

Page 5

1 said, Lord, what can 8I do change this thing up
 2 here. So who all have a watch on your arm even on
 3 your phone. Take it and hold it up. Come on now,
 4 don't be scared I got to go eat. Everybody have
 5 one? Listen to what I'm fixin' to tell you. I'm
 6 going to just tell carry this with you all the
 7 time.

8 The second thing the Lord told me is
 9 when you get back home, call somebody elderly then
 10 you call somebody young. All you got to do is to
 11 say I just thought about you. I just wanted to
 12 call you. Isn't that good from the Lord? That's
 13 good. God is good. You can hold back if you want
 14 to. I'm fixin' to give you a second and then I'm
 15 gong to get ready to say this prayer and I'm going
 16 home and eat.

17 I will be preaching the fourth Friday
 18 night at 6:00. You ought to be gone but y'all
 19 keep me in prayer and I'll pray for y'all. The
 20 subject would be hold your watches and your
 21 clocks. The subject will be -- don't forget this.
 22 Tell other people in your home. The subject is
 23 look at the old clock on the wall. It's ticking
 24 your life away. What did I just say? A bunch of
 25 you old folks my age write that down because you

Page 6

1 can't remember that. We're going to do the prayer
 2 and I'm fixin' to go home.

3 (Thereupon, a prayer was said to open up
 4 the meeting.)

5 MR. HARDEN: Y'all have a good meeting.
 6 MS. SWANEY: Thank you, Jerry.
 7 Can I get Mark Rolford for the National
 8 Anthem?
 9 (Thereupon, the National Anthem was
 10 sung.)

11 MS. SWANEY: Thank you, Mark.
 12 Can we get Al Salvatore for the pledge?
 13 (Thereupon, the Pledge of Allegiance was
 14 recited.)

15 THE MODERATOR: I want to, again, thank
 16 Tammy and the entire membership 578 for their
 17 hospitality. We had a wonderful time and I'm sure
 18 we'll be looking forward to coming back next time
 19 instead of Pooler come actually to Savannah.

20 Can I have a final credential report?
 21 Get the Credential Committee, get the Credential
 22 Committee, please. And while we're waiting on the
 23 Credential Committee if you would get Eileen.
 24 Paul, could you come up, please? He's
 25 not going to talk this morning, 1y'all. I just

Page 7

1 need him to do something. That's all. I don't
 2 know why they are giving Paul a hard time.

3 MR. BARNER: He is looking to let me
 4 talk. He lied to y'all. Let me pick up where I
 5 left off yesterday.

6 THE MODERATOR: I'll pull his coattail.
 7 MR. BARNER: So as a lot of y'all have
 8 read probably on the website postal record and
 9 heard we have entered into an agreement with the
 10 Postal Service still a big joint with the route
 11 inspection process. You know, this is -- we've
 12 had, I don't know, four or five of them in the
 13 past and so this one is a little bit different.
 14 In fact, it's a lot different.

15 The goal from headquarters on our side,
 16 anyway, was to limit the exposure letter carriers
 17 have to management when doing a route count
 18 because it seems when management when the carriers
 19 are exposed to management, that's when things go
 20 off the rails.

21 What I'm talking about is like when
 22 managers are riding with you, you know, doing that
 23 sort of thing. So, anyway, so this past week we
 24 had training in Ft. Lauderdale and we have one of
 25 the delegates or one of the members of the state

Page 8

1 association that went down to that training and so
 2 he's going to come up and give you some, an
 3 overview of what the process is like, what the
 4 training was about and give you some tips on
 5 things that you need to carry back to your station
 6 for your carriers.

7 You know, it's just like any route
 8 adjustment of if the carriers don't follow the
 9 process, they are going to end up getting screwed
 10 and we've seen that over and over. Any of you,
 11 you know, have been through the old process or
 12 been shop steward you maybe have a carrier that
 13 comes in when the adjustment is done crying about
 14 why they add all this to my route.

15 You know, it's because of what you did
 16 during that eight week analysis period that
 17 screwed you so, anyway, this is more data driven,
 18 more technology driven so we think that it's
 19 probably going to be a much fairer process and,
 20 again, it limits the exposure to management. So
 21 I'm going to ask Bobby Moore from the Savannah
 22 branch to come up here and kind of go through what
 23 he learned in Ft. Lauderdale and give you an
 24 overview of it.

25 MR. MOORE: All right. Thank you. All

Page 9

1 right. Good morning everyone. I got three hours;
 2 right? All right. Well, I just want to introduce
 3 myself. My name is Bobby Moore from branch 578
 4 here in Savannah. I don't have an accent. I'm
 5 new to Georgia, I've been here about a couple
 6 years. I came from Arizona. I was involved with
 7 the Union in Arizona. I was on the state board,
 8 Vice President of a state association of my branch
 9 as well and I did DRT, all the route adjustments
 10 that we're going to talk about here.
 11 Let me see my notes here. When I was in
 12 Ft. Lauderdale, we had the vice president of
 13 delivery operations with the Postal Service.
 14 Angela Curtis she was there. She gave some
 15 interesting facts so I wanted to share some of
 16 those facts with you.
 17 So the Postal Service has 142,000 routes
 18 out there nationwide, that's about 90.2 million
 19 possible deliveries, 205 -- 205,843 total
 20 carriers, that's city carriers, CCAs, PTRs, so all
 21 of the city carriers. The number of routes not
 22 inspected within the last five years, has anybody
 23 had their route inspected in the last five years
 24 around here?
 25 So the number of routes not inspected

Page 10

1 the last five years was 63,411 and the routes
 2 without a 3999, does everybody know what a 3999
 3 is? When management is going out riding with you,
 4 you know, in the back of the vehicle with you? So
 5 there hasn't been 3999s performed on over 77,000
 6 routes in the last two years.
 7 So like Paul was saying, this new route
 8 adjustment process is each step of the way I've
 9 noticed being involved with them they have gotten
 10 better and better and better and like Paul said,
 11 there is less management involved in each of the
 12 process and this one, again, is that way.
 13 So the new memos were signed there were
 14 1982, 1983 and 1984 where they were signed on May
 15 10th of this past year or this year. The new
 16 process is TIAREP, which stands for technology
 17 integrating alternate route evaluation process.
 18 So it's a lot more data driven and just like
 19 anything, the more data you have, the better
 20 result you're going to have.
 21 This is the future for all of us that
 22 still have, you know, a long time to go. This is
 23 the new technology our competitors are using a
 24 program similar to this Amazon, UPS on how they
 25 adjust their route so, you know, the Postal

Page 11

1 Service is on top of everything; right?
 2 So the streets basically the major
 3 differences in this route process is everybody has
 4 been through CD wrap and everything like that so
 5 the office time is exactly the same on how you get
 6 your office time based on your volume and
 7 everything like that so the same process that they
 8 take, you know, if you're not up to standard, they
 9 are going to put you 100 percent standard. You
 10 know, so a little piece of advice, the less office
 11 time you have is better for us.
 12 The street time is where the major
 13 difference is here and the data to adjust the
 14 routes now is called DSR, which means digital
 15 street review, which is an excellent program and
 16 I'll explain when I go down in my talking points.
 17 So what happens is we're starting this process now
 18 and we're going to start analyzing the data that's
 19 here in July so next month we're going to start
 20 selecting zones.
 21 I could select any zone I want, manage
 22 and can select any zone mail on, so our selection
 23 period is in July. If you get selected in July,
 24 September, October, November will be the
 25 implementation dates and then, again, in October

Page 12

1 of this year we have another selection process to
 2 get opted into the zone and then those adjustments
 3 will take January, February, March. And then
 4 another one May of 2023 we'll have a final
 5 selection zone if it's not extended so the number
 6 goes through the end of 2023.
 7 So let me talk about some of the topic
 8 points. The most important thing that they try to
 9 get, and I'm at fault for this, too, is they
 10 really stress the importance of having your
 11 scanner on you at all times. Now, I know people
 12 say, oh, I don't want to be tracked and this and
 13 that like every little second, okay, it's
 14 beneficial for us letter carriers to have that
 15 scanner on you.
 16 You know, when they count the rural
 17 carriers, you know, they used to go out and
 18 measure every step they took. We want credit for
 19 every second of everyday to be accredited to our
 20 routes. So if I'm on a mounted route and I scan a
 21 parcel and sitting in my vehicle and I got to walk
 22 up to the door or say they have a side entrance or
 23 something like that, you know, it's going to show
 24 up as a flag and I'll get what that means because
 25 you're outside your parameters for the times that

1 they kind of estimated time that they threw out.
 2 So you want to get credit for walking up
 3 there, you know, to the door, to the side door and
 4 even if you're accountable it's going to show you
 5 where you're at, when you scanned it and plus it
 6 gives the visibility to the customers and it's,
 7 you know, kind of, you know, protects you while
 8 you're scanning the package at the door, customers
 9 complains that they never got their package and it
 10 shows it was scanned in the street rather than the
 11 door.

