 please (47) 3:18;6:4,8;9:18, 23;12:6;32:14,14;36:4;37:16; 40:20;42:6,16;43:6;44:9; 45:20,22;52:1;59:6;61:23; 78:20;97:2;114:23;115:20; 132:10;145:19;147:6;151:22; 152:6;153:2;154:6,14;155:2; 159:19;160:10;165:6,23; 167:5,14,19;169:13;171:13, 13;180:11,13,18,18 Pledge (2) 4:7,10 plenty (4) 94:13;95:22;142:5; 150:4 plurality (1) 182:22 plus (3) 69:4,6;182:1 pm (2) 84:4;182:6 pocket (2) 55:11;161:22 pockets (2) 65:8,9 podium (2) 39:20;41:5 Point (23) 8:18;11:16;24:1; 30:10;39:16;42:10;46:15; 47:9;55:24;87:6;96:15; 98:14;100:19,20;101:17; 106:12,14,21;107:2;110:12; 113:8;116:22;150:17 policies (1) 24:15 Policy (1) 76:17 Political (11) 12:5;34:2,3; 48:3;153:10;161:7,23;</p>
<p style="text-align: center;">P</p> <p>pace (1) 34:19 page (6) 53:25,25;71:3; 107:8;108:12;181:13 paid (5) 114:19;117:16; 127:3;170:16;184:3 paints (1) 20:23 Palmer (1) 81:25 Pam (1) 59:25 Panama (2) 19:20;23:7 panel (1) 118:2 paragraph (1) 21:1 paragraphs (1) 21:1</p>	<p>pay (13) 64:22;65:13;69:3; 103:11;105:16;106:1;110:11; 112:1;113:23;114:11;115:13; 126:10;127:1 paycheck (2) 25:4;171:9 paying (7) 27:13;60:11,23; 111:18;113:18;158:4;186:7 payment (3) 111:1;126:21,25 payments (5) 106:2;122:21; 126:16;127:12;128:5 payroll (1) 161:15 pays (1) 113:19 Peace (1) 79:17 Peach (19) 153:16,17,17,20, 23;154:7,8,10,11,16,16,20, 21;155:7,10,12,12;157:12,24 pen (3) 49:17;63:21;171:12</p>	<p>personal (2) 46:9;102:12 personally (2) 144:6;184:21 persons (1) 158:16 person's (1) 118:8 pertains (1) 47:20 Philadelphia (2) 95:15,17 PHILLIPS (6) 78:12,13,22; 79:13;176:22;177:6 Phillips' (1) 176:23 phone (4) 7:10;34:5;139:9; 170:21 phones (6) 12:3,8;97:11,13; 132:21;139:4 photo (1) 18:10 phrase (1) 27:24 pick (5) 107:19;140:9;141:6, 7;143:2 picketing (1) 25:13 picking (1) 61:10 picnic (4) 6:17,18;8:22;11:13 picture (3) 20:24;46:9;166:19</p>	<p>pieces (1) 66:2 Pierre (4) 178:3,5,7;180:16 piggyback (1) 186:20 pile (1) 72:19 pin (4) 52:23;53:1;56:20; 132:11 pink (1) 155:12 pioneers (1) 141:25 pitch (1) 39:21 place (8) 24:22;31:25;65:1; 80:4;123:10;129:1;182:24; 183:25 placed (14) 173:20;174:14; 175:2,16,24;176:24;177:16; 178:6,15,19,24;179:4,9,20 places (3) 71:23;102:10; 169:8 plan (5) 67:21;94:10,17;96:8; 111:12 plane (1) 20:2 planes (1) 20:3 planned (1) 67:20 planning (3) 70:13;96:10; 169:25 plant (1) 67:1 plaque (1) 37:1 plate (5) 9:21;46:25;61:15; 140:9;148:17 play (6) 10:5,5;106:4,12,14; 107:25 played (4) 14:10;38:10; 106:25,25 playing (2) 33:25;106:4 plays (2) 10:2;170:17 please (47) 3:18;6:4,8;9:18, 23;12:6;32:14,14;36:4;37:16; 40:20;42:6,16;43:6;44:9; 45:20,22;52:1;59:6;61:23; 78:20;97:2;114:23;115:20; 132:10;145:19;147:6;151:22; 152:6;153:2;154:6,14;155:2; 159:19;160:10;165:6,23; 167:5,14,19;169:13;171:13, 13;180:11,13,18,18 Pledge (2) 4:7,10 plenty (4) 94:13;95:22;142:5; 150:4 plurality (1) 182:22 plus (3) 69:4,6;182:1 pm (2) 84:4;182:6 pocket (2) 55:11;161:22 pockets (2) 65:8,9 podium (2) 39:20;41:5 Point (23) 8:18;11:16;24:1; 30:10;39:16;42:10;46:15; 47:9;55:24;87:6;96:15; 98:14;100:19,20;101:17; 106:12,14,21;107:2;110:12; 113:8;116:22;150:17 policies (1) 24:15 Policy (1) 76:17 Political (11) 12:5;34:2,3; 48:3;153:10;161:7,23;</p>

<p>165:11;170:13;171:6,14 politically (3) 28:3;48:11; 49:18 politicians (2) 13:19;27:1 poll (3) 50:16;100:6,6 polled (1) 100:7 polling (1) 100:15 polls (5) 51:2,4,9;52:7;182:24 polos (1) 157:12 pool (2) 146:12,15 Pop (1) 163:18 popped (2) 147:14,23 popular (3) 31:11;49:20; 137:9 Portia (1) 11:4 position (15) 13:9;19:17;46:7; 47:17,18;98:19;120:11,16; 121:4;163:25;173:14;174:9, 14,23;184:7 positions (2) 121:23;122:11 possible (2) 16:4;77:17 Post (15) 9:3,4,7;38:15; 84:25;116:22;120:24;131:7, 9,17;132:8;141:20;145:10; 166:5,5 postage (5) 123:3,5,11,15; 125:22 Postal (65) 5:4;50:22;54:8; 62:18;64:5;65:5,9;67:20; 68:21,22;71:18;72:5;76:9; 78:3;86:11;87:11,17,25; 88:10,11,15;90:3,20;91:3,8; 99:19;100:1;104:13;105:4; 106:1;107:3,11,23;108:5,11; 110:14,22,25;111:3,20; 118:23;119:6,23,25;120:1,4, 18;121:11,21;122:10;123:3, 10;124:20,21;125:9,12,15; 126:4;129:15,19;130:2,9,25; 131:5,14 posterior (1) 23:13 posting (1) 75:14 Postmaster (7) 70:19;75:10; 87:8;108:9;117:25;119:24; 120:7 postmasters (1) 169:10 power (4) 23:5,11;62:23; 78:23 powerful (1) 15:19 powerhouses (1) 27:11 PowerPoint (1) 86:2 practical (1) 95:13 practitioners (1) 149:4 prayer (1) 3:20 PRC (9) 116:10;119:16,20; 120:1,6,8;121:6,20;128:4 preach (1) 185:5 preached (1) 31:4 preacher (7) 18:19;19:7; 140:7,11,12,25;185:4 preachers (2) 18:24;185:4 precedent (1) 81:16 predicament (1) 71:14</p>	<p>prefund (3) 104:15,19;126:19 prefunding (7) 105:25;109:3, 11;110:11;111:4;114:16; 122:24 preliminary (7) 42:6,11,23; 43:3,12,16,22 premiums (2) 113:3;114:8 prepared (4) 62:11;64:8;92:4; 182:15 preparing (3) 29:20;91:24; 92:2 prescription (7) 112:7,11,14, 17,25;113:2;114:8 presence (1) 44:10 present (2) 42:14,25 presentation (1) 62:8 PRESIDENT (180) 3:1,3,8,13; 4:7,16,19;6:11,20;7:19;8:2, 11;9:25;10:1;11:25;12:2,13, 17,25;13:3,6,8,10,12,15; 14:12,18;16:12;20:19;35:8, 16,22;36:6;39:9;41:4,7,11,17, 19,23;42:1,3,8;43:11,17,21, 25;44:3,5,11,12,14;45:18,25; 47:8,14,24;52:21,25;53:5,8, 13;56:1,23;57:5;61:9;69:9; 70:19;75:10;78:14,16;79:12; 82:9;83:23,25;84:5;85:13,16; 95:11,13,19;97:23;98:6,13, 15,22;102:7,22;104:6;117:6; 121:17,24,25;127:22;134:18; 135:6;136:5;138:18;139:11; 151:4,5;152:12;153:7,16; 154:4,13,24;158:1,8,22; 159:5,17,23;164:19;170:3,6; 172:4,7,10,12,15,19,20; 173:7,9,15,18,19,23;174:1,4, 7,8,13,17,19,22;175:1,5,7,11, 15,20,23;176:4,7,10,14,23; 177:2,5,8,15,19,22,25;178:5, 11,14,18,23;179:3,8,12,15, 19;180:2,5,8,12;181:21,24; 182:13;183:9,16,19;186:2,15, 17;187:16 presidential (2) 