

GEORGIA STATE ASSOCIATION
OF
LETTER CARRIERS
(VOLUME I)

99TH BIENNIAL CONVENTION
JUNE 12, 2026

HOLIDAY INN HOTEL & SUITES - ATLANTA AIRPORT NORTH

1380 VIRGINIA AVENUE

ATLANTA, GEORGIA

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1 (9:00 a.m.)

2 (WELCOME)

3 MR. GRIGGS: Good morning.

4 AUDIENCE: Good morning.

5 MR. GRIGGS: Another day's journey. I'm
6 glad about it. I don't know about you-all.

7 How was the hospitality last night?

8 UNIDENTIFIED MALE: Wonderful.

9 MR. GRIGGS: Stephanie Matthew? There's
10 Stephanie.

11 Stephanie is the vice president of
12 branch settlement three. We're going to
13 have her come in and welcome the members.

14 MS. MATTHEW: Good morning, everybody.

15 AUDIENCE: Good morning.

16 MS. MATTHEW: I hope you-all had a good
17 time yesterday at the cookout in the
18 hospitality room. I want to first introduce
19 our committee.

20 Will everybody on the committee please
21 stand up. They helped out with everything.

22 (Applause.)

23 MS. MATTHEW: Thank you very much.

24 We're going to have prayer this morning
25 by Tim Wright, Branch 73.

1 (PRAYER)

2 MR. WRIGHT: Good morning, everyone.

3 AUDIENCE: Good morning.

4 MR. WRIGHT: It's the 99th biannual
5 convention. That's something to give God
6 praise about. Am I right about that?

7 (Applause.)

8 MR. WRIGHT: Let's give God, praise.

9 Dear Heavenly Father, we thank you, Lord
10 God, once again. We ask Lord God for your
11 grace and favor, Lord God. Most of all,
12 thank you for just watching over us all of
13 these years, Lord God, from Athens to
14 Savannah, from Warner Robins to Waycross,
15 Georgia, Lord God and everything in between
16 and other things surrounding, Lord God.

17 We pray for all of the leaders, Lord
18 God, local, state, regional and on the
19 national level, Lord God, and not only for
20 our leaders but the leaders of our
21 government as we go into this election
22 season.

23 We pray, Lord God, that one more, that
24 you send us the leaders, Lord God, that
25 would guide our people, not in selfish

1 motives, Lord God, but for our leadership
2 for today and for the future, Lord God.

3 So we thank you today. We pray for
4 those who are traveling. Thank you for
5 those who are here. We thank you, Lord God,
6 for the newest carrier and the carrier
7 that's seasoned. Those that are in
8 physically fit and those for that are having
9 some challenges, we pray, Lord God, for
10 healing. In all that we do today, give us
11 the wisdom like you gave Solomon. In Jesus'
12 name, we pray. Amen.

13 AUDIENCE: Amen.

14 (PLEDGE OF ALLEGIANCE AND NATIONAL ANTHEM)

15 MS. MATTHEW: We'll have the pledge of
16 allegiance by Gladys Raines, Branch 73.

17 UNIDENTIFIED SPEAKER: You-all stand up.

18 (Audience stands.)

19 MS. RAINES: We don't have a flag, so
20 we're going to imagine that we have a flag
21 somewhere over here. Let's go.

22 (Pledge of allegiance.)

23 MS. MATTHEW: We will now have the
24 national anthem by Roland Clark, Branch 73.

25 MR. CLARK: How is everybody doing this

1 morning?

2 AUDIENCE: Wonderful.

3 MR. CLARK: Outstanding. We got breath
4 and we can see a new day, so we're going to
5 be grateful and thankful. All right.

6 (Singing of the national anthem.)

7 MR. GRIGGS: If that didn't wake you up,
8 I don't know what will.

9 At this time, we'll have roll call of
10 our officers.

11 (ROLL CALL)

12 MR. JOHNSON: Okay. This will be the
13 roll call of officers for the Georgia
14 Association of Letter Carriers, President
15 Don Griggs.