12 So always carry your scanner, I mean,
 13 that's one of the biggest things keep it on you so
 14 you get credit. Another thing is our edit books.
 15 The edit books have to be up to date and we have
 16 to make sure that we have every active delivery
 17 is updated because it's DSR is that new program it
 18 uploads every Sunday from AMS.

19 So if we get all the deliveries, I mean,
 20 it's pretty amazing how it shows it has little
 21 symbols on there, every delivery that we make and
 22 the little symbols change for us, like it's a CVU
 23 or MBU rather than a just single mailbox. And so
 24 we need to get our updates, our edit books updated
 25 and keep them updated. You know, if you need

1 know, and because it's going to show you
 2 delivering on this other route up here and you're
 3 line of travel and everything. So it's important
 4 to log in properly and to log into your scanner
 5 and to log into the route that you're actually on.

6 And make sure, you know I have at my
 7 station they had it wrong and every time my scans
 8 would show up as another supervisor that wasn't at
 9 our station so I don't know how it got -- you
 10 know, sometimes whoever makes the ID badges they
 11 can throw in the wrong number so it's important
 12 just to make sure that, you know, your name is on
 13 there properly, the route ID is accurate.

14 And the local contacts, how many has
 15 been the local contact in here for any of the last
 16 route adjustments? Okay. Local contacts
 17 basically like a steward; okay? Very important in
 18 this process. We're relying a lot on the local
 19 contacts. Before you have teams coming in and
 20 doing consultations with you face to face. This
 21 time it's being to be virtual.

22 Now, that's kind of where I would like
 23 to be. I like to be in an office, I like to see
 24 the flow of mail, I like to see the route, who is
 25 the heavy hitters are in the office, the routes

1 help, reach out to your branch or somebody in your
 2 station that's done it before. It's fairly easy
 3 once you do it one time you understand what it is.

4 Another important thing is log in your
 5 scanner correctly. Make sure that you're scanning
 6 your badge for your route and then if you've got a
 7 pivot in a relay that you're scanning over, you
 8 switch over to that route. It will show you, you
 9 know, where you go, it will bring up a red flag if
 10 you're out of your zone and everything and it's
 11 important because when you scan over, and here is
 12 an example. They showed us at one of the
 13 installation dates they did.

14 How many of you have done a pivot
 15 before? Okay. So say they give you two hours but
 16 the pivot only takes you 20 minutes. What are you
 17 going to put on your -- what are you swiping to?
 18 You're going to put in that whole time or you're
 19 going to make your route look bigger; right?

20 Well, eventually the clockers will
 21 probably go away because this is your real live
 22 action and if we have to question anything, we
 23 have got to pull it up and say, well, you know,
 24 you gave your route ten hours but you were only on
 25 it for, you know, eight-and-a-half hours, you

1 that don't get anything, you know, so just I like
 2 to be there to see it to look in the people's
 3 eyes, you know, because, you know, people are
 4 going to have that perception of you're going to
 5 do what you're going to do anyway. I don't care.
 6 I like to bring it out in there, you know, wear my
 7 uniform and tell them, hey, I'm one of you guys.

8 I'm here for you. So we're gong to do
 9 it all virtually it's worked. It's going to be
 10 interesting and this way, hey, if a district is
 11 behind, they can call up another district lead
 12 team and they could help out, the leads could help
 13 out, you know in other districts and stuff like
 14 that so it's the way of the future. I mean, we
 15 have to advance in our technologies and the way we
 16 do as well.

17 So the local branch sergeants that are
 18 in here you probably got an e-mail from Lynn
 19 yesterday about a Zoom meeting, very important if
 20 you can get on there. If the branch president
 21 starts thinking local contacts for the offices and
 22 the branch president for certain zones that they
 23 want to be selected that need to be selected, I'm
 24 going to be honest in July we're kind of looking
 25 at some smaller stations. I don't want to get

Page 17

1 thrown into 100 station zones for the first
 2 station just so we can work out any kinks and get
 3 the best accurate data that we can get, you know,
 4 possible.
 5 It's a joint process so management can't
 6 do nothing. If we don't do consultations, it
 7 ain't going to work. My last department I had as
 8 CD rep, I'm going to fast forward through
 9 everything, fast forward to the consultations, it
 10 didn't work so she wasted her time. I just
 11 basically said, hey, this is over. My --
 12 contacted my DLT member, told him he sent it up
 13 and she got removed from the process, so it's a
 14 joint process.
 15 Have an open mind about it because it's
 16 our route. It's actually taking management, like
 17 Paul said, out of this and it's your physically
 18 route that it's doing, it it's your numbers.
 19 During your consultations, okay, we're going to
 20 be -- it's not a PDI.
 21 They had a lot of people feedback from
 22 the installations where the test sites that it
 23 sounded like we're going to ask you a million
 24 questions and it's nothing that you're doing
 25 wrong, okay, this is just we're trying to get the

Page 18

1 best data for your route. And so I was explaining
 2 to some of the people in here that so these
 3 parameters that we have say it's 32 seconds per
 4 delivery, it's just a parameter.
 5 They have to have a starting point and
 6 end point, it's not set in stone. So any time you
 7 go outside that 32 seconds for a regular mounted
 8 delivery, it's going to give you a little red
 9 line, okay, and that's what you can --
 10 THE MODERATOR: Five minutes to close
 11 the vote. If you have not voted yet, you have
 12 five minutes.
 13 MR. MOORE: So it will be a flag that
 14 turns red on the screen and during these
 15 consultations, this is other great thing, we're
 16 going to have it on the board so you could see
 17 where we're talking about. You could see, I could
 18 hit the playback button and your little LLV, or
 19 what's the new vehicle called?
 20 The new vehicles on there, the Peyton
 21 manned vehicle you'll see him, you know, driving
 22 through the neighborhood and your line of travel
 23 going up here doing a loop and so when you get
 24 that little red line, you could have scanned the
 25 parcel or box and then walked it up and you're

Page 19

1 over 32 seconds, so that's the stuff we're going
 2 to try and pull out of you during the
 3 consultations.
 4 Same with the parking loop route, okay?
 5 You know, I have a business route that I happen to
 6 do the horse shoe walks and so I sit there and I
 7 scan what I usually scan I leave it in my vehicle,
 8 that's going to show up that it's stationary,
 9 okay? We need to start carrying our scanner when
 10 we're walking into businesses and all that.
 11 So we're going to ask you all that type
 12 of stuff, the edit books. This route that we were
 13 looking was Moore, Oklahoma they had a tornado so
 14 they had a lot of missing deliveries and stuff so
 15 they would go out of their way but there was a new
 16 business way over here but it wasn't in their edit
 17 book so we're going to ask you and it's going to
 18 give us 100 blocks, you know, do you have a
 19 delivery, you know, within this block range and
 20 this number range.
 21 So we're going to ask a lot of
 22 questions. Don't get ticked off. We're trying to
 23 pull the information out. You're not in trouble.
 24 If you don't know, you don't know. Hey, you know,
 25 customer contact. I was talking to my customer,