54:16;98:2 presidents (6) 36:19;77:20, 22;107:18;135:24;151:11 Presidents/Officers (1) 151:16 press (1) 115:8 pressing (1) 34:14 pressure (2) 26:6;56:18 presumptive (1) 101:23 pretty (8) 68:18;96:19;98:1; 123:8;124:20;133:10;137:17, 22 prevailed (1) 26:11 previous (4) 41:6,21;58:16; 73:6 price (1) 125:24 primarily (1) 25:17 primary (1) 100:25 princes (1) 16:15 principally (1) 58:13</p>	<p>print (2) 55:8,9 printed (4) 60:18;99:19; 116:21;182:17 printer (1) 15:1 prior (5) 71:7;75:2;88:13,15; 181:17 private (1) 24:2 privatize (1) 118:23 privilege (4) 36:15;49:10; 52:9;119:1 prize (1) 160:20 probably (12) 57:17;59:11; 60:21;63:7;68:8;104:8; 107:2;128:14;161:20;162:12; 163:9;171:22 probation (4) 75:5,7,8;83:15 probationary (1) 75:1 problem (23) 21:21;28:16; 29:15,19;30:6,9;38:6;50:18; 60:19;66:11;95:6,25;96:7; 97:1;106:13;107:1,4;109:1; 110:2;115:4,17;131:12;164:4 problems (6) 46:11;72:17; 79:8;89:4;106:17;116:23 procedural (1) 73:4 procedures (3) 24:16;64:15; 72:11 Proceedings (1) 187:19 process (12) 51:17;76:12; 88:18,22;91:22;97:25; 103:23;123:8;124:22;128:21; 168:2;185:25 produce (1) 22:15 productive (1) 86:14 professional (1) 86:13 profit (1) 111:3 program (17) 14:23;34:7; 38:14,23,24;53:9;67:6;72:4, 5,5,12;75:11,18;76:5,23; 152:19;162:12 Programs (1) 76:18 progressive (1) 81:20 prohibit (1) 25:12 project (1) 52:21 promise (3) 114:24;127:24; 150:22 promises (1) 21:6 promote (1) 168:1 proof (2) 55:3,5 proponents (1) 109:20 proposal (2) 105:18;111:7 propose (2) 36:12;108:25 proposed (5) 15:12;88:11; 106:20;113:13,24 proposing (1) 48:5 protect (2) 47:2;89:24 protected (1) 158:7 protection (1) 63:14 protects (2) 71:16;75:7 protest (2) 76:13,14 protesting (1) 25:12 proud (10) 19:15,17;20:12, 12;130:16;132:12;138:6,7;</p>	<p>150:16;165:14 provide (4) 69:12,14;71:19; 76:20 provided (2) 10:23;71:25 PS (1) 73:1 PTF (4) 74:14,19;85:7,8 PTFs (7) 73:22,23;74:1,4,12, 12,13 public (2) 24:3;27:16 publicly (2) 116:20;117:2 pull (2) 10:24;49:8 pulled (5) 17:10;96:11;97:13; 111:10;141:13 pulling (1) 33:7 pulls (1) 140:13 pulpit (1) 140:13 purpose (2) 24:16;65:2 purview (1) 26:9 push (8) 32:22;50:13,15,19; 51:9,17,18;139:5 pushed (1) 33:1 pushing (1) 51:23 put (40) 5:10,19;18:15;26:6, 18;38:3;40:15;46:25;50:18; 66:9;76:9;81:7,12,18;92:18; 96:12;99:21;110:17;111:8; 116:7;118:11,15,24,25; 121:1;126:14;129:3;136:8, 18;137:11;141:2;143:20; 145:24;147:18;160:9;161:18; 168:15;185:24;187:6,8 putting (6) 26:18;46:9;53:8, 10;98:21;103:14</p> <hr/> <p style="text-align: center;">Q</p> <hr/> <p>quadriceps (3) 147:14,20,23 qualifications (2) 71:6,15 qualified (2) 54:21;152:21 quarter (3) 20:17;53:12;75:13 quarters (1) 111:4 queer (1) 34:15 questionnaire (5) 98:23,24; 99:2,16;100:11 quick (2) 28:13,15 quicker (1) 67:1 quickly (2) 16:4;17:1 quicksands (1) 21:11 quietly (1) 115:23 quit (12) 34:15,25,25,25;35:1, 2,2,2,3,4,4,9 quite (7) 65:6;73:19,22; 104:11;123:9;142:14;143:1</p> <hr/> <p style="text-align: center;">R</p> <hr/> <p>RAA (1) 85:17 race (2) 99:17;101:1 racial (3) 20:24;21:9,11 radar (1) 116:7 raffle (5) 160:6,6,8,13,22 Rainey (9) 11:3;153:18,22; 154:7,15;156:3;157:15;</p>
--	---	--	---

<p>176:18,19 rains (1) 95:24 raise (12) 31:16;52:10;58:4; 123:5,10;125:14;144:5,16; 145:20;149:9;161:18,21 raised (3) 141:4;143:8,17 raising (1) 149:21 rap (1) 95:18 rarely (1) 5:19 rate (10) 69:17;112:14;120:5; 123:9,15;125:1,9,17,23;126:5 rates (14) 109:3;112:8,11,25; 113:3;123:3,25;124:3,4,13, 19;125:4,14;128:6 rather (3) 14:25;47:1;119:12 ratify (1) 64:11 rating (1) 81:20 ratio (4) 74:14,17,18,21 Raymond (15) 141:25; 144:23;145:5,6,6;148:12; 171:24,24;172:8;183:20,21; 184:2;185:20;186:6,20 reach (8) 11:21;34:6;56:16, 25;74:1,3;86:24;161:9 reached (3) 7:4;15:25;73:13 reaches (4) 7:1;47:5,8;163:18 read (3) 54:9;151:10;181:5 reading (4) 41:9,12,20;42:4 reads (1) 4:19 ready (4) 89:8;92:11;163:1,7 real (12) 21:6;22:17;54:19; 63:13;96:8;128:9;139:12; 140:20,22;163:14;185:6,8 realigned (1) 49:4 reality (2) 21:13;127:5 real-life (1) 79:1 really (64) 3:9;8:21;9:2; 12:19;16:24;17:21;19:3; 24:4;31:7;39:14,15;40:14,16; 46:17;47:10;50:8,15,19; 62:10;69:16;81:3;89:6; 90:20;91:1;92:25;102:6; 103:16;105:21;107:7,7,15, 16;108:16;109:24;120:25; 123:13;124:9,10,13;128:6; 132:7;134:15,20,24;135:1,5, 7,7,18,25;136:18,19;137:4, 10;138:25;139:18;140:24; 142:3;147:10;159:20;167:13; 170:10;171:9;173:9 Realty (1) 184:6 reason (11) 15:2;38:5;50:24; 52:3;61:12;72:20;113:7; 136:24;142:21;147:19;156:3 recalculation (1) 127:8 recall (3) 38:19;70:8;170:24 receive (3) 54:10;152:21; 181:24 received (7) 52:23;65:18; 152:3,17,18;181:14;182:5 recently (1) 69:3 recess (2) 84:3;187:17 recession (2) 104:22;110:16</p>	<p>recipient (1) 152:3 recognition (2) 164:21;169:17 recognize (16) 12:20;18:8,11; 36:22;37:8;53:3;61:3;80:12; 81:22;88:3;132:8;138:5; 165:5,21;166:10;167:24 recognized (2) 11:2;167:6 recommitment (1) 47:15 Record (7) 54:8;99:19;100:1; 103:8;124:21;160:16,16 recording (2) 174:10,15 recruiting (2) 78:18;79:11 red (9) 153:13;156:11,11,13, 13;157:6,10,11,16 reduce (5) 62:23;64:17,23; 65:3,10 reference (1) 100:18 referred (1) 161:25 Regal (5) 78:13;79:13; 176:22,23;177:6 regardless (5) 13:25;35:20, 25;124:12;157:10 regards (1) 59:1 region (9) 17:13;25:19;38:1, 20,20;62:16;65:11;77:12; 85:18 regional (1) 16:9 register (6) 52:12;93:10,12, 13,24;185:15 registered (13) 14:6;42:12,24; 43:5,6;51:3;52:2,6,11,14,16, 17;181:15 registration (5) 35:19,24;43:4; 52:15;93:25 regrets (1) 9:8 regular (12) 73:18,18;74:1,13, 14,14,16,17;75:1,5;77:6; 134:12 regulate (2) 120:3,4 regulations (1) 54:5 Regulatory (1) 120:2 rein (1) 24:20 reinjured (1) 147:20 Reko (3) 58:24;181:3,10 Relations (3) 76:15,16;87:5 