16 MR. GRIGGS: Here.

17 MR. JOHNSON: Ben Jackson, vice
18 president.

19 MR. JACKSON: Here.

20 MR. JOHNSON: And Bob Johnson, that's
21 me.

22 Carl Hayes, treasurer.

23 MR. HAYES: Shalom.

24 MR. JOHNSON: Regal Phillips, director
25 of retirees.

1 MR. PHILLIPS: Here.

2 MR. JOHNSON: Tim McCray, director of
3 education.

4 MR. McCRAY: Here.

5 MR. JOHNSON: Ronney Harper, chairperson
6 and executive board.

7 MR. HARPER: Here.

8 MR. JOHNSON: Carol Bailey, board
9 member.

10 MR. BAILEY: Here.

11 MR. JOHNSON: Reko Santana.

12 MR. SANTANA: That's me.

13 MR. JOHNSON: Leigh Smith, board member.

14 MS. SMITH: Here.

15 MR. JOHNSON: William Riggs, director
16 of information technology.

17 MR. RIGGS: Here.

18 MR. JOHNSON: And one person who is not
19 here who is on the board is Beau --

20 MR. CADIEN: Right here.

21 UNIDENTIFIED FEMALE: Beau is here.

22 UNIDENTIFIED MALE: We wish he wasn't.
23 (Laughter.)

24 MR. JOHNSON: Okay. He's with us.
25 Thank you.

1 MR. GRIGGS: Thank you, Bobby.

2 At this point, we'll have the reading of
3 the minutes of the previous convention.

4 (READING OF MINUTES)

5 MR. JOHNSON: Get ready. I hope
6 somebody is going to make a motion.
7 Otherwise, we're going to be here the whole
8 day reciting the minutes from the previous
9 convention.

10 Yes, Beau?

11 MR. CADIEN: I make a motion that we --
12 I make a motion that we suspend reading of
13 the minutes and let them be read online.

14 MR. JOHNSON: Do --

15 MR. SANTANA: I second.

16 MR. GRIGGS: We have a motion and a
17 second that we suspend the reading of the
18 minutes and that they will be posted on our
19 website. Any discussion? Any discussion?

20 (No audible response.)

21 MR. GRIGGS: Hearing none, all those in
22 favor say "aye."

23 AUDIENCE: Aye.

24 MR. GRIGGS: Opposed?

25 (No audible response.)

1 MR. GRIGGS: So moved.

2 Can we cue up the...

3 (Video of Mayor Andre Dickens played.)

4 MR. GRIGGS: At this time, we're going
5 to recognize some visitors here with us.
6 First, to my extreme right is our National
7 Safety Emmanuel Peralta.

8 Of course, in the middle here you know
9 that's our business agent Eddie Davidson.

10 Before I get to this fellow here, we're
11 going to recognize one other Brother Dixon.
12 He's one of the administrator assistants in
13 DC and he's served on the executive board
14 here.

15 And lastly but not least, our home grown
16 executive vice president Mr. Paul Barner.

17 (Applause.)

18 MR. GRIGGS: Paul never forgets his
19 roots. Every time we ask, Paul always show
20 us up. He's never invited, but he shows up.
21 One thing is he doesn't need an invitation
22 to come back home. He always goes back
23 home.

24 (Brief pause.)

25 (PRESENTATION BY KARON GRAVES)

1 MS. GRAVES: Good morning. My name is
2 Karon Graves. I'm with Employee Benefit
3 Consultants. This morning I'm going to talk
4 to you a little bit about taking
5 responsibility for your retirement income.
6 And as we go through, you're going to see
7 why you really need to take advantage --
8 take responsibility.

9 Now, I'm giving you three reasons for
10 listening to me: One, I worked 35 years for
11 the Postal Service, seven years as a letter
12 carrier. So what I'm talking to you about,
13 my plan. I'm not the person that came off
14 the street, read something in an Atlas and
15 come in here and talked to you. These were
16 my plans.

17 Secondly, I've been retired for 25 years
18 comfortably. So I know what you're going to
19 be facing in retirement. Okay?

20 And, third, I've been in the financial
21 services industry for over 40 years. So,
22 obviously, I started while I was still
23 working for the Postal Service. And I
24 started -- my first client was me, okay,
25 when I realized how I could save money. All

1 right?