Page 20

1 you know, about customer connect or something like
 2 that or, you know, it was your break so it
 3 automatically pulls out a lunch break so if you
 4 don't take that, that's one of the questions we're
 5 going to ask you do you take your lunch.
 6 If we see that, you know, it's
 7 automatically going to put a lunch spot wherever
 8 the longest time is that you are stationed there
 9 on your route. That's what the computer calls
 10 that your lunch so we're going to ask you where
 11 did you take your lunch at, you know, or it could
 12 be, you know, you could have a high-rise or you
 13 could have an apartment complex that's longer.
 14 We want to put the lunch where it needs
 15 to go and put that delivery credit to that
 16 separate segment. So the break rooms count every
 17 single second, okay, so that's very important
 18 that, you know, we carry our scanners and keep
 19 them on us so we're getting credit for all the
 20 seconds.
 21 Let's see, I wanted to read the
 22 questions that are going to come out to the
 23 stations. So the stations are going to be
 24 notified at least 30 days in advance before we
 25 come into an office so if we could give you more

Page 21

1 of an advance, we can give you more but you're
 2 going to get the local contacts for the union and
 3 management are going to have sit down together and
 4 fill out this questionnaire and we'll give you
 5 timelines to do that as well.
 6 So basically, the proper -- properly
 7 evaluate the routes and it's really important for
 8 the evaluation adjustment team to be made aware of
 9 any issues that may effect the evaluations so
 10 we're going to give you the questionnaire. Some
 11 of the questions are during the period are there
 12 any known issues or events, seasonal routes if you
 13 have a college, you know, city, operational
 14 changes, any type of new growth, that type of
 15 stuff with the routes.
 16 Any routes not being serviced by the
 17 regular letter carrier we need to know if you have
 18 any vacant routes, why are they vacant. We're not
 19 holding any routes so if they say we're not going
 20 to post this route because we have, you know, tire
 21 app coming in. Nowhere in the memo does it say to
 22 hold a route so management can't hold the route
 23 just to think, you know, for this process.
 24 Do any routes have like an abbreviated
 25 deliveries? Sometimes the routes will have

Page 22

1 special days off because they have a business
 2 route on Saturday and they are closed on Saturday,
 3 their days off are Saturday. If they do, you
 4 know, have another route or something like that,
 5 any type of abbreviated routes stuff like that we
 6 need to know about.
 7 Is there anybody on work hour
 8 restrictions, light duty, limited duty, anything,
 9 you know, just any type of a restriction that we
 10 could look at? Parcel post help. The only
 11 routes we're evaluating is if you actually case
 12 mail. So if you have a collection route where
 13 you're not casing or delivering mail, okay, and
 14 it's just strictly, you know, collections or
 15 parcel post, those routes aren't going to be in
 16 with this process.
 17 But if you have a combo route, say, you
 18 come in and you deliver mail or casing mail or if
 19 you're having to do two, three hours and then
 20 start collections, we're going to count that
 21 delivery time as long as there is street time and
 22 there is an office time those routes will be
 23 evaluated.
 24 When we come into a zone, we're going to
 25 come in and do all the routes in that zone. Combo

Page 23

1 routes, here an important thing: The data
 2 integrity; right? Does anybody have issues with
 3 data integrity and with postal management? So
 4 we're going to want to know. It's a joint process
 5 so don't just give this paper to management and
 6 let them fill it out or don't let you fill it out.
 7 Fill the part and let them know that you're
 8 putting them on blast.
 9 Any type of improper use of hour codes
 10 they will you to go clock over, it was 7:33 time
 11 or whatever, we need to know modifications of any
 12 type of auxiliary assistance. Then we're just
 13 going to explain that about the process that we're
 14 coming in doing all the zones we're going to need
 15 a copy of the LMOUs and why is the LMOU important?
 16 Can anybody just shout it out?
 17 UNKNOWN MALE: Wash up time.
 18 MR. MOORE: Wash up time; okay? You
 19 know, some LMOU's have a certain amount of wash up
 20 time or they have an office break that's 15
 21 minutes instead of ten minutes. The system is
 22 going to note ten minutes so it's going to ask for
 23 a copy of your LMOUs so if you don't have one or
 24 it's 20 years old and try to find it, get a copy
 25 because we're going to ask for it.

Page 24

1 The next question is about the AMPM wash
 2 up time. Do you take the office break? We
 3 noticed one of the examples was one of the
 4 parameters they give you is for loading time so I
 5 believe it's, don't quote me, it's 22 or 26
 6 minutes it gives for the loading time for a
 7 parameter; okay?
 8 If you go over it, it's just going to
 9 ask why did you go over, you know, and this
 10 installation they did they were all at 30 minutes,
 11 40 minutes so they had to ask them so at that
 12 installation that's been past practice that as
 13 soon as they go load their parcels first thing
 14 right when they clock in they grab their hampers
 15 and go load their truck, come book into the
 16 office.
 17 Once they go load again they clock to
 18 the street and then they go to office or take
 19 their two street breaks they take it in the office
 20 but they are on street time. So that was
 21 affecting the loading time so then we just deduct
 22 the ten minutes from the loading time and it's
 23 good because it goes as their break.
 24 Now parking loop routes, you know, on
 25 the questionnaire they ask you if there is any

Page 25

1 criss cross or left handed delivery so are there
 2 any left handed people deliver left hand? It's
 3 kind of a joke, left handed delivery, we need to
 4 know if the parking loop criss cross and stuff
 5 like that so we could adjust that.
 6 It is going into once it's adjusted, if
 7 core, the cortex are available, it will go through
 8 core. I've seen a lot of disasters with core but
 9 it's actually a really good program if you get the
 10 right person that knows what they're doing, puts
 11 the right data in and hits the right buttons and
 12 so just everything has a bread crumb every second.
 13 So we're going to have more training and stuff.
 14 The branch presidents will be on the telecom on
 15 there.
 16 I wanted to -- the reaks, do you know
 17 guys know who you are? I've got a list of them if
 18 you could stand up. Any of the route evaluation
 19 adjustment team? There is it Beau? Are you in
 20 the room? Beau, could you stand up? Robert;
 21 okay. Melanie? Melanie in here? Busbee, no?
 22 Ronnie Buie; okay.
 23 So these couple gentlemen and the names
 24 that I named are going to be the team in charge of
 25 Georgia so we're going to be taking care of you

Page 26

1 guys. Those that know and, you know, I'd like to
 2 talk to you guys kind of to get on the same page
 3 but this is our theme for Georgia and then we had
 4 Cynthia is going to be the cortex so there is
 5 going to be the DLC, which is the district lead
 6 which is myself, and the other members that I
 7 mentioned with the reek team.
 8 We're going to be working as a team a
 9 minimum of four per district so right now we have
 10 four so we could add more and if somebody wants
 11 one core technician from management and the union
 12 a minimum of one so there could be more. So it's
 13 a joint process, the NELC core tech with the post
 14 office core tech.
 15 So they are going to be -- and it says
 16 states in the memo, which I liked in this memo it
 17 actually states the core tech is supposed to
 18 listen to the reek, to the DLT, whoever, the team,
 19 they are the ones supposed to be doing it not the
 20 core tech doing what they want to do and hitting
 21 the buttons so they think that makes more sense.
 22 So they are going to be listening to us instead
 23 of, you know, making their own decisions.
 24 And I'll be around afterwards, I won't
 25 keep going on because there is a lot more

Page 27

1 information and details that will be coming up but
 2 just to give you a heads up, get ready and start
 3 carrying your scanner. It does take the seven
 4 week analysis like all the other reps and then
 5 there is going to be a live week so the numbers
 6 are pretty much done for the seven week analysis.
 7 That live week is when we'll be in there
 8 and what we're going to do it's our job is to
 9 create the 99 based on this DSR, digital street
 10 review program, so we're going to be doing the 99s
 11 instead of managements doing the 99s. We're going
 12 to make sure the routes are getting the right
 13 credit and get the accurate data put in there.
 14 So if you have any questions, I'll be
 15 around afterwards. Thank you very much and I look
 16 forward to seeing you guys.
 17 THE MODERATOR: All right. Thank you,
 18 Bobby. You know, the whole idea is I always say
 19 it when you carry your route, you want the
 20 inspection and that's when you really mess up. If
 21 you carry it everyday as if you're being
 22 inspected, then you won't have a problem when
 23 they're on with. Carry it everyday as if you're
 24 being inspected.
 25 We have a final report from credential

Page 28

1 committee.
 2 MS. DUNN: Good morning everybody. My
 3 name is Angela Dunn from branch 73; Denise Reid
 4 branch 73 and Lee Smith, Decatur, Georgia. The
 5 total delegates 152. There were 12 state officers
 6 and three national officers. That's it. Oh, I'm
 7 being corrected, just one national officer only;
 8 okay?
 9 MS. REID: Good morning. For those of
 10 you who will be traveling to Chicago for the
 11 national convention, I've been in contact with
 12 branch 11 President Mac Julian. He's trying to
 13 negotiate some discounted tickets for us to go see
 14 the Chicago Sky.
 15 For those of you who don't know who the
 16 Chicago Sky are, they are the current WNBA women
 17 basketball champions. They will be playing
 18 Sunday, August the 7th at 1:00 at the Wintrust
 19 Arena. That's right next door to McCormick Place
 20 where the convention will be held. I don't know
 21 how they're going to go about distributing that
 22 information but for those of you from Georgia who
 23 might be interested in going to the game, I'll be
 24 happy take your information the day before we
 25 leave.