relationship (1) 49:1 relationships (1) 63:5 relax (1) 6:8 release (3) 170:14,16,19 rely (1) 81:10 remain (1) 74:5 remarks (4) 36:10,10;39:20; 135:18 remember (21) 14:21;33:7; 39:12;43:3;46:16;58:18; 78:9;79:25;81:11,15;99:20; 105:17;110:11;114:9;118:1; 123:6;125:8;127:12;147:16; 149:24;185:21 remembered (1) 20:21 remind (2) 21:3;99:9 remiss (4) 15:4;137:23;138:4; 171:18</p>	<p>remodeling (1) 96:12 removal (1) 64:20 removed (1) 153:13 Renfroe (1) 134:19 rep (4) 82:8;139:7;167:11,18 repair (1) 66:8 repeating (1) 82:23 repetitive (4) 65:14,19;81:4,6 replace (2) 67:12;83:8 replaced (1) 74:7 replaces (2) 73:2,16 replacing (1) 67:7 report (17) 14:24;15:3,5;42:6, 11,23;43:2,3,8,12,16,22; 45:20;57:6;151:6;153:10; 171:2 reports (5) 46:18;68:14; 120:23;121:1;150:18 represent (1) 130:16 representation (1) 63:12 representative (3) 14:7,20; 25:1 representatives (2) 50:13; 106:7 represented (1) 50:3 reprisal (1) 54:25 reps (1) 167:15 Republican (8) 13:21;14:1,6, 6;51:15;98:17;118:13;129:18 Republicans (2) 184:20;186:1 reputation (1) 32:17 request (2) 71:19;123:7 require (4) 34:3;160:5;161:2; 182:21 required (12) 21:24;67:23; 68:3;71:20,21;104:15,18; 112:15;130:2,3;160:7,15 requirement (1) 122:24 requirements (1) 71:11 requires (3) 105:19;127:11; 160:15 requiring (1) 21:20 research (6) 139:3,4,14,14; 149:15,17 reserved (1) 95:23 resolution (2) 76:12,19 resolutions (1) 48:5 resolve (1) 65:7 resolved (2) 64:25;81:2 resource (1) 78:5 respect (2) 100:21;167:3 respectfully (1) 176:2 respective (1) 5:22 respond (1) 29:17 response (29) 29:22,23; 41:22;42:2;43:24;44:4,5; 61:6;99:22;172:24;173:2,5, 22,25;174:3,16,18;175:4,6; 176:9;177:1,4,18,21;179:11, 14;180:4,7;183:14 responsibility (5) 5:9;38:17; 49:7;91:4;102:17 rest (2) 28:6;34:15</p>	<p>restaurants (2) 55:14;95:2 results (2) 10:13;22:15 retire (2) 36:21;185:9 retired (12) 55:4;78:2,13; 99:1;144:6;145:7;148:25; 150:14;153:18;155:5;160:18; 171:4 retiree (3) 102:21;104:15; 109:12 Retirees (16) 44:21;70:4; 161:10,12;162:16;165:5,6,8, 12,15;170:25;171:11;176:15, 16,16,24 retirement (6) 10:19;48:20; 54:4;78:3;115:14;187:4 retirements (1) 161:10 retrieve (1) 71:3 return (1) 143:24 returned (1) 152:14 Reverend (7) 3:17,19,21,23, 23;4:1;75:13 review (3) 58:8;121:13; 152:20 revised (1) 73:1 revision (2) 67:20,21 revitalized (1) 94:22 reward (1) 90:12 Rex (1) 81:25 Rhine (25) 12:22,23;39:24; 40:2;84:9,11;97:10;102:3; 105:9;121:19,25;122:4; 127:23;130:5;133:19,22; 134:2;138:10;139:10,25; 141:11;158:10,12,25;159:2 Rich (3) 58:6;179:6,6 Rickey (2) 59:15,16 rid (4) 26:20,22,23;38:6 ride (2) 164:12;166:7 rider (1) 105:19 right (168) 5:3,23;9:15;19:11; 23:24;25:11,24;28:2,7;29:2; 39:16;42:10;46:16;51:11; 52:13;53:23;58:3,25;62:17; 63:19;64:15;65:22;67:11; 77:1,12;82:15;85:4;87:12; 90:25;91:25;92:9;94:19,22, 25;95:13;96:25;97:6,20,24; 98:16;99:24;100:2;101:17, 22;102:13,19;103:1,8,8,14, 19,24;104:9,16,18;105:3; 106:1,2,9,14,17;107:5,22; 108:1,16;109:23;110:2,12,14, 18,20,23;111:1,5,15,18; 112:1,8,10,21;113:2,11,12; 114:16;115:1,9,23,25;116:2, 2;119:12,12,23;120:4,10,14, 21,22;121:2;122:6,13,14; 123:3,5,15,22;124:1,4,8,10, 14,15;125:8,9,11,16,22,24, 24;126:1,5,12,12,19,23; 127:13,15,16,17;128:17,22, 25;129:1,13,15,22;130:6,12; 131:10,23;132:2,3,19,21;</p>
--	---	---	--

<p>134:4;135:25;136:2;137:21; 138:10;144:9,10;147:14,24, 25;148:1;150:24;151:2; 153:4;155:17;158:20,22; 163:11;173:3,12;181:12; 183:20;186:22;187:6</p> <p>right-hand (1) 66:17 rights (7) 20:20;51:21;55:1; 72:3;82:5;115:13;162:4 right-to-work (11) 25:17,18,20, 21,25;26:5,13,14,17,21;77:9 right-wing (1) 24:13 ring (2) 31:16;98:12 ringing (1) 139:9 rings (1) 16:16 rise (2) 21:7;70:3 risk (1) 69:21 road (3) 11:13;34:11;59:12 roadblock (3) 150:1,2,3 roadblocks (3) 142:4,5,7 Robert (22) 4:7,11;44:8,13, 16,16,20,23;45:1,4,7,10,13, 16;57:12;58:3;61:7;164:24, 24;180:14,19,25 Robins (3) 58:23;181:3,9 Robinson (1) 15:10 rock (1) 21:12 ROD (8) 42:7,8,17,20,23; 57:23;179:17,17 Roderick (1) 59:17 Roland (2) 4:3,4 Rolando (11) 52:21;53:7,13; 56:1,23;95:11,19;117:6; 134:18;135:6;136:5 rolling (1) 10:18 Ron (1) 11:7 Ronney (4) 45:10;179:18,19; 180:23 Ronnie (7) 59:4,5,5;179:7,8; 180:22;185:8 rooftops (1) 116:20 room (17) 11:14;36:18;37:19; 40:24;51:5;58:11;85:10; 104:8;105:9;107:18;118:21; 130:13;133:4,16;134:10,25; 181:1 Rose (1) 154:10 Rosemary (3) 179:2,3;180:22 Roswell (2) 59:6;78:17 rotational (1) 54:12 route (3) 8:18,19;92:2 routes (9) 71:22;72:6,9;83:7, 7;167:12,13,13,23 Royal (4) 151:6,17;152:7,24 RRA (2) 13:7,13 Rs (1) 130:20 rule (2) 28:14,18 rules (2) 16:18;69:24 ruling (2) 28:23;125:21 run (4) 40:2;98:18,21;146:23 running (3) 31:20;99:15; 184:22 runs (1) 29:19</p>	<p>rural (3) 107:11;130:18; 166:19 Rush (1) 33:21 Rutledge (1) 146:22</p> <p style="text-align: center;">S</p> <p>safe (1) 166:6 safety (6) 165:22;166:19,20, 20;167:1,6 salary (1) 186:7 salute (2) 35:11;37:12 same (20) 22:11,12,12,12,13, 13,13,14;32:7;69:24;85:10; 92:23;107:8;108:12;147:20; 158:17,18,19;166:24;182:21 SAMS (8) 41:17,17;45:1,3; 177:12,23;178:11,11 Sams' (1) 177:15 Sanchez (1) 174:11 sand (2) 90:1,7 Sanders (1) 99:16 Santana (4) 58:24;181:3,10, 10 satisfied (1) 22:21 Saturday (2) 30:25,25 Savannah (10) 41:18;58:24; 140:6;141:9;145:14,17; 167:8;172:18;178:12;181:3 save (6) 114:12,14;161:4; 164:5,6;168:16 saw (5) 15:5;18:10;57:24; 128:20;146:11 sawdust (1) 16:15 saying (7) 19:4;26:8;49:13; 61:10;102:1;107:6;157:21 Scalia (3) 28:6,8,21 scan (2) 9:12;67:13 scanner (7) 67:15;68:5,6,11, 11,15,18 scanners (3) 67:13,13;83:8 scanning (3) 9:11;93:21,22 scared (3) 17:23;167:15; 185:1 scares (2) 19:9;143:12 scenes (1) 10:25 scheduling (2) 64:15;83:13 Scholarship (14) 