2 So we're going to make this directly and
3 to the point. We don't have a lot of fluff.
4 This is what we're going to discuss: Postal
5 Service Retirement System. You need to
6 understand that so that you could see how it
7 came to where you are right now.

8 Next, we're talking about creating funds
9 for TSP. For FERS employees, that's one of
10 the legs that you will create a lifetime
11 income with.

12 We're going to talk about life insurance
13 costs in retirement. I meet a lot of people
14 getting ready to retire and they ask, Well,
15 who should I do with my basic life
16 insurance? What about my five times my
17 salary; should I keep it or what? Okay.
18 We're going to talk a little bit about that.
19 And then we're going to talk about options
20 for your TSP.

21 So many employees -- postal employees
22 only know one option and that's the TSP
23 options, but there are other options out
24 there that can benefit you.

25 So, first, retirement systems. Now, as

1 far as taking responsibility for your
2 retirement, there are a few of you out
3 there -- how many people started before
4 1984?

5 (Showing of hands.)

6 MS. GRAVES: Look at these people.
7 These are the dinosaurs. But those
8 dinosaurs have their retirement set. Okay?
9 For civil service employees, all they had to
10 do -- all we had to do was the work for
11 30 years, obtain the age of 55 and our
12 retirement was set.

13 It started out at 56 percent of our base
14 salary. And for every year over that
15 30 years, they added two percent, up to a
16 maximum of 80 percent. So all of those
17 employees, if they are still here, they've
18 got over 42 years. So if they walk out the
19 door right now, they are getting 80 percent
20 of their base salary. Okay. That was the
21 civil service retirement system.

22 Now, in 1984 the Postal Service decided,
23 Well, let's put more responsibility on the
24 employees. So they came up with FERS. So
25 the difference is, for the FERS retirement,

1 it's composed of actually three sections:
2 One is the postal retirement part. Two, is
3 the supplement if you retire prior to age
4 60, they gave you a supplement up to age 62
5 and then once you qualify for Social
6 Security, the supplement will go away. And
7 the third leg is the TSP, the matching part.
8 This is where you need to have taken
9 advantage in order to equal that civil
10 service employee.

11 Take the same scenario of a FERS
12 employee with 42 years of service. Okay?
13 He gets one percent, and if they are over 62
14 and had 20 years of service, 1.1 percent for
15 every year of service. Okay, so that's
16 42 percent, thereabouts. Okay?

17 The next part is the supplement of
18 Social Security, which is approximately 18
19 to 20 percent. So now you're at, what,
20 60 percent? 62 percent?

21 All right. So if that's all you did,
22 you're only get 62 percent. Okay? And
23 that's with the -- your basic and your
24 postal part.

25 Now, to get to that 80 percent and

1 above, you had to have accumulated enough
2 money in TSP to turn it into an income
3 stream that would add to that permanent
4 retirement for the rest of your life. Okay?
5 And that's where we have a lot of problems.

6 But now, how many of you remember
7 receiving a letter from the Postal Service
8 last part of March/first of April? How many
9 of you remember receiving that letter?

10 You don't remember?

11 (Laughter.)

12 MS. GRAVES: That was a very important
13 letter. That letter told all postal
14 employees effective April the 10th, 2026,
15 that the Postal Service stopped contributing
16 to that postal retirement fund.

17 For those people, April the 10th and
18 above, they are not contributing. The
19 employee is the only one contributing to
20 that. They are still matching the
21 six percent -- up to the five percent, but
22 that amount that they contributed equated to
23 something like 14 to 18 percent to that one
24 percent.

25 So right now, you don't know -- if

1 you're still working and you've got 10, 5,
2 15 years to go, you don't know how that
3 retirement is going to be calculated until they
4 come out with something that says, Well,
5 that other year -- those years of service
6 after April 10th equates to 75 -- .75 or .5.
7 Okay?

8 So that's why you need to take
9 responsibility -- more responsibility for
10 your retirement. So what that means is that
11 you need to focus on building that thrift
12 savings plan. Well, how are you going to
13 build it?

14 Okay. So one way to build it and that's
15 to save money on your Option B coverage.
16 William, will you bring up that slide for
17 me?