Page 29

1 Also, there is a cruise, a dinner cruise
 2 on Wednesday, August the 10th. The price of that
 3 cruise is \$120. Initially, there were only 400
 4 seats but that ship sold out so quickly that they
 5 have gotten a bigger ship but they are only going
 6 to accommodate 750 people; okay? So when I last
 7 spoke with Mac on Wednesday, there were still
 8 tickets and he told me to, you know, let you know.
 9 There is a flier that's on my phone and
 10 I'll be happy to share with you guys. But thank
 11 you for a good convention and wishing safe travels
 12 to everyone for the national convention. Thank
 13 you. Okay. Carl just asked about the Cub's game.
 14 There are some tickets. They are working out some
 15 packages for the Cub's game.
 16 They have two games. I think they have
 17 a Wednesday afternoon game and there is a night
 18 game there but I can't remember the date but,
 19 thank you.
 20 THE MODERATOR: Do we have a motion to
 21 accept the committees report?
 22 MR. COLTON: I make a motion that we
 23 accept the credential report.
 24 THE MODERATOR: Who are you?
 25 MR. COLTON: Lonnie Colton, branch 263

Page 30

1 Augusta, Georgia.
 2 THE COURT: Thank you. Do I have a
 3 second?
 4 MS. CHARDON: I'll second it.
 5 THE MODERATOR: And who are you?
 6 MS. CHARDON: Althea Chardon, Augusta,
 7 Georgia branch 263.
 8 THE MODERATOR: Thank you. This is for
 9 the court reporter. She needs that information we
 10 have a motion and a second to accept the
 11 credentials. Any discussion? Hearing none, all
 12 those in favor say aye.
 13 (Thereupon, a vote was taken.)
 14 THE MODERATOR: There is no opposers I'm
 15 sure. Eileen, please come forward. Before Eileen
 16 gets here, I just want to remind you that anything
 17 when you want something from another party or
 18 another individual, nine times out of ten it
 19 requires some funds, exchange of funds. I said
 20 that to say this: That when we need support on
 21 bills that effect the Postal Service and letter
 22 carriers and their families, in order to get the
 23 congressmen and the senators to vote to support
 24 us, nine times out of ten they are coming with
 25 their hand out.

Page 31

1 They need money for their campaigns so
 2 it's a two way street. We want something from
 3 them, they want something from us. But the
 4 problem is we cannot use your union dues to
 5 support them. That's why it's important for us to
 6 contribute to the Letter Carrier Political Fund.
 7 So if you're not a contributor, please
 8 consider it. It is important that we have the
 9 necessary funds to give to them. We're not buying
 10 votes but we're buying support and that's what we
 11 need if we're going to -- in order to get this
 12 postal refund believe it or not, it wasn't just
 13 talk, it was some money exchanged because when
 14 their campaigns needs some funds, they are coming
 15 to you with their hand out and then the we're
 16 prohibited from using union dues; okay?
 17 Eileen, and I promise you Eileen will
 18 not be as long as Parker. She does like to talk.
 19 MS. FORD: Hey, y'all. Don is right but
 20 we've got a bunch of stuff coming up that I know
 21 you guys probably aren't aware of. Again, we're
 22 delivering the mail, you don't have time to pay
 23 attention to everything especially here in
 24 Georgia.
 25 We saw Senator, you know, Warnock

Page 32

1 yesterday speak to all of us. He's coming up on
 2 midterm elections. His seat is coming up. He
 3 needs our support and we need him in there and the
 4 way to do that, as Don just stated, is we've got
 5 to make sure we've got that support there for him
 6 and that's through the Letter Carrier Political
 7 Fund.
 8 y'all have done a great job today or the
 9 past couple of days supporting that fund. I've
 10 got a lot of one time contradictions. Thank you
 11 very much. Several of you have upped your
 12 donations, which is awesome. A couple of us have
 13 actually signed up to do a continuous donation
 14 which makes its very easy for us to be able to
 15 budget our needs and what we need by continuous
 16 donations.
 17 For those, a couple of y'all that I
 18 think are still undecided about doing this, please
 19 consider doing it. I mean, this pact that we
 20 have, the Letter Carrier Political Fund it takes
 21 your contributions and puts it just towards
 22 candidates, legislation, agendas that support us.
 23 That is all that donation is used for.
 24 It doesn't pay my salary, it doesn't pay
 25 national officers salaries, it is there to make

Page 33

1 sure it is working for you, me, the letter carrier
 2 out there. So it's an important donation to make
 3 just like Don stated, it can't be used, it can't
 4 come out of our union dues. There is restrictions
 5 put in place, federal restrictions put in place
 6 but I can tell you this: Just like Don just said,
 7 our competitors have no problem being able to use
 8 their members dues and they got some deep pockets
 9 and I'm not going to sit up here and say we're
 10 broke because we're not, but we need to make sure
 11 that we've got the funds to move forward and get
 12 our agendas passed.

13 Paul yesterday talk about House
 14 Resolution 82, 4268, those are our top two agendas
 15 right now and, yes, we were successful in getting
 16 3076 passed so repealing of that funding mandate
 17 hallelujah took 12 years guys, 12 years of us
 18 fighting, fighting and that fight involved your
 19 donations. That would not have happened without
 20 your support.

21 And it is, it's the 21st century, money
 22 talks. This is what these guys listened to. Yes,
 23 we would like to all take the high road and say
 24 that's not what it should be about but, you know,
 25 but guys, this is not a political issue for us, it

Page 34

1 is a postal issue. We need to make sure our
 2 employer is strong so that way we can have a
 3 strong union as well just like Paul pointed out
 4 yesterday; okay?

5 It's going to take all of us
 6 collectively and that Letter Carrier Political
 7 Fund is our tool. It is through us collectively,
 8 it is our I won't say our number one tool but it's
 9 damn close. It's one of the best tools we got to
 10 make sure our voices are heard up there. So for
 11 those of you who are not donating, please consider
 12 doing so.

13 This is not something new. This pact
 14 has been around since 1975, it has fought off all
 15 kinds of attacks against us our wages, our
 16 benefits. You know it was a strong pact probably
 17 until around I'll say the late 1990s -- well
 18 actually, it was late 2000s, that's when we
 19 started having some issues and that's when the
 20 economy started going a little bit bad. We also
 21 had the prefunding mandate that took place that
 22 took a big chunk of issues that we're having right
 23 now but we just got resolved 12 years later.

24 You guys, it's important that we are
 25 donating, it's important that you know you're

Page 35

1 doing what you can while you're out there
 2 delivering. And I'm going to tell you now for
 3 those who have upped their contributions this time
 4 around, thank you because I know it was always
 5 give me five and don't let me -- I want to make
 6 sure I'm clear this: We appreciate whatever you
 7 donate and contribute; okay?

8 But \$5 don't get you like it used to
 9 where you need to be, okay? Inflation, it impacts
 10 everything so if y'all, just a couple pennies
 11 more. I'm out there, please come see me. It's
 12 worth it. We need to make sure we stay strong.
 13 We need to make sure our voices are heard in
 14 congress and that's the way to do it is through
 15 that Letter Carrier Political Fund.

16 And I will tell you this: You know, our
 17 national president, President Rolando, Executive
 18 Vice President Brian Renfro, Cory Blalock, we've
 19 got Executive Assistant to the National President,
 20 Eddie Davidson, they work tirelessly to make the
 21 legislation goes through the way we need it to go
 22 through.