151:6,12,14, 17,18,21,23;152:4,4,7,9,13, 21,25 school (5) 9:9;32:19;47:17; 145:25;152:11 science (1) 170:2 scream (1) 109:19 screamed (1) 108:7 screaming (8) 105:23;109:17, 23,25;115:5;116:14,19;117:8 sea (1) 157:11 seal (1) 163:21 season (2) 34:3,3 second (18) 41:13,14,18,20; 43:18,20,22;45:22;63:2,65:2; 75:8;111:19,20;112:22;</p>	<p>181:17;182:1,10,24 seconds (1) 171:23 secretaries (1) 85:14 secretary (10) 36:1;41:5;57:8, 13;85:13;152:8;174:10,15; 180:15;181:20 secretary-treasurer (9) 12:21; 18:9;84:8;85:20,21;92:16; 102:15;135:22;136:12 secretary-treasurers (1) 135:23 section (9) 53:24;60:4; 181:13;182:4,15,20,23;183:1, 5 sector (3) 24:2,3;27:16 security (2) 69:24,25 Seeing (6) 174:19;175:7; 176:10;177:5,22;187:16 seek (1) 5:2 seem (2) 51:17,18 seems (4) 34:12,19,23;68:6 seething (1) 20:24 segregation (1) 21:8 selling (2) 185:6,8 Senate (13) 116:16;117:1; 118:6;119:1,3;123:17; 124:12;125:10;184:7;185:6, 7,11;186:1 Senate's (4) 123:24;124:3,15; 125:1 Senator (3) 116:16,25;184:11 senators (3) 48:14;131:3; 183:22 send (25) 14:14,20;56:13; 77:18,19,20;98:22;99:2,3; 135:12,23;144:11,13;145:19, 20;151:22;152:6,10,18; 160:16,19;162:6;181:23; 185:7;186:10 sending (2) 64:11;187:1 sense (2) 95:14;114:4 sent (7) 9:5;76:14;99:15; 100:1;151:11,21;161:6 sentence (1) 21:1 separate (1) 121:3 September (4) 53:9;72:15,23; 138:23 Sergeant-at-arms (2) 52:17; 59:17 series (1) 20:25 serious (2) 69:8;170:11 seriously (2) 16:13;130:9 sermon (1) 31:5 sermons (1) 31:5 servant (1) 37:7 serve (3) 20:6;75:1,2 served (3) 37:7;56:9;75:5 Service (62) 5:4,21;37:5,6; 50:22;61:15;62:18;64:5;65:5, 9;67:5;68:21,22;70:5;71:18; 72:5;78:3;86:11;87:11,17; 88:1,10,11,16;90:3,20;91:3,8; 105:5;106:1;107:3,11,23;</p>	<p>108:5,11;110:14,23,25;111:3, 20;118:23;119:6,23;120:1,4, 18;121:11,21;122:10;123:3, 10;124:20;125:9,13,16; 126:4;129:15,19;130:2,9,25; 131:14 service-related (2) 54:18,23 services (3) 54:3;114:2; 115:14 session (5) 25:15;84:6;95:18; 159:18,18 set (8) 18:1;58:11;59:10; 81:16;124:19;143:22;158:4; 165:13 setting (1) 123:24 settle (1) 65:22 settlements (5) 70:17,17;81:7, 9,13 seven (1) 151:20 seventh (1) 70:2 several (5) 17:20;25:10;26:8; 36:20;111:4 shall (8) 182:5,7,8,10,13,15, 17,21 shape (1) 148:1 shapeless (1) 16:18 share (11) 5:5;27:14,21; 28:17;38:17;57:10;139:16; 144:21;148:25;160:2;161:1 sharing (1) 158:17 Sheppard (4) 178:4,7,7; 180:16 Sheppard's (1) 178:5 sheriff (1) 160:7 shirt (10) 153:11,20,23; 154:16,20;155:6,10,15; 157:16,24 shirts (6) 155:18,22;156:5,11, 15,16 shock (1) 30:5 shoes (2) 136:17;145:24 shoep (2) 47:17;169:8 short (4) 7:5;30:12;92:5; 186:19 shot (1) 157:9 shout (2) 85:14;109:19 show (8) 26:12;46:2;61:25; 62:6;121:15;143:15,16; 154:16 showed (1) 186:8 showing (2) 150:12;182:16 shown (2) 40:13;50:6 shows (1) 81:18 shuffle (2) 31:4;127:19 shut (1) 97:14 shuttle (2) 11:13,14 sick (4) 54:20;82:1;147:17; 186:6 side (14) 9:12;13:21;29:2; 46:12;51:15;66:12,13;94:24; 100:25;116:2;117:4;149:20, 21;185:11 sides (3) 86:22,23;125:20</p>
--	--	--	--

<p>sign (9) 56:14,17;64:10; 75:12,15;86:14;89:4;111:23; 113:7</p> <p>signed (6) 75:9;76:23;77:16, 25;107:12;132:10</p> <p>significant (1) 27:15</p> <p>signing (3) 56:22;83:10,12</p> <p>silent (2) 12:4,8</p> <p>silver (1) 34:21</p> <p>similar (1) 54:14</p> <p>simple (1) 61:17</p> <p>simply (1) 51:6</p> <p>Sincerely (1) 6:11</p> <p>single (1) 65:7</p> <p>sinked (1) 47:25</p> <p>sirs (1) 171:13</p> <p>SISTER (44) 12:23;39:24; 40:2;43:14;45:9;82:22;83:5; 84:11;97:10;102:3;105:9; 121:19,25;122:4;127:23; 130:5;133:19,22;134:2; 138:10;139:10,25;140:5; 141:11;153:18,22;154:7,9, 15;155:4;157:1,15,19;158:3, 12,25;159:2;176:17,19; 177:10;179:1;181:8;182:3; 183:4</p> <p>sisters (7) 39:5;47:2;78:8; 152:22;159:17;172:14; 185:14</p> <p>sit (9) 7:11;19:11;31:7;51:5, 6;62:3;63:10;138:11;166:15</p> <p>sits (1) 94:24</p> <p>sitting (10) 7:21,22;10:22; 30:23;39:14;96:2;110:18; 141:4;163:14,17</p> <p>situation (2) 30:18;164:6</p> <p>situations (1) 31:22</p> <p>six (6) 38:4;74:11;91:13; 105:19;127:7;181:23</p> <p>six-day (1) 105:13</p> <p>size (1) 62:21</p> <p>skipped (1) 127:13</p> <p>sleep (1) 96:4</p> <p>slipped (1) 147:19</p> <p>slippery (1) 24:10</p> <p>Sloan (27) 3:13,15,17;4:2,6, 13,16;6:11,14,24;10:8,15; 11:11;45:13,15;79:13;82:8; 155:25,25;165:1;175:19,22; 176:1,1,7;187:13,13</p> <p>Sloan's (1) 175:23</p> <p>slogan (1) 23:7</p> <p>slope (1) 24:10</p> <p>slow (1) 34:19</p> <p>slowly (1) 29:16</p> <p>small (2) 140:24;169:9</p> <p>smaller (2) 62:22;73:24</p> <p>smile (2) 34:13;37:2</p> <p>Smith (5) 17:14;151:6,17; 152:7,24</p> <p>sneaky (1) 120:12</p> <p>social (1) 27:1</p>	<p>soldiers (1) 184:14</p> <p>solicit (2) 160:13;162:6</p> <p>solid (2) 5:16;21:12</p> <p>solution (10) 29:19;106:13, 22;108:4;110:2,5,21;114:18; 115:4,17</p> <p>solutions (2) 106:17;128:24</p> <p>solve (1) 89:4</p> <p>Somebody (18) 9:23;12:13; 22:16;50:18;67:10;97:8; 100:23;114:4;115:7;116:4; 117:18;135:12;140:1;146:1; 150:10,19,19;179:24</p> <p>somebody's (1) 168:16</p> <p>someone (11) 36:16;39:14; 43:5;48:18,21;50:5;57:7; 80:3;133:4;154:25;169:12</p> <p>sometime (1) 143:17</p> <p>sometimes (12) 18:22;20:2; 28:4;30:10;34:11,17;55:21; 76:8;80:7;119:11;129:13; 140:22</p> <p>somewhere (5) 7:11;86:16; 113:6;116:18;133:25</p> <p>son (2) 152:10,23</p> <p>Sonny (2) 183:24;185:3</p> <p>Sonny's (1) 183:23</p> <p>soon (6) 43:7;59:12;96:19; 98:2;117:23;182:7</p> <p>sorry (2) 55:19;89:16</p> <p>sort (1) 54:22</p> <p>soul (1) 28:6</p> <p>South (6) 24:15,22;25:18; 27:3;163:1;165:19</p> <p>spaces (1) 95:24</p> <p>speak (11) 5:19;15:19;16:13; 17:1;19:14;40:5;42:15,19; 50:6;52:20;64:6</p> <p>SPEAKER (31) 12:10;15:7, 11,14,20,23,25;35:21;41:14, 