18 Okay. We've got a slide for -- and
19 you've got the handouts. You've got all of
20 these -- turn to the last page because I
21 know everybody won't be able to see up here,
22 the last page, it's got the yellow and blue.

23 Okay. So this is an employee -- all
24 right. Now you've got the same thing that's
25 up here, but this is an employee whose

1 salary is \$60,000 and Option B. They have
2 five times -- they selected five times the
3 salary, which equates to \$300,000. That's
4 their coverage at age 40.

5 So here you see a age 40. That person
6 is paying per month \$19.50 per month. Her
7 pay period is \$9.00 per pay period.

8 Now, see what happens at age 45? It
9 goes up to \$39. Age 50, \$65. Age 55, \$117.
10 Age 60, \$260. And it keeps going up every
11 five years until you reach 84 where it will
12 level off. But by that time, you're
13 spending so much money for that five times
14 your salary, most people when they realize
15 it, when they get in the age 50 range, they
16 discontinue it or reduce it.

17 Now, I found out about this when I was
18 49. So you see, age 50, it was about to go
19 up. All right? I was paying \$117 a month
20 for five times my salary. So for the next
21 15 years, I wrote a 15-year level term.

22 But, first of all, go to that first
23 green box where it says 15 years. So
24 continue this in this same pattern and after
25 \$15 years, would have spent \$7,410.

1 Twenty years, you will have spent
2 \$14,000 and something and then 30 years,
3 \$48,000 and something. Okay?

4 So let's go to that bottom part. So
5 look at the bottom where it says:
6 Alternative premiums. Okay, what you could
7 have done is if you were 40 and going to 55,
8 you could have saved \$22.62. So over the
9 next 15 years, you would have paid 4,000 and
10 some instead of 7,000 and something.

11 If you put it for 20 years, you would
12 have paid 26.05 per month, but a total of
13 \$6,200 and something as opposed to \$14,200
14 and something. And for 30 years, you would
15 have paid 14,000 as opposed to 40,000.

16 Now, those are monies that you could
17 have put in your TSP to build that part.
18 But people didn't realize it and they still
19 don't because many of you still have
20 Option B, five times your salary and your
21 premium is going up.

22 Why don't we pay attention to it? Well,
23 one reason is because we're making overtime;
24 we're making penalty over time. So when we
25 get the check, all we want to know is: Did

1 we get our overtime? Right?

2 So that deduction, you didn't pay any
3 attention to that. So you're even paying 50
4 and it continues going up, but because
5 you're making overtime, it's not apparent to
6 you.

7 But for those people who are salaried
8 employee, when they turn 50 their net income
9 drops. So they ask the question: What
10 happened? And then human resources says:
11 You got older. Okay?

12 So this is how -- this is one way of
13 saving money on your Option B coverage.
14 That's something I can help you with. Okay?

15 Pull back to those slides.

16 Another thing that you can do, you're
17 making a lot of overtime. Supposing you
18 just designate the equivalent of five hours
19 per month to your TSP in order to build it?
20 Now, this is something I'm going to tell
21 you. I didn't have it in the slides. How
22 do you make sure you're making money in your
23 TSP? Because in 2008 a lot of people got
24 afraid when the market dropped and lost
25 money, so they put money in the G fund.

1 That meant during the good times, you
2 weren't making any money.

3 But if you got 10, 15 years to go, go to
4 TSP.gov, bring up the rates of return and
5 it'll have all of the accounts there. Okay?
6 And then they have the average return for 1,
7 5, 10, 15 years and since the funds started.

8 So if you you've got 15 years to go, you
9 can see which funds -- over a 15-year
10 period -- the last 15-year period, what it
11 has averaged. So that gives you an
12 indication of where you should be putting
13 your money.

14 Now, once you get close to retirement,
15 then you want to protect the money that you
16 have accumulated and the way to protect it
17 then is to move it into the G fund because
18 you're not going lose any money in the
19 G fund. Okay?

20 Now, let's talk about those people that
21 are eligible to retire, what to select as
22 far as your life insurance option because
23 you've got basic life insurance that you've
24 got to make a decision about and then you've
25 got the optional coverage you've got to make

1 the decision about and then what to select
2 for a survivor's benefit and what do you do
3 if your TSP. Okay?