23 It is worded to benefit letter carriers,
 24 they stay on top of it. It's not something we're
 25 just going to push out some language and hope that

Page 36

1 those representatives abide by it. Fred and Brian
 2 and that whole committee up there they are meeting
 3 with policy and consumers on a regular basis as
 4 well as our top Republicans up there who helped us
 5 get this 3076 passed. We've got to make sure that
 6 we have all their voices.

7 We need all the bipartisanship we can
 8 get especially right now. We are expecting
 9 midterm elections for the house to flip possibly
 10 the senate as well. But you know what? We have
 11 strong bipartisan support. We're not that worried
 12 about that; okay? But we need to make sure that
 13 our voices stay heard. We need to make sure here
 14 in Georgia that we're supporting our Democratic
 15 senators; all right? So they need our support, we
 16 need them. We support those who support us.

17 If you have any questions, please come
 18 out there had and see me. Like I said, this is
 19 not a new thing. This pact is strong but we got
 20 to keep it strong and we've got stuff coming up
 21 and we got to make sure we're there to be able to
 22 support it. I appreciate y'all's time. Thank
 23 you.

24 THE MODERATOR: Thank you, Eileen.
 25 While we're waiting on the Election Committee we

1 will get to those that have the raffle. Tim, what
 2 do you have? MVA?
 3 MR. TIM: I want to do mine last.
 4 THE MODERATOR: He always wants to be
 5 lost. Okay. Rico?
 6 MR. PHILLIPS: Everybody doing this
 7 morning? Woof, woof. Go Dogs, go Falcons, go
 8 Hawks, national Championship World Series Braves
 9 in the house. We can't say that about ours.
 10 Well, I ain't going to call that team name, but,
 11 anyway, I just want to thank everybody for
 12 participating today in the Letter Carriers
 13 Political Fund.
 14 Eileen just kind of talked about it and
 15 sometimes, you know, you don't know if you want
 16 something until you get it because if you never
 17 had it, sometimes you don't know you want it. As
 18 my father used to say, you don't miss your water
 19 until your well runs dry so we don't want our well
 20 to run dry. We want to keep the well full of
 21 water.
 22 As a matter of fact, we want it to
 23 overflowing that way we have plenty and plenty to
 24 share for the future for the people coming behind
 25 us. We want to make it a good thing. We Want to

1 they got that won't stop talking? But, anyway I'm
 2 going to need somebody to pull a ticket, I just
 3 need one. She's mixing them up real good.
 4 Somebody is about to be a winner. You going to
 5 read the numbers for me? Okay. Just read the
 6 whole thing. We want to make sure they got it.
 7 Here we go.
 8 UNKNOWN FEMALE: 1225131.
 9 MR. PHILLIPS: Let us look at that
 10 ticket and make sure it's the right one. Johnny
 11 Riggins, branch 73 retired come on and get it
 12 Johnny, thank y'all very much. We've got a total
 13 of -- we got a total of \$670 from the fund. Thank
 14 you very much.
 15 THE MODERATOR: Thank you, Rico, and
 16 thank you for those that made this fund continue
 17 to grow. Scholarship?
 18 MS. DODSON: Good morning everybody.
 19 Woo, woo, woo, woo, woo. First of all, we want to
 20 say thank you because Jacob he did resign. You
 21 know, he usually does this so we want to thank you
 22 and we are here to honor in of Jacob. He is the
 23 best President and the next one that goes in his
 24 footsteps we already know is going to do the same
 25 thing.

1 keep it a good thing because it is a damn good
 2 thing. So everybody heard this little box that I
 3 was playing today sitting on the table but some
 4 people thought what I was raffling off I was
 5 playing in the hospitality room. No. Here is the
 6 new one right here. Here it is.
 7 So but, as a matter of fact, if you get
 8 a second one, you could actually have a
 9 stereophonic sound in your room. Once you charge
 10 it, it will play for eight hours without even
 11 being plugged up. You can get them at Best Buy,
 12 Private Wayfair, maybe Overstock.Com, you can get
 13 it on Amazon because of the Amazon workers trying
 14 to unionize we want to maybe try to help what they
 15 need to get.
 16 Let's see, did I bring my little -- I
 17 need to get the tickets. Just throw them up here.
 18 Now, I'm going to be having the drawing and
 19 somebody is going to win this box. It sounds
 20 pretty good. Now, that was somebody going out
 21 with a little woo, woo, woo every time I put the
 22 music on. Where she at? Where the party girl at?
 23 But, anyway, we had a great time. You
 24 know, you could hook it to I-pad, you could hook
 25 it to your iPhone, probably what's the other thing

1 My name is Chalice Dodson, Decatur where
 2 it's greater, branch 2225, and we got Leigh Smith,
 3 branch 2225. So with the Royal Eaves Scholarship
 4 we have a total of \$484 that will be donated.
 5 Thank you. All right. Y'all, this is the white
 6 tickets. We're going to give away the airpods
 7 Babies, great grandbabies, come on. Presents,
 8 gifts, come on. Don't look at it like that.
 9 And thank you, Ernie, for donating, he
 10 didn't want no ticket but we appreciate you,
 11 Ernie. I know you're in the audience somewhere.
 12 Thank you. We need a puller, somebody different.
 13 UNKNOWN FEMALE: Okay. It's 929328.
 14 One more time, 929328.
 15 THE MODERATOR: \$484, huh. Thank you
 16 very much.
 17 MR. WHITE: Good morning everyone.
 18 Branch 578 we hosted this convention. We had --
 19 we had some prizes from MDA, we have three prizes.
 20 We have the first prize this is the ticket with
 21 seven numbers. So we're going to have to call out
 22 the numbers, all the numbers because we had blue
 23 tickets, too.
 24 First prize is going to be a gift bag of
 25 different types of tea. Can somebody come and

Page 41

1 draw. After they call this number, make sure you
 2 still hold on to those two tickets because we've
 3 got two other prizes.
 4 UNKNOWN FEMALE: 5893601. 5893601.
 5 Somebody got it? It's the one with seven numbers.
 6 All right, y'all, we're moving on. The next
 7 number is 5893589. 5893589. Hold on to these
 8 tickets. The next prize we have a \$50 for
 9 Joseph's Salon in Savannah now. 5893526.
 10 5893526.
 11 MR. WHITE: You got the luck of the draw
 12 because you live here in Savannah. Okay. This is
 13 the last drawing for the portrait. All right.
 14 Here we go, last one. 5893616. 5893616. Thank
 15 you we raised \$310 for MDA.
 16 MR. HAYES: Everybody ready to get a
 17 little? I'm not going to take all day but I don't
 18 believe in one person walking out with money.
 19 Everybody is going to get a changes to get a
 20 little bit. One of the things that I do this is
 21 almost like 40 years of me working with MDA doing
 22 fundraisers and I started back in 1982 and I've
 23 been working with them ever since and MDA is near
 24 and dear to my heart so every time you all see me,
 25 just call me Mr. MDA.

Page 42

1 All right. So we're going to give away
 2 quite a few here: we had a total, raised a total
 3 of \$718. We're going to give away half of that,
 4 just about half and then I'm going to round up the
 5 rest and whatever we don't -- we come short of
 6 \$400 I'm going to MDA, I'm going to go ahead and
 7 give it to MDA. I'll put the rest in; okay? So
 8 pull me a ticket.
 9 UNKNOWN FEMALE: 357789.
 10 MR. HAYES: It's not Ronnie Harper.
 11 357789. Don Lowry left his tickets. All right.
 12 All right. Here we go. All right Beau. The
 13 winning number was 357789 and he does have it.
 14 UNKNOWN FEMALE: All right. Here we go,
 15 winning ticket 357635. 357841. 357972. Here we
 16 go. It's 357910, 910. Okay.
 17 UNKNOWN FEMALE 2: I just want to give
 18 it back. That's what I'm talking about.
 19 MR. HAYES: Two more. It's greater in
 20 Decatur, y'all.
 21 UNKNOWN FEMALE: 357865.
 22 MR. HAYES: 865, last three 865, 865.
 23 UNKNOWN FEMALE: Okay. 357948, 948.
 24 MR. HAYES: We have one more.
 25 UNKNOWN FEMALE: All right. This is the

Page 43

1 last one. 357906.
 2 MR. HAYES: 906.
 3 UNKNOWN FEMALE: 906.
 4 MR. HAYES: Thank you so much. MDA will
 5 give \$400.
 6 MS. BLAIR: Good morning everyone. We
 7 have had a great time with you, okay, and, like I
 8 said, let me know for next year. I'm going to
 9 walk I-20, I-75, just let me know, okay? All
 10 right. Here we go, our winners. The winner for
 11 the \$25 door prize is Felice Strong. The winner
 12 for the \$50 door prize is A.J. Johnson. We'll
 13 notify them. You didn't have to be here to pick
 14 up your prize. Okay. The \$100, Jerry Thorpe.
 15 Thank y'all.
 16 THE MODERATOR: We're going to thank the
 17 Atlanta Postal Credit Union and all of you that
 18 have contributed to these funds. And while we are
 19 patiently awaiting the Election Committee, where
 20 is Roland?
 21 UNKNOWN MALE: Testing, one, two. This
 22 was last night I was in the hospitality room with
 23 Carl and Carl mentioned to me about a young lady
 24 that works here at the Embassy Suites Hotel that
 25 made this convention real comfortable for us.