15;42:15,19;47:6,23;82:14; 83:10,15,20;121:15;142:8; 11;154:17,20;155:10;158:15; 166:1;178:10;179:24;180:10; 183:10;184:1</p> <p>SPEAKERS (3) 12:15;13:17; 46:1</p> <p>Speaking (2) 10:10;17:25</p> <p>speaks (2) 17:24;21:20</p> <p>special (3) 6:16,18;17:12</p> <p>specifically (1) 54:7</p> <p>specifics (1) 89:18</p> <p>spectrum (1) 55:25</p> <p>speech (6) 4:18;10:9;20:21, 22,23;173:12</p> <p>speeches (2) 20:15;182:11</p> <p>speed (1) 21:25</p> <p>speedy (2) 21:20;149:24</p> <p>spend (1) 65:4</p> <p>spent (1) 8:12</p> <p>spite (1) 47:11</p> <p>split (1) 100:16</p> <p>SPM (1) 67:6</p>	<p>spoke (5) 15:15;32:2;37:24; 63:4;117:24</p> <p>spoken (2) 8:8;91:8</p> <p>sponsor (6) 138:22;139:17; 144:16;148:12,15;149:10</p> <p>sponsored (1) 150:19</p> <p>sponsoring (1) 148:14</p> <p>sponsors (1) 129:11</p> <p>spot (1) 21:3</p> <p>spread (1) 3:9</p> <p>spring (2) 133:8,11</p> <p>St (1) 134:16</p> <p>staff (8) 49:2;88:1;92:17; 99:5;117:15,16,18;134:20</p> <p>staffer (1) 117:14</p> <p>staffing (1) 74:23</p> <p>stage (1) 18:1</p> <p>stages (1) 186:24</p> <p>stake (1) 157:18</p> <p>stakeholders (1) 108:21</p> <p>stamps (1) 125:24</p> <p>stand (29) 5:14,15;11:2; 29:15;32:20;36:4;37:8; 38:18;52:8;59:6;75:23;78:19, 20;80:16,16;82:1,10;102:14; 145:18;165:6,23;167:5,6,14, 19;168:4;169:13,20;187:17</p> <p>standard (1) 75:18</p> <p>Standards (1) 103:11</p> <p>standing (5) 29:21;58:4,5,22; 140:12</p> <p>Staples (3) 94:20,23,23</p> <p>Staples-Hampton (1) 76:1</p> <p>start (15) 3:11;11:12;12:21; 19:12;32:12;61:20;62:8;67:2, 4;91:2;94:6,8;113:18;148:7,8</p> <p>started (14) 25:25;31:3;53:9; 69:1,3;84:25;85:5;88:18; 96:7;98:11;105:23;107:10, 10;141:19</p> <p>starts (2) 21:2;95:21</p> <p>State (68) 3:4;4:17,22;6:1,19; 10:16,20;11:7,24;15:13;22:4; 25:18,19;26:6,10,15;29:6; 36:3,19;40:4;41:9;42:13,24; 44:9;48:13;50:6,7,10,11,13; 51:1,10;57:8,13,15;60:11,23; 61:10;85:16;129:5;131:4; 138:7;139:7;141:18;145:10; 151:13;152:2,8,19;153:1,11; 154:8,10,15,21;155:16; 157:21,22;160:12,20;161:18; 170:5;172:15,18,20;173:18; 175:2;180:15</p> <p>stated (1) 159:9</p> <p>statehouse (1) 26:1</p> <p>statement (2) 27:24;102:1</p> <p>states (19) 25:11,18,19; 27:10;51:12;76:7;77:9; 97:24;98:14,15,22;102:7,23; 122:1;130:6,7,10;160:5; 183:5</p> <p>statewide (1) 26:7</p>	<p>station (2) 80:1;150:1</p> <p>statistics (2) 23:25;50:25</p> <p>status (2) 55:3,6</p> <p>stay (7) 9:18;22:23;58:4,5,22; 84:13;111:14</p> <p>stayed (2) 9:20;85:3</p> <p>stays (2) 64:21,22</p> <p>steering (1) 39:15</p> <p>step (12) 32:3;47:10;48:18, 22,23;50:5;72:25,25;81:10, 15,22;148:17</p> <p>Stephanie (1) 11:3</p> <p>stepped (3) 13:4;38:25;44:7</p> <p>stepping (1) 16:20</p> <p>steps (1) 20:16</p> <p>Steve (17) 57:23;58:21,22; 82:6,6,12,13;168:18,18,19; 180:25;181:1,4,7,12;183:12, 15</p> <p>STEVENS (5) 140:5,5; 177:10,10,13</p> <p>steward (3) 79:6;85:16;169:9</p> <p>stewards (1) 23:12</p> <p>stick (1) 34:23</p> <p>still (41) 26:23;38:23;47:1,19; 48:1;51:24;86:10,18,22,23; 89:10;91:15,21;103:24; 115:15,24,25;117:9;126:16, 21;127:13,14,16;128:5,24,25; 129:1;137:19;139:2,2; 142:25;144:6,9;149:15; 150:15;153:7;159:18,18; 168:24;173:10;183:21</p> <p>stomped (1) 32:9</p> <p>stone (1) 16:20</p> <p>stood (4) 31:10,11;32:2;38:7</p> <p>stop (7) 24:24;25:4;49:14; 80:2;131:21,22;172:2</p> <p>stopped (2) 149:17;160:4</p> <p>stopping (1) 22:10</p> <p>stories (2) 29:10;68:4</p> <p>storm (2) 22:15;147:16</p> <p>storming (1) 145:10</p> <p>story (4) 9:16;29:9;79:1; 124:22</p> <p>straight (2) 17:5;59:18</p> <p>straighten (1) 148:2</p> <p>strange (3) 13:23;16:14;85:9</p> <p>strangers (2) 6:7;11:18</p> <p>strategies (1) 22:12</p> <p>strategy (2) 26:4;89:17</p> <p>street (2) 9:12;31:24</p> <p>stress (1) 79:3</p> <p>stressed (1) 79:5</p> <p>STRICKLAND (2) 176:21,22</p> <p>strike (1) 117:15</p> <p>string (1) 38:3</p> <p>strings (1) 17:10</p> <p>striving (1) 22:10</p> <p>stroke (3) 49:17;63:21;171:12</p> <p>strong (6) 5:15,15;57:23; 146:4;183:4,4</p> <p>stronger (2) 5:1,21</p>
---	--	---	---

<p>structure (1) 15:10 struggle (1) 21:21 stuck (1) 34:18 stuff (16) 9:11;25:15;28:4;55:15;89:5;90:16;94:1;100:9;105:21;109:6;115:19;116:8;120:5;128:13;136:22;137:3 stumbling (2) 16:19;186:3 subcontract (1) 89:24 Subcontracting (2) 89:25;90:10 subject (2) 65:15;171:20 submit (3) 23:2;32:6;33:14 substantially (1) 70:3 succeed (1) 34:19 Success (2) 34:20;67:16 successful (3) 67:3;81:14;106:10 sudden (2) 114:18;150:4 sued (1) 27:13 suffered (1) 27:9 suggested (1) 29:14 suggestion (3) 154:6,9;159:10 suggestions (5) 8:7;137:15;154:2,4,5 suit (3) 9:7;26:8;101:20 summer (15) 144:12,13,17,18,19,20,21,24,25;145:2,3,19;147:8;148:14;150:20 Sunday (1) 74:22 sunny (1) 21:8 super (1) 22:6 supervisor (1) 68:19 supper (4) 29:20,21,23;30:1 supply (2) 23:6;59:10 support (18) 8:10;14:7,15;64:3,3;82:18,18;129:2,7;130:8;131:22;132:1;148:20;151:24;161:4,8;162:3;164:15 supported (5) 36:18,20;150:5;161:12;162:14 supporting (2) 150:11,12 supportive (2) 14:3;27:6 supports (1) 162:14 supposed (4) 39:13;62:5;119:17,23 supposedly (1) 184:7 Supreme (6) 27:11,22;28:12,15,15,19 sure (35) 11:22;13:16;15:5;27:19;48:10,24,25;52:16;54:9;64:2,25;70:13;72:23;76:22;77:24;81:4;86:4;90:9,18,23;93:25;101:13;102:6;120:21;124:21;129:3;132:22;138:1;148:19;158:17;159:13;162:19;163:13;166:5;167:2 Surely (1) 19:5 surge (1) 70:14 surgeries (1) 147:24 surgery (2) 147:21,22</p>	<p>surprises (1) 68:15 survey (2) 98:7;100:17 survive (1) 151:23 suspend (3) 41:9,12,20 suspended (1) 42:4 swift (1) 21:20 swimming (2) 146:12,15 system (1) 67:8</p> <p style="text-align: center;">T</p> <p>tab (1) 61:11 table (1) 51:6 talk (44) 