4 Now, if you're retiring, your basic life
5 insurance, which if you don't know, you get
6 free insurance from the Postal Service.
7 That's your basic salary plus \$2,000.
8 That's as long as you work for the Postal
9 Service, but when you retire then you've got
10 start paying for it.

11 So what are those costs? So here you
12 have the option of keeping that coverage the
13 same. Okay? That's called the no
14 reduction. You have the option of saying,
15 Okay, well, I'll do a 50 percent reduction,
16 so it'll go down to 50 percent by age 69.

17 And then there's 75 percent reduction,
18 which at 65, there is no cost, but it goes
19 down to one-fourth of your salary, okay, and
20 it will stay there.

21 Now, you won't see on your statement
22 that you're paying any premiums, so it's
23 important that you let your loved one or
24 your beneficiaries know that that is there
25 so that they notify the Postal Service when

1 your death occurs that that insurance is
2 there.

3 So many people have not told their
4 beneficiaries about that and then they have
5 no way of finding out what that coverage is,
6 so you need to tell people when you retire.
7 Okay?

8 For Option A is additional -- Option A
9 is an additional \$10,000. So if you kept
10 that, you've paid \$13 per month. For five
11 times your salary, \$312 per month. That's a
12 lot off of that FERS retirement; and for
13 Option C \$30.65 per month.

14 Now, one thing too that a lot of you
15 need to look at, if you're paying for Option
16 C and you don't have a child under -- as a
17 dependent child and you're not married,
18 you're throwing away money. So you need to
19 call and you need to get that Option C taken
20 off.

21 Now, I'm not talking about any specific
22 product and you should. Don't get hung up
23 on a name. What you get hung up on are the
24 features. What does that plan offer you and
25 how will it benefit you?

1 So features are what you want to look
2 at. And I often tell people, ask to see a
3 statement of what product a person is trying
4 to show you, how it benefits you.

5 Okay? Now, so I'm just going to talk
6 about features. So product one, guaranteed
7 growth, two to three percent. Possible
8 growth with risk of reducing balancing. No
9 guaranteed lifetime income. Death benefit
10 reduces with withdrawals. Market volatility
11 can reduce balance and distribution amount.

12 So if those features are attractive to
13 you, maybe you want to go with product 1.

14 Product 2 -- product 2 focuses on income
15 and that's the most income to you and you
16 don't care what anybody else gets, but I
17 need the most amount of money for me. And
18 for a single people that maybe are not
19 married, don't have any children that may
20 work.

21 So here, most of the products that are
22 offered to you, they will add 30 percent to
23 the base and then calculate the
24 distribution, which will be something like
25 6.88 percent. So this product, quite

1 frankly, will generate you the most amount
2 of income.

3 Lifetime income, break even is about
4 15 years. What I mean by "break even," if
5 you've got \$200,000 and you get an X amount
6 of dollars per month or per year, it will
7 take about 15 years for you to get back
8 everything that you put in. But after that,
9 you're still getting that same amount of
10 money. So those plans, it's best you start
11 that distribution as soon as you can in
12 order to get more money.

13 It's best to start at age 60. This
14 product does not focus on legacy, that means
15 as far as your beneficiaries, just the most
16 amount of income for the individual.
17 There's no potential for increase in
18 distribution and for the future. There's no
19 future financial options. So when you go
20 into this product, realize that that's what
21 it's going to be the remainder of your life.
22 That's the amount of money -- I don't care
23 what the market does. It's not going up.
24 It's not going down. So you're locked into
25 it.

1 And you're not going to be able to get
2 monies out of it to be able to go into
3 anything else because the balance is going
4 to be going down as you're taking money out
5 of it.

6 Option 3, focuses on income and legacy.
7 Designed to take distribution at age 65 and,
8 quite frankly, FERS employees probably need
9 to look at working at least until age 65.
10 Guaranteed minimum return 6 percent
11 annually. So that means your balance is
12 going to go up regardless of what the market
13 does a minimum of 6 percent. Potential for
14 higher returns, so if the market does better
15 than 6 percent you get that.