Page 44

1 Anything you asked her to do, she was saying yes
 2 before he could get the words out his mouth. I
 3 don't remember her name. Janice Henderson, Janice
 4 Henderson. So what I'm asking everyone to do
 5 let's pass the hat and let's give her a
 6 contribution from the Georgia State Association of
 7 Letter Carriers saying thank you for making this
 8 convention comfortable for us. All right. Thank
 9 you very much.
 10 MR. HAYES: Oh, he wanted to add she
 11 stayed here the whole time. As a matter of fact,
 12 she was here and finally back this morning. We
 13 just want to pass the hat. I want to start off
 14 with \$5. Thank you. And if you didn't notice
 15 we're talking about a jack of all trades. I've
 16 told some people when she was here at 11:30
 17 Wednesday night she has a staff but she was in
 18 here on the floor putting all of this together and
 19 she got in late because Don and I talked to her
 20 about this platform.
 21 But there she was after they finally
 22 left she hadn't got anybody she could find so when
 23 we finished talking, though, she got it in here,
 24 put all of this stuff together. She has a staff.
 25 I said, Janice, why are you doing this stuff

Page 45

1 yourself? You got a staff you work with. She
 2 said I'd rather get things done right for y'all
 3 myself. I'll go ahead and get her. You can but I
 4 don't know if she still -- well, she should be
 5 through with breakfast now. Breakfast was at
 6 10:00 today.
 7 And she come out and did all of this
 8 this morning. Yes. She was doing the omelets
 9 this morning so this is a jack of all trades lady
 10 who is working for this hotel and really make
 11 things very comfortable for us. Anything she was
 12 asked she was right there. I could make that
 13 happen so that's why Regal came up and we was
 14 talking about her last night because we need to
 15 help her a little something because she has really
 16 gone above and beyond for us.
 17 THE MODERATOR: While we're waiting on
 18 the Election Committee I have solicited Roland to
 19 come up and sing for us and he can sing. Do
 20 whatever you want to do.
 21 MR. CLARK: Seriously, it's been a while
 22 since we were able to meet and we take it for
 23 granted because we lost a lot of military during
 24 COVID and some of the familiar faces that we saw
 25 are not here anymore so we don't take for granted

Page 46

1 and then we don't take it for granted for
 2 traveling mercies coming up and down the road, you
 3 know, from Atlanta, Decatur, Macon or whatever and
 4 we pray for a safe passage back home because a lot
 5 of people just get in the cars and drive and don't
 6 think about the grace and mercy and God got us
 7 here safe.
 8 So he asked me to sing. I'm like, oh,
 9 so I said is a gospel song okay? He said, yeah,
 10 so I'm just going to sing a little portion of this
 11 song; okay? Everybody all right with that?
 12 (Thereupon, a solo was rendered.)
 13 MS. MATTHEWS: Good morning everybody.
 14 My name is Stephanie Matthews, I'm with branch 73
 15 and yesterday Paul talked about the NALC, National
 16 Relief Foundation, so while we passing the hat I
 17 would like to make a motion to pass the hat to
 18 collect for the National Relief Foundation for the
 19 letter carriers if that's possible.
 20 THE MODERATOR: Is that a motion?
 21 MR. HAYES: That, can you put that in
 22 the form of a motion. We need a second on the
 23 motion.
 24 MR. PHILLIPS: I accept. Rico Phillips,
 25 branch 73. I second it.

Page 47

1 THE MODERATOR: It's been motioned,
 2 properly seconded that we pass the hat for the
 3 relief fund. Any discussion on the motion? All
 4 those in favor of the motion let it be known by
 5 the sign of aye.
 6 (Thereupon, a vote was taken.)
 7 MR. SAMS: Oppose? Motion carried. As
 8 soon as we finish what we're doing we're going to
 9 pass the hat.
 10 MR. HAYES: Actually, I'm glad you did
 11 that because Don told me to come up here and talk.
 12 Who said, oh, Lord? Everyone said, oh, Lord. Are
 13 you ready? They are ready so I was going to tell
 14 obscene jokes.
 15 THE MODERATOR: Ms. Henderson, I think
 16 if I recall correctly, this probably the first
 17 time that we've ever done this. I don't recall
 18 any other time and I've been dealing with hotels
 19 for about 20 years now and I don't really ever
 20 recall we've had support of this hotel staff but
 21 one individual that made everything we need
 22 possible so we thought it not robbery to share
 23 with you how you have shared with us because
 24 you're a jack of all trades, you've done
 25 everything and we appreciate you so we want to

Page 48

1 give you on behalf of the Georgia State
 2 Association of Letter Carriers that is \$420 for
 3 you.
 4 MS. HENDERSON: Good morning everyone.
 5 First and foremost, I'd like to say thank you so
 6 much for choosing the Embassy Suites Savannah
 7 Airport. We greatly appreciate having you-all
 8 here. We've been very excited to take care of
 9 you. For me it is my ultimate goal to make sure
 10 that I can make each and every one you in my
 11 presence you're at home and you have everything
 12 you need in front of you.
 13 I don't know if I exceeded that all the
 14 time but I do my best to make sure I can so I want
 15 to say thank you all so much because you all have
 16 been so gracious and so kind to all of us here.
 17 Thank you so much because before COVID I had a
 18 staff of 28 people, now I have a staff of eight.
 19 And we are able to still accommodate and make
 20 things happen.
 21 So when you see me all hours of the day
 22 and night, it's not because I'm just here, I love
 23 what I do. I've been doing this for 35 years plus
 24 and I love it. I was not trained by any hotel, I
 25 was trained by my mother and when I was a little

Page 49

1 girl at the age of six, I was carving flute into
 2 boats and ships and flowers. By the time I was
 3 eight I was making ice sculptures and we were
 4 hosting in our home galas for all sorts of people
 5 so I did not learn what I know from hotels, I
 6 learned what my mom put in me 50 years ago.
 7 And I want to say thank you for making
 8 me feel so appreciated, so welcome, I just I love
 9 you guys. Thank you so much and thank you for the
 10 opportunity to serve you guys. Thank you.
 11 THE MODERATOR: Thank you. Let's give
 12 her a letter carrier salute.
 13 EVERYONE: Hip, hip, hooray. Hip, hip
 14 hooray. Hip, hip, hooray.
 15 THE MODERATOR: We counted up some money
 16 for that Election Committee, Bobby.
 17 MR. HAYES: Don told me to come up here
 18 and tell some jokes but no bad ones.
 19 THE MODERATOR: Thank you. Rico
 20 Phillips, branch 73 Atlanta. I'd like to make a
 21 motion that the state match the funds for the
 22 National Relief Fund that was collected today.
 23 MS. WASHINGTON: Thelma Washington,
 24 branch 73. I second it.
 25 THE MODERATOR: Who made the motion?