20:4;21:15,16;36:15;39:13;40:21;53:1;64:4;68:22;73:14;80:1,25;86:6;88:21;90:15,25;91:3;92:8,12;97:17;102:11;103:5,21;105:1;109:14;110:23;115:1,9;126:6;128:1,9;130:1;131:24;137:7,15;138:19;139:19;144:18;150:25;158:12;159:2;166:8;172:2;186:12 talked (14) 20:9;31:5;37:6;59:1;76:25;81:1;89:2;90:22;91:9;93:14;110:7;130:22;132:5;134:21 talking (27) 10:2;17:9;36:17;40:10;41:1;78:15;86:18;89:13,15;91:15,17,20,23;95:21;97:25;102:4;104:4;109:2,5;111:13;112:2;117:18;123:12;135:7;138:2;156:18;163:4 talks (4) 64:7;89:10;92:1;159:12 Tammy (4) 58:23;168:8;181:2,8 tanks (1) 24:13 tapes (1) 121:14 task (1) 48:17 tasked (1) 5:12 taught (1) 142:3 tax (2) 61:16;149:8 taxi (1) 31:18 TE (2) 85:4,5 teach (2) 133:19;136:1 teaching (1) 5:5 team (6) 78:17,25;81:22;166:20,20,21 teams (6) 81:10,21;143:14,15,16;149:2 tear (1) 63:9 tears (2) 31:8,20 technically (1) 39:15 telegraphed (1) 28:16 telephone (1) 19:21 telethons (1) 138:24 television (1) 27:1 telling (9) 33:23;77:21,23;86:15,19;96:2,3;117:9;131:11</p>	<p>tells (1) 30:23 ten (16) 22:8;24:8;62:21;104:19;123:23;124:9;126:10,11,12,16,17,20;127:6,10;162:12;170:9 tentative (1) 86:24 Teresa (3) 17:8,14,16 term (3) 118:8;187:5,8 Terrell (1) 59:18 terrible (1) 116:17 TEs (1) 85:5 test (16) 29:14;64:15,16,23;65:2;66:1,6,14,16,22;67:3,5;68:20,23,24;85:7 tested (3) 66:18;67:17;69:23 testified (1) 117:7 testing (3) 82:23,25;83:2 tests (2) 64:13;67:6 Texas (2) 25:5,7 thanks (4) 9:8;40:24;41:2;56:5 theme (1) 92:12 themed (1) 20:25 therefore (1) 156:21 thinking (6) 113:22;134:22;147:9;148:8;153:20,22 third (2) 63:16;97:20 THOMAS (8) 42:7,8,17,20,23;57:23;179:17,17 Thomaston (1) 80:20 thoroughly (1) 171:8 though (21) 13:23;14:12,19;34:19;36:11;74:9;78:1;91:23;95:9;103:22;109:14,16;112:13;115:4;116:12,19;118:9;155:14;158:13;184:4,7 thought (12) 8:4;15:17;38:6;57:6;91:1,4;93:6;98:10;110:12;132:25;139:13;154:17 thousand (1) 144:8 threat (2) 69:8,24 three (21) 46:16;57:24;58:7;59:7;60:2;62:16;67:24;68:3;73:12;96:10;99:15,23;100:12;117:21;121:10;147:23;148:16;149:10;152:4;181:24;182:1 three-fourths (1) 26:20 threw (2) 164:2,2 Thrilla (1) 31:6 thriving (2) 24:1;69:15 throughout (1) 50:6 throw (1) 136:17 throwing (1) 98:12 Tiawanna (9) 14:25;45:7,9,19;82:1,2;178:22,23;180:21 ticket (2) 60:24;61:11 tickets (1) 60:15 tie (3) 28:9,22;124:3 tied (1) 124:5 tight (2) 140:21,22 Tim (12) 15:16;45:19;139:7,</p>	<p>8,8,16,19;145:8;146:19;175:14,15;176:12 timeliness (1) 72:21 times (18) 7:2;30:2;31:22;32:1,4,21;33:5;34:24;40:5;95:13;103:3;106:18;118:11,13;143:12,23;147:24;169:4 timing (2) 125:24;126:1 Timothy (2) 44:23;59:6 tint (1) 34:21 tips (2) 69:4,7 tired (1) 186:7 today (10) 17:7;18:4,18;19:15;21:24;32:8;33:23;75:17;79:4;104:1 together (32) 5:8,17;6:10;17:13;18:14,16;38:2,3;47:21;52:5;53:9,10;57:19;58:8,15;59:8;64:24;65:8;84:13;92:18;94:1;102:6;108:3,10,22,23;109:8;136:8,18;137:11;143:20;149:25 to-go (1) 9:21 told (13) 9:21;17:5;29:15;30:2;35:8,9;59:21;60:14;121:8;142:22;156:10,11;157:8 tomorrow (6) 9:24;22:1,7;58:14;162:6;181:6 tonight (3) 60:10,17;61:1 took (6) 7:11;47:16;79:6;159:3,5,6 tool (1) 83:8 tools (1) 16:17 toothpicks (1) 127:17 top (2) 91:13;141:11 topics (1) 137:22 tornado (1) 68:12 tornados (1) 68:14 total (3) 42:10,12;182:2 touch (1) 130:18 touched (1) 7:5 touches (1) 129:20 tough (6) 34:10,24;81:21;82:10;167:21;168:17 tournament (3) 10:12,13;22:14 towards (1) 94:25 town (3) 16:3;131:8,11 towns (2) 168:13;169:9 TPP (1) 27:5 Tracey (2) 6:22;7:13 trade (2) 27:5,6 traditionally (1) 161:12 traffic (1) 7:7 trail (1) 103:1 train (6) 8:10;37:25;75:22,24;76:3,4 trained (1) 39:11 trainer (1) 76:2 trainers (5) 38:21;75:22,25;76:2,3 training (24) 38:10;75:18,20,</p>
--	--	--	---

<p>21,24;76:5,10,10,11,23; 134:5;135:2,10,17,19,21,22, 25;136:5,7,11,21;137:11,18 trainings (1) 132:24 tranquilizing (1) 21:5 transfer (2) 74:12,17 transfers (3) 74:12,16;75:14 transported (1) 66:25 travel (2) 84:20;94:10 traveled (1) 38:22 traveling (1) 70:9 treasurer (10) 35:18,23;36:1; 44:20;148:25;172:18;174:23, 25;175:2,9 treatment (1) 146:1 tributes (1) 30:24 tried (7) 90:1;96:20;106:18; 107:1;125:1;161:13;186:4 tries (1) 17:5 trip (1) 70:13 trodding (1) 34:12 trouble (1) 24:5 true (6) 8:8;111:12;120:14; 130:17;163:9;186:21 truly (1) 5:10 Trump (3) 33:21;103:4,9 Trump's (1) 103:1 trust (2) 184:8;185:23 trustee (1) 159:7 trustees (1) 135:24 try (28) 25:15;50:9;54:14; 55:24;66:9;84:13;91:2;98:9; 99:7;103:25;104:24;108:18; 109:9,10;113:10;115:12,13, 14;117:22,23;120:13;123:5, 24;125:2;137:16;141:12; 143:20;159:8 trying (40) 19:4;25:21;26:11, 21;27:8,23;28:3;32:3;33:13; 38:5;50:20;51:9,13;66:3,9, 24;86:24;87:12;89:4;93:15; 104:3,11;105:16;106:24; 108:17;115:3,21;118:1; 123:2,19;125:10;137:13; 142:17;144:5,11,16;150:8; 151:13;167:4,4 T-shirt (3) 153:19,19;156:23 turn (9) 3:12;11:24;12:4; 17:15;83:22;86:22;97:11; 170:4;172:11 turned (9) 22:16;30:2;31:12; 34:17,20;38:16;105:7;116:1; 142:16 Turner (6) 10:10;43:19,19; 155:17,21,21 turning (4) 12:10,15,17; 106:16 turns (2) 34:16;66:14 twenty (1) 22:8 twice (5) 14:4,8;56:3;88:17, 18 twists (1) 34:16 two (28) 9:7;27:11;49:4;</p>	<p>55:17;66:6,9,16;73:19;79:1, 25;82:24;85:2,3;94:15;95:7; 117:21;126:15,16;131:10; 133:8;148:14;149:10;153:9; 156:12;166:25;182:18; 183:22;187:2 two-week (2) 75:14,16 type (3) 18:14;54:25;60:5</p> <p style="text-align: center;">U</p> <p>Uber (4) 68:25;69:1,6,12 unacceptable (2) 22:9,10 unaccountable (1) 161:25 under (6) 8:13;29:4;53:24; 55:18,18,19 undercommitted (1) 61:25 understands (3) 81:5;110:3; 115:18 underwear (1) 55:20 undividable (1) 181:15 undivided (2) 15:20;181:25 unemployed (1) 186:10 unexpectedly (1) 68:15 unfunded (1) 127:1 UNIDENTIFIED (26) 12:10, 15;35:21;41:14,15;42:15,19; 47:6,23;82:14;83:10,15,20; 121:15;142:8,11;154:17,20; 155:10;158:15;166:1;178:10; 179:24;180:10;183:10;184:1 unified (1) 5:1 uniform (1) 80:3 union (44) 5:3,7,24;8:1,9; 19:15,18,22,23,24;20:1,13; 23:4,5,19,21,24;24:4;27:10, 14;38:7,24;39:18;47:20,21; 52:4;62:2,17,21;63:1,7; 77:19,22;78:5;79:2,3,5,11; 80:6;107:18;132:9;138:1,2; 158:7 unionism (6) 20:9;47:22;48:8, 8;50:5;52:5 unions (25) 5:4;7:25;19:20; 20:11;24:16,17,24;25:2,5; 26:8;27:2,16;28:14,18,24; 30:10;80:8;101:20;107:3,5,8, 11,23;108:11;165:9 unit (2) 23:6;82:24 united (15) 5:7,15;25:2;76:7; 77:9;97:24;98:14,15,22; 102:7,23;122:1;130:6,6,10 Unity (2) 47:23,24 Unless (3) 24:8;71:20;90:6 unpaid (1) 103:2 unrepresented (1) 49:5 unsafe (1) 166:9 unwavering (1) 21:25 up (165) 3:18;4:7;7:6,21; 10:11;12:14;13:20;18:1,3,3; 19:16,19,25;28:7,29,22; 31:10,11,16,22;32:2,2,16,20; 33:6,24;34:1,19;35:16;36:4,</p>	<p>9,16,23;37:8;38:7;39:10; 40:14;41:15;42:6;46:2; 48:20;49:6;50:14;56:14,17, 22;57:9;59:10;60:12,15,18; 61:10,25;62:6,7;63:22;67:11, 23;68:3,15;69:3;72:10,19; 75:11,23;76:23;77:16,22,25; 78:19,20;80:16,16;82:1,10; 88:17;89:1;92:5;93:12,21; 95:15;96:2;99:1,5,12;101:3, 16,22;108:16;110:1,20; 111:23;112:20;113:7;114:17; 115:3,7,16;116:18;118:16; 121:18;123:21,22,22;124:4,4, 5,13,18;127:8;131:4;132:3,5, 10;133:5;134:2;137:7;138:5, 14;139:2,5,8,24;140:12,20, 21,24,25,25;141:6;143:2,15, 16,22;144:23;145:22;146:3; 148:6,17;149:21;153:9,10, 19;154:16;156:4,21;157:9; 158:1,5;159:21;163:23; 165:23;167:5,7,23;169:20; 172:2;180:18;185:8,8;186:9 upcoming (1) 92:8 update (6) 40:12;68:6;70:25; 86:2;92:5;103:25 updated (3) 68:5;76:5,24 updates (1) 86:1 updating (1) 75:18 uphill (2) 34:12;51:11 upon (4) 4:22;6:1,4;71:19 Upscale (1) 66:20 urge (3) 8:1;20:19;143:19 urgency (8) 21:3,16,17,19; 22:4;23:16,17,24;11 urgent (2) 21:23;30:17 use (11) 66:16;71:24;73:3,5, 10;78:23;114:3;115:11; 132:21;169:4;171:16 used (16) 30:6;31:1;37:25; 40:3;85:12,13;104:23;121:1; 142:4,6;144:7;149:20,25; 157:3;162:11;170:14 useful (1) 54:19 USERRA (1) 55:1 uses (1) 75:4 using (4) 67:13;68:25;69:1; 83:8 USPS (1) 120:16 usual (1) 22:8 usually (6) 88:9;89:14; 102:10;133:8;135:23;138:24</p> <p style="text-align: center;">V</p> <p>VA (3) 54:18,23;55:5 vacancies (1) 119:19 vacancy (6) 119:17,20;120:8, 10;121:2,3 vacuum (1) 163:11 valley (1) 21:8</p>	<p>varies (1) 151:20 various (2) 57:19;60:7 vehicle (7) 66:7;69:12;82:25; 166:21,23,24;169:4 vehicles (5) 66:7,17,17;69:14; 166:7 Velma (1) 179:1 verify (1) 99:7 Veronica (8) 146:25;147:4; 157:19;168:5;178:8,9; 179:23;180:20 version (5) 73:3,4;123:24; 124:17;125:11 vests (1) 156:11 vet (2) 55:8;56:5 veteran (5) 53:2;55:3,6; 56:11;130:15 veterans (24) 52:20,22,23; 53:11,13,15,25;54:7,11,17; 55:2,14;56:4,9,16,24;130:11, 13,16,17;132:6,8,14;184:17 vets (1) 184:18 vetted (1) 69:23 viable (1) 151:14 vibration (1) 12:3 vice (7) 44:14;78:13;151:5; 172:12;173:15,18;174:8 video (3) 13:18;14:9,14 VII (1) 182:3 violated (1) 72:10 Violation (2) 12:4;65:19 violations (5) 65:14;81:4,12, 19;103:10 Virgin (1) 70:10 Virginia (1) 26:16 vision (1) 53:10 visit (4) 95:15;157:6;164:14; 166:4 visitors (2) 146:24;147:2 voice (2) 168:2,2 voluntary (1) 56:19 volunteer (5) 34:4,4,5,7;169:3 vote (26) 13:24;14:22;28:8; 49:11;50:10,13,16;51:2,5,6, 19,19;63:23,24,24;64:11; 100:2;102:12,14;128:25; 158:24;170:21;185:13,16,22; 186:21 voted (1) 152:2 voter (4) 52:2,6,7,12 voters (3) 26:18;51:4,16 votes (11) 50:20;51:23; 181:13,16,24,25;182:1,1,2, 22;183:11 voting (4) 49:11;50:18,25; 51:24 vying (1) 98:19</p> <p style="text-align: center;">W</p> <p>wage (2) 90:12;103:12 wages (3) 23:21,22;90:16 wagon (1) 30:20</p>
--	--	---	--

<p>wait (8) 22:1,6;100:24;101:2, 19,21;171:19;172:4 waiting (8) 8:20;36:8;75:13, 16;88:12;95:6;96:18;171:1 waive (1) 113:21 waived (1) 113:16 wake (3) 121:18;139:23; 145:22 walk (6) 31:17;39:5;98:10; 107:18;122:7;146:15 walked (5) 29:22;31:22;38:9; 40:3,6 walking (1) 102:25 walks (1) 136:16 wall (2) 22:19;105:11 Walmart (2) 68:22,24 Walters (1) 31:13 wants (8) 48:16;56:2,6;67:4; 133:2;153:11,13;184:25 Ward (1) 6:22 warn (2) 18:18,21 Warner (3) 58:23;181:3,9 Washington (10) 13:7,10; 20:17;63:20;106:8;115:22; 116:9;133:17;160:11;187:1 watch (4) 32:12;61:21;63:10; 135:15 watchdog (2) 120:17;121:5 watched (1) 31:8 watching (1) 30:23 water (2) 146:13,14 wave (1) 127:18 Way (29) 25:2;66:3,25;74:5; 87:15;94:25;98:11;101:12; 113:13,24;114:13;123:14,24; 125:4;127:2;128:17;135:2; 141:3,25;143:18;147:8; 148:7;152:1,9;155:8,13; 160:12;166:14;183:25 Waycross (2) 80:15,15 Wayne (3) 13:4;38:12;45:21 ways (7) 23:3,11;26:2,12; 27:25;56:12;93:15 wear (18) 55:15,16;71:20; 72:1;145:24;156:10,10,12, 20;157:7,7,9,10,16,16,24; 159:10,10 wearing (1) 132:12 weather (3) 68:9,14;95:3 web (1) 71:3 website (7) 18:10;53:24; 54:14;89:20;96:23;98:1; 101:25 wedding (1) 162:21 week (8) 88:10,12,13,14; 89:12;96:17;101:24;105:20 weekend (1) 131:3 weeks (3) 95:8;117:22; 168:24 weighed (1) 125:20 weight (1) 81:17 Welcome (10) 3:3,4;17,20; 5:25;7:19;8:21;10:5;16:2;</p>	<p>78:10;80:5 welcoming (1) 4:18 weren't (1) 105:2 What's (24) 23:17;24:11; 29:21,23;30:1;46:13,18; 55:15,25;92:1;102:19,20,21; 110:22;115:21;118:5;119:14; 120:3;121:9;128:3,4;153:23; 155:18;185:17 wheelchair (3) 146:11;148:6; 150:7 whenever (2) 58:11;59:10 Where's (1) 44:7 White (13) 11:6;13:4;45:21, 23,24;58:5;122:2,8,12; 153:14;154:18,21;157:12 whole (20) 6:15;17:13;25:17; 27:21;55:25;59:20;60:23; 87:3;94:22;95:8,16;99:21; 107:21;109:11;123:4;124:22; 136:22;147:8;158:7;186:2 wholesome (1) 184:24 whoosh (1) 163:11 who's (4) 36:18;97:12;122:2, 12 Whose (1) 12:13 wife (6) 29:13,19,20;30:7; 31:18;164:5 wild (1) 108:15 William (2) 58:6;179:6 Williams (1) 11:5 Willie (1) 179:22 willing (1) 48:22 