Page 50

1 Oh, Rico Phillips, branch 73? All right. We have
 2 a motion that the State Association will match the
 3 funds for the Disaster Relief Fund, which was
 4 \$246.61 but I say we make it 250. All those in
 5 favor, say aye.
 6 (Thereupon, a vote was taken.)
 7 THE MODERATOR: Opposes? So ordered.
 8 Hopefully, the Election Committee should be
 9 wrapping up quickly. In the meantime, we will
 10 hopefully by --
 11 MR. HAYES: Did the motion carry?
 12 THE MODERATOR: Yes. Hopefully, in
 13 January or February we'll be having some steward
 14 training. I'll have to get with the MBA and find
 15 out what dates we have training and then we'll be
 16 selecting a site whatever particular city we'll be
 17 having that training. Usually, we'll do it in
 18 January or February and then the following June we
 19 will have summer training.
 20 Those dates we will have to work out
 21 with the new MBA and then hopefully get something
 22 out so you can get it on your calendar before
 23 vacation the schedule goes around. We want to,
 24 again, thank you for coming and sharing with us.
 25 I know that it puts some of you in a bind

Page 51

1 especially when the requirement for vaccination.
 2 Some people did not want to get it but I thank you
 3 that you chose to get it not just protection for
 4 yourself but for your family as well as all of us.
 5 This thing has not gone away and if we
 6 really think about it in watching the news and
 7 some of the disease experts they are saying it's
 8 going to be with us for a while. I might have to
 9 get a booster every year just like we do the flu
 10 shot. So we have to be cognizant of others and
 11 think about people other than ourselves sometimes.
 12 But what we have to really do is and all
 13 of it whatever happens is just pray about it. If
 14 we pray about it, God is still in control and he
 15 will make it all right. Might not be what we
 16 expect because none of us three years ago would
 17 have predicted how we're dealing with the pandemic
 18 now. None of us, I don't think any of us are old
 19 enough to remember the last pandemic but there was
 20 one but they came out of it. I believe it was
 21 1920 they came out of it and we will come out of
 22 it as well.
 23 Just stay close to God. Do a whole lot
 24 more knee bending and I'm not talking about
 25 pumping iron, it's just knee bending and talk to

Page 52

1 the Master and that will make it all right. And
 2 just like someone has already said, Roland and
 3 Reverend Harden, we can't take it for granted when
 4 we leave home that we're going to get back safely.
 5 In our executive board meeting it was
 6 mentioned about security. Do we have security
 7 here, and I said, well, the hotel has security.
 8 He said, well, what about security for us? I told
 9 him I have my 45. I can put it right up under
 10 here. I told Bob I can even wear it around my
 11 waist.
 12 Bob told me a 45 is too heavy for me but
 13 I'm like have gun, will travel. I don't leave
 14 home without it. It's crazy out there, y'all and
 15 it doesn't do me good to have a weapon and someone
 16 else break out with a weapon and mine is at home.
 17 I travel with it.
 18 Sad times, y'all, and we're not safe
 19 anywhere now unfortunately. You go to the grocery
 20 store, you might not make it back. You go to the
 21 movies, you might not make it back. I would hate
 22 to see us go back to the wild west days where
 23 everybody is wearing a weapon but, unfortunately,
 24 it's getting to that point.
 25 And with the passage of the bill, you

Page 53

1 know, you no longer have to be licensed. It's
 2 only going to get worse and I'm not talking about
 3 you personally getting hurt but there are going to
 4 be more mass shootings. I pray it doesn't happen
 5 but it's inevitable. You no longer have to be
 6 checked for mental health but you can carry a
 7 weapon.

8 Road rage. It's only getting worse,
 9 y'all, and you packing and somebody cut you off,
 10 there already been enough of that. So we just
 11 have to use common sense and think before we do
 12 things that we'll regret. I carry a weapon but I
 13 really don't want to hurt anyone. But by the same
 14 token I don't want anyone to hurt me and I don't
 15 carry it really for my protection, I carry it if
 16 I'm in a situation that someone starts shooting,
 17 hopefully we can minimize it.

18 So I'm not suggesting that you buy a
 19 weapon and go and carry a weapon. I'm not
 20 suggesting that. I'm just telling you about me.
 21 I want to return home safely. Prayer works but
 22 when someone comes out with a gun of mass
 23 destruction and start taking lives, they are not
 24 going to listen to prayer so we have to minimize
 25 it as best we can.

Page 54

1 So all I'm saying is that we just have
 2 to be more cognizant. And I told him to stay in
 3 the back and just watch, be vigilant and that's
 4 anywhere we go now. Just be vigilant. If you see
 5 something that doesn't appear to be right, then
 6 let someone know. Sad times, folks, but we're
 7 going to get through it. We will.

8 But I just want to encourage you that
 9 when you return to your stations and Paul has
 10 already said it, share the information with your
 11 fellow carriers. You're not here to get the
 12 information just for yourselves, you're to take it
 13 back and share it. The more your fellow workers
 14 know, the stronger the union is.

15 The union is not just about officers,
 16 the union is about all of us. We make the union.
 17 I hear all kind of criticism that the officer is
 18 not do doing this and the officer is not doing
 19 that yet they won't show up for a union meeting.

20 I know a lot of you still doing it
 21 virtual, whatever you feel is best for your branch
 22 that's what you do. If your membership feels
 23 that's best, then there is no concern but the
 24 whole idea is just the get the information out to
 25 them however you feel comfortable doing it. Don't

Page 55

1 go back and keep it to yourselves.
 2 We talked about legislation, political.
 3 We take it for granted, we really do until
 4 something heavy comes along. Get more involved in
 5 your legislative and political arena. Do we want
 6 to flip it back to red or purple? We're blue
 7 right now on the national scale and that's really
 8 what we're dealing with. Your vote counts.
 9 Please go out and vote. Do not take it for
 10 granted.

11 How we coming, Bobby?
 12 MR. JOHNSON: Still working at it.
 13 THE MODERATOR: Veronica.
 14 MS. HUMPHREY: Veronica Humphrey, branch
 15 1119. I just want to say during the time in the
 16 last three years we lost (a brother that is very
 17 dear to me. I can remember every convention,
 18 everything we ever had Mr. Ben Turner would show
 19 up, so I'd like everybody just have a moment '
 20 silence for Ben. He's not here anymore and he
 21 was, I know he wasn't in my branch but I don't
 22 care what was going on Ben Turner was going to be
 23 there.

24 THE MODERATOR: Ben passed on, yes, he
 25 did. Ben would always be here. I've noticed in

Page 56

1 the postal bulletin that they were going to honor
 2 the retired national officers and business agents
 3 and IRAs and there was some individuals asked me
 4 whether or not I was going to attend and before
 5 they purchased tickets because Kenny Gibbs our
 6 former business agent was going to be honored.

7 So I called Kenny and -- come on up
 8 brother. I called him and he said that he would
 9 not be attending the national convention, so for
 10 those that thought about buying tickets I just
 11 want to let you know ahead of time that Kenny is
 12 not going to be there.

13 We're glad to see Brother Wright and his
 14 committee members and we have some results; am I
 15 correct? Come on in.

16 MR. WRIGHT: Good morning. We got some
 17 totals. Steve Wright, branch 1119, Marietta,
 18 Georgia.

19 MR. TERRELL: Roderick Terrell, branch
 20 546, Columbus, Georgia.

21 MR. RYDELL: Steve Rydell, branch 4568,
 22 Forest Park.

23 MR. WRIGHT: All right. We have some
 24 totals here. Sams, 80; Jackson, 107; Phillips,
 25 120; White, 68; Buie, 171; Santana, 143; Bailey,

Page 57

1 167; Colton, 60; Cadien, 132.
 2 THE MODERATOR: Thank you, Election
 3 Committee. So the Vice President will be Ben
 4 Jackson; Director Retires, Regal Phillips;
 5 Executive Board Members will be Buie, Santana,
 6 Carol Bailey and Bull Tate. Paul Barner.
 7 MR. BARNER: Yes, sir.
 8 THE MODERATOR: Come p and install the
 9 new officers. Can we get a motion to accept the
 10 Election Committee's report?
 11 MS. REID: Denise Reid, branch 73,
 12 Atlanta. I move that we accept the Election
 13 Committee's report.
 14 MR. WHITE: Isaiah White, second.
 15 THE MODERATOR: Isaiah White, 578
 16 seconded the motion. Hearing no discussion, all
 17 those in favor say aye.
 18 (Thereupon, a vote was taken.)
 19 THE MODERATOR: Those oppose? Barner.
 20 MR. BARNER: All right. Excuse me,
 21 first of all, let me thank the officers of the
 22 board those that will be remaining as well as
 23 those that will not be remaining for their
 24 dedicated service for the past for their term of
 25 office. So, again, thank you guys and y'all, hope

Page 58

1 y'all would join me in a round ' applause for
 2 those officers. I'd like to congratulate those
 3 that I'm getting ready to install and I'm going to
 4 ask Greg Dixon, former president of branch 1119 to
 5 be my assistant installing officers, so as he
 6 calls your name line up in front of the podium,
 7 we'll get this thing done.
 8 MR. DIXON: Okay. Don Griggs,
 9 President; Ben Jackson, Vice President; Bob
 10 Johnson, secretary; Carl Hayes, treasurer; Regal
 11 Phillips, Director of Retirees; Tim McCray,
 12 Director of Education; William Rich, Director of
 13 Information Technology; Ronnie Harper, Chairperson
 14 of Executive Board; Carol Bailey, Executive Board
 15 Member; Ronney Buie, Executive Board Member; Reko
 16 Santana, Executive Board Member; Beau Cadien,
 17 Executive Board Member; sorry, Beau, if I messed
 18 up your name.
 19 MR. CADIEN: Cadien.
 20 MR. DIXON: Cadien, sorry.
 21 Congratulations to you all.
 22 MR. BARNER: Thank you, Greg. Officers
 23 elect, do you accept the office to which you have
 24 been elected.
 25 NEWLY ELECTED OFFICERS: We do.

Page 59

1 MR. BARNER: Brothers and sisters of the
 2 Georgia State Association of Letter Carriers,
 3 these are the officers whom you have elected. If
 4 anyone has any valid objection to the installation
 5 ' these officers, let them now speak or forever
 6 hold their peace. Seeing none, please raise your
 7 right hand and repeat after me the following
 8 obligation.
 9 I do solemnly promise on my honor that I
 10 will faithfully attend the meetings of the State
 11 Association, observe and faithfully execute the
 12 laws of the National Association of Letter
 13 Carriers and the bylaws of this State Association.
 14 I will perform to the best of my ability the
 15 duties of the office to which I've been elected,
 16 guard all property placed in my charge and at the
 17 expiration of my term of office turn the same over
 18 to my successors.
 19 I will do all in my power to promote the
 20 welfare of the National Association of Letter
 21 Carriers and its members.
 22 You can lower your hand.
 23 I now have the pleasure of introducing
 24 your President. Brother Griggs, your election to
 25 the office of President of this State Association

Page 60

1 is an indication of the high esteem in which you
 2 are held by your associate members. Your duties
 3 are many and chief among them to be at all times
 4 ready to promote the welfare of the Association,
 5 enforce the laws of firmness and impartiality. So
 6 when you hear the sound of this gavel, the symbol
 7 of authority, which I now present to you, is
 8 heard. It will be cheerfully and willingly
 9 obeyed. May you continue in the good work begun
 10 and may success crown your efforts.
 11 Congratulations, Don.
 12 I now by the power in me vested by the
 13 National Association of Letter Carriers do declare
 14 their officers of the Georgia State Association of
 15 Letter Carriers duly and legally installed for the
 16 length of their term or until their successors are
 17 elected and installed. Congratulations. Thank
 18 you.
 19 THE MODERATOR: I want to congratulate
 20 all of you-all and thank you. William Rich wants
 21 each one of you to hang on and get a new photo for
 22 the website. I felt in 2018 it's going to be my
 23 last ride, but it's just in me and I appreciate
 24 your confidence and that you have stood upon me to
 25 continue to lead this Association. I don't take

Page 61

1 it for granted and I just want you to know that I
 2 really appreciate how you have worked not with me
 3 but the entire Executive Board.
 4 I thought when we got postal reform that
 5 would be enough for me but since 2003 that's all I
 6 know is legislation and political stuff. I enjoy
 7 it and I put everything in it. And rest assured,
 8 that I will continue to work to make the Georgia
 9 State Association well represented throughout this
 10 country.
 11 Thank you very much and with that I
 12 think it was Pam Moore. Pam had something that
 13 she wants to share with us and after Pam then
 14 we'll entertain a motion of adjournment unless
 15 there is something else. I pray that we all
 16 arrive safely back to our homes and find
 17 everything as we left it.
 18 Where is Pam?
 19 MS. MOORE: You want me to come up
 20 there? Good morning. I just wanted to ask for
 21 everyone's support. My niece she's 21 years old
 22 and she's competing for the first and youngest
 23 black female for muscle fitness of this magazine
 24 and you could vote for free daily. That's not my
 25 phone.

Page 62

1 THE MODERATOR: It's not ringing.
 2 MS. MOORE: But you could vote for free
 3 daily on facebook every 24 hours and they also
 4 have it where you can vote for the warrior vote,
 5 the minimum is \$10 and you can vote two for one
 6 when they have the two for one and the warrior
 7 votes will assist the our wounded warriors with
 8 their handicapped homes so if you guys would like
 9 the link, I could send it to Don and we could pass
 10 it all on to the presidents.
 11 And she's in the semifinals. It's the
 12 eighth and it ends on the 16th and the final
 13 voting is June the 23rd, so she gets to be the
 14 cover of the magazine and she'll also win \$20,000.
 15 So I would appreciate your support. Thanks. I
 16 just got the link, y'all. I'm not the IT. Where
 17 is the IT guy?
 18 Okay. Just a second. It's
 19 MShealthandfitness.com. Her name is Jasmine
 20 Richardson. I'll say it again:
 21 MShealthandfitness.com and her name is Jasmine
 22 Richardson. And you could vote free daily every
 23 24 hours. And then on two for one the warrior
 24 votes, if you give \$10, she gets 20 votes and then
 25 those funds also go towards the wounded warriors

Page 63

1 handicapped homes. That's not me. \$20.
 2 THE MODERATOR: That phone is not
 3 ringing, that's the e-mail coming through. It's
 4 not ringing. There is a difference. All right.
 5 All right.
 6 MR. CLARK: Roland Clark, Branch 73
 7 retiree. I have a motion to adjourn the meeting.
 8 MR. HAYES: Let me say one thing before
 9 you go. Never mind. You'll know vouchers will be
 10 mailed.
 11 THE MODERATOR: All vouchers. Do I have
 12 a second?
 13 UNKNOWN FEMALE: Second.
 14 THE MODERATOR: We have a motion and a
 15 second that we adjourn. All those in favor, say
 16 aye.
 17 (Thereupon, a vote was taken.)
 18 THE MODERATOR: Side or die.
 19 (Proceedings concluded at 10:58 a.m.)
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Page 64

1 CERTIFICATE
 2 STATE OF GEORGIA:
 3 COUNTY OF CHATHAM:
 4 I, Elise M. Napier, Certified Court Reporter
 5 for the State of Georgia, do hereby certify:
 6 That the foregoing proceeding was taken
 7 before me on the date and at the time and location
 8 stated on Page 1 of this transcript and the
 9 proceeding was recorded stenographically by me and
 10 were thereafter transcribed by computer-aided
 11 transcription; that the foregoing proceeding, as
 12 typed, is a true, accurate and complete record of the
 13 proceeding made at the time.
 14 I further certify that I am neither related
 15 to nor counsel for any party to the cause pending or
 16 interested in the events thereof.
 17 Witness my hand, I have hereunto affixed my
 18 official seal this 7th day of September 2022, at
 19 Savannah, Chatham County, Georgia.
 20
 21 _____
 22 ELISE M. NAPIER CCR-2492
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COURT REPORTER DISCLOSURE

Pursuant to Article 10.B of the Rules and Regulations of the Board of Court Reporting of the Judicial Council of Georgia, I make the following disclosure:

I am a Georgia Certified Court Reporter. I am here as an employee of McKee Court Reporting, Inc. I am not disqualified for a relationship of interest under the provisions of O.C.G.A. 9-11-28(c).

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McKee Court Reporting, Inc. will not be taking this deposition under any contract that was prohibited by O.C.G.A. 15-14-27(a) and (b).

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ELISE M. NAPIER CCR-2492