Willoughby (1) 136:12 win (2) 29:2;33:20 wind (1) 22:15 Windham (9) 13:12;36:22; 37:17,22;44:21,22;159:20, 25;164:10 wine (1) 109:6 winner (5) 101:4,21;140:15, 18;141:2 wins (5) 33:20,21,21,21,22 wipes (1) 163:13 Wisconsin (2) 27:9;116:18 wish (2) 7:22;145:9 wished (1) 113:10 within (5) 5:3,4;18:22;167:22; 187:7 without (17) 10:25;16:1,8; 35:18,23;54:24;64:11,22; 66:4;71:14;75:12,16;76:9; 77:23;80:3;136:16;151:24 won (2) 34:18;168:23 wonder (1) 85:12 wonderful (5) 3:8;6:9;92:17; 137:25,25 wondering (2) 126:3;165:9 wood (1) 93:20 word (1) 120:3 words (4) 15:21;37:15,18; 53:14 work (36) 8:1,9;4,15;18:23;</p>	<p>19:21,25;37:23;46:24;53:16; 54:18;57:19,20;64:24;66:12, 13;78:15;88:4;90:5,13;96:5; 102:6,21;103:24;108:3; 111:9,16;119:23;122:10; 128:18;132:8;138:5;147:17; 149:20,25;169:24;170:15 worked (4) 38:11;89:7;108:2, 2 workers (2) 27:13;50:17 workers' (1) 162:4 workforce (1) 69:5 working (30) 5:8;7:8,9;19:25; 20:12;22:11;24:18;27:6; 29:18;32:4;50:22;58:14; 64:5;74:6;88:25;89:24;104:2, 11;106:15;132:13,16,17,21; 141:18,21;142:2;144:1; 148:21;187:2,5 workmen's (1) 63:14 workplace (2) 19:22;91:7 workroom (1) 56:15 works (5) 28:12;66:5;143:17; 152:9;185:8 workshops (5) 94:4,5,8,13,15 world (1) 109:17 worried (1) 113:17 worry (4) 33:9;61:2;64:9; 95:22 worst (1) 61:24 WORTHY-LINDLEY (2) 179:1,2 wounded (1) 184:13 wow (2) 161:2,21 wrap (1) 132:3 wrecked (1) 166:23 Wright (12) 58:21;59:7;82:6, 6;168:18,18;180:25;181:4,7, 12;183:12,15 Wright's (1) 38:12 write (2) 135:4;146:24 write-off (1) 149:8 writing (4) 137:5;153:24; 160:24;181:20 written (1) 67:11 wrong (6) 9:12;34:11;120:13; 155:18;166:13;185:1 wrote (5) 4:19;83:20,21; 101:24;106:7 Wyatt (8) 6:22,24;7:14,16,18; 8:16;10:9,17</p>	<p>9;134:9;135:14;141:17,19, 22;143:3,3,5,7,7,9;144:5,8,9, 11,15;146:7,21;147:2; 148:17;150:18;151:19,20,20, 21;152:10,12,15,18;164:23; 184:12,12,15,23;185:10; 187:2,7 yearly (1) 152:3 year-round (1) 88:25 years (31) 8:3,13;19:16;24:8; 27:11;31:9;37:5;49:4;62:19, 21;63:22;66:8;73:19;77:3,5; 78:2;123:23;124:9;126:11, 12,16,17,20;127:6,10;135:21; 138:23;139:12;141:19; 149:20;161:19 year's (1) 93:8 years' (2) 104:19;126:10 yelling (5) 109:17,24,25; 116:19;117:8 yep (1) 98:21 yesterday (8) 3:6;6:18,20;7:5; 9:20;10:12;11:12;22:5 young (7) 8:3;17:4;141:6; 145:11;166:22;179:22,22 younger (1) 31:2 Yvonne (1) 15:10</p> <hr/> <p style="text-align: center;">Z</p> <hr/> <p>Zane (3) 41:7;45:4;178:2 zero (2) 67:8;114:15 Zipporah (1) 11:6</p> <hr/> <p style="text-align: center;">0</p> <hr/> <p>0.1 (2) 70:4,6 01876 (1) 73:16 01877 (1) 73:14 01878 (2) 73:14;75:9</p> <hr/> <p style="text-align: center;">1</p> <hr/> <p>1 (1) 182:4 1:00 (1) 17:7 1:26 (1) 17:12 1:30 (2) 84:2,4 10 (1) 29:25 10:00 (1) 94:6 100 (10) 42:11;80:11,14,20, 20,21,23;114:10,14;151:18 100,000 (3) 142:9,12,14 10th (1) 146:23 11 (2) 42:13,24 11.1 (1) 24:1 11:23 am (1) 84:3 1119 (5) 13:10;157:2,20; 179:22;181:7 1187 (1) 77:20 11th (1) 48:19 12 (2) 8:3;161:19 12:00 (1) 17:11 13 (1) 25:19</p>
Y			
<p>y'all (10) 17:25;29:10;33:15; 35:9,11,16;54:9;55:10; 140:21;183:23 y'all's (1) 100:13 year (62) 6:6;15:1;22:9; 25:21;27:17;56:3;63:22;70:1, 12,15;92:10,13;97:22;100:5, 8;104:20;122:5;124:18; 126:18,22;127:2,7,13;133:7,</p>			

<p>14 (3) 25:23;48:13;161:19 14th (5) 49:3,4,8,10;50:1 15 (2) 29:22;113:6 15th (1) 152:15 16 (1) 70:24 16th (2) 146:23;152:15 17 (2) 98:16;152:12 18 (1) 69:4 1854 (2) 73:16;74:7 1876 (1) 74:8 190 (1) 134:1 191 (2) 42:12,24 1941 (2) 92:21,25 1963 (1) 20:14 1981 (1) 141:20 1985 (1) 147:13 1992 (1) 84:25</p>	<p>3849 (1) 68:1 3rd (1) 48:14</p>	<p>9:00 (1) 187:17 9:30 (1) 182:25 90 (1) 85:3 90-day (1) 85:2 92 (1) 77:8 94 (1) 85:7 94.1 (1) 79:20 95th (1) 3:4 99 (1) 69:18 99.9 (1) 78:22 9th (3) 48:20,21;49:25</p>
<p style="text-align: center;">2</p>	<p style="text-align: center;">4</p> <p>4 (2) 181:13;182:23 4057 (1) 181:9 4862 (3) 57:13;174:12; 178:16</p>	
<p>2 (4) 42:14,25;48:14;182:15 20 (2) 29:21;181:22 200 (2) 133:24;134:16 2005 (1) 103:11 2006 (7) 70:8,11;104:13; 122:20,23;123:12;126:9 2007 (2) 70:8,11 2010 (1) 92:24 2011 (2) 147:15,21 2013 (2) 73:3,3 2015 (1) 23:25 2016 (2) 70:5;73:13 2017 (1) 70:1 20th (1) 86:9 22 (4) 26:4;98:14,18;99:14 22,000 (1) 51:4 2225 (1) 173:16 229 (2) 143:4,6 23rd (1) 51:2 24 (2) 103:10;156:19 25 (3) 60:22;69:4;153:8 270 (1) 179:6 275,000 (1) 53:11 285 (2) 65:11,14 2nd (1) 49:25</p>	<p style="text-align: center;">5</p> <p>5 (6) 30:1;85:18;98:18; 181:13;183:1,5 5,000 (1) 65:4 50 (5) 51:1;114:9,10,13; 138:23 50,000 (2) 142:6,6 50/50 (2) 160:3,4 50th (1) 162:21 546 (1) 69:11 578 (8) 41:18;140:6;172:17; 174:25;177:13;178:12,21; 181:11 588 (2) 42:8;179:18</p>	
<p style="text-align: center;">3</p>	<p style="text-align: center;">6</p> <p>6.7 (1) 24:3 600 (1) 73:21 67,000 (1) 51:3 6th (2) 72:15,23</p>	
<p>3 (1) 182:20 3,000 (1) 65:4 3:30 (7) 58:17,19;171:19,21; 172:5,10;182:6 3:52 pm (1) 187:19 30 (3) 8:13;66:8;171:22 30,000 (1) 73:18 30-plus-year (1) 9:2 30-year (1) 9:1 313 (1) 164:24 317 (1) 8:14 31-day (1) 72:13 35 (3) 24:2,4;141:19 35th (2) 141:17,21 360 (1) 75:2</p>	<p style="text-align: center;">7</p> <p>70th (2) 72:14;97:4 73 (49) 3:12;4:16,20;6:5,12; 7:24;10:18;11:7,22;35:18,22; 43:14,20;59:7;78:13;82:22; 142:1,6,7,15;143:7,9;145:7; 148:18,25;149:1,20;154:11; 155:5,22,25;165:1;169:18; 171:25;175:13,19;176:1,4,18, 21;178:3,4,8;179:2;183:5,21; 186:19;187:13,14 74 (1) 31:9 770-621-9800 (1) 147:3 7th (4) 48:15;49:25;72:15; 118:9</p>	
	<p style="text-align: center;">8</p>	
	<p>8 (3) 65:12,19;81:1 8:00 (2) 181:17;182:25 8190 (2) 73:1,9 84.7 (1) 77:13 85 (1) 111:24 86.2 (2) 77:2,10 8C (1) 65:14</p>	
	<p style="text-align: center;">9</p>	
	<p>9 (2) 38:20;77:12</p>	