16 Minimum distribution percentage age 65,
17 5.55 percent. Potential for a higher
18 distribution percentage because as the
19 market does better, your balance goes up,
20 you get more. And future options even after
21 withdrawing funds, that means maybe 10 years
22 down the road, I've withdrawn a hundred
23 thousand dollars, I've put a hundred
24 thousand in but now my surrender value is
25 150,000, so now I've got future options for

1 the monies that I put in.

2 Product No. 4 focuses on growth and
3 income. No guarantees or minimums. Success
4 completely dependent on the positive market
5 returns. Just to recap what we talked
6 about, postal retirement systems, the
7 creating funds for TSP, life insurance cost
8 in retirement and options for your TSP.

9 So questions that you should be
10 concerned about how your retirement will be
11 calculated if you're retiring after 2026.
12 And I'm sure your administration and your
13 officials are looking at that as we speak.

14 Choose the features you are looking for
15 before entering into a plan. Demand to see
16 an actual statement that demonstrates the
17 features that have been described to you.

18 That's my name on the handout. You've
19 got my name and my contact information.
20 Information from me is free. And you notice
21 on my card, it doesn't have a company name
22 and the reason for it is because I shop
23 company's grades and products. The company
24 that has the best product and rates for you,
25 that's who we go with.

1 We're not a one size fits all, so
2 there's no company out there that has the
3 products that will satisfy everybody. The
4 only way you're going to be able to do that,
5 you're going to have to be able to shop the
6 companies to see who has the best products.

7 I don't know how we're doing on time,
8 but I hope I didn't go over for you. If
9 anybody has any specific questions right
10 now, you can ask them or I'll be right
11 outside the rest of the day.

12 That concludes my presentation.

13 (Applause.)

14 MR. GRIGGS: How many first timers at
15 the convention do we have? Stand up,
16 please.

17 (Participants stand up.)

18 (Applause.)

19 MR. GRIGGS: Next, I want to
20 recognize -- how many veterans do we have in
21 here?

22 (Veterans stand.)

23 (Applause.)

24 MR. GRIGGS: Thank you for your service.
25 They were talking about the dinosaurs

1 and all that. I guess I'm a dinosaur.

2 There are a lot of us in here, but
3 because of the hard work that NALC has done,
4 we're in a good position to put away at all,
5 so it pays to be a dinosaur sometimes.

6 Rich is firing up a video for us.

7 (Video of Keisha Lance Bottoms played.)

8 (PRESENTATION BY PAUL BARNER)

9 MR. GRIGGS: Paul Barner, our executive
10 vice president.

11 (Applause.)

12 MR. BARNER: Thank you, Don. So Don
13 mentioned that every time I get an
14 opportunity to come back home, I do come
15 back home and that's because you-all are my
16 family and I want to spend time with my
17 family every time I can. So I appreciate
18 the opportunity.

19 I am the delegate, though, of this
20 convention from Brownsville Branch 4862 --

21 (Applause.)

22 MR. BARNER: Thank you, thank you.

23 So I want to thank Don and the state
24 board for all to work they've done. I
25 served on the Georgia State Association of

1 Letter Carriers state board. I served with
2 most of these current officers and -- well,
3 you know, if you-all are dinosaurs, I guess
4 I'm a dinosaur, too.

5 But I do want to recognize some folks.
6 Don recognized the veterans and I appreciate
7 that, so I won't do that again. But I would
8 like all the retired letter carriers to
9 stand up and recognize the dinosaurs in the
10 room.

11 (Applause.)

12 MR. BARNER: If any of you-all are gold
13 card members, please remain standing.

14 (Applause.)

15 MR. BARNER: And thank you-all. As Don
16 said, those are the shoulders the rest of us
17 stand on. So they paved the way for us.
18 They gave us the benefits and rights we have
19 right now and we need to continue to keep
20 those secure and build on them.

21 Another group I want to recognize is any
22 Step B representative in the room, please
23 stand up -- or former Step B
24 representatives.

25 (Applause.)

1 MR. BARNER: Where's Rex? Is Rex here?
2 Oh, there you are, Rex. I didn't see you.
3 Sorry about that.

4 So the first group that Don recognized
5 was the veterans. I'm in that group. The
6 second group that I recognized were the
7 retirees. I retired from the post service
8 in 2020 and I know that's hard for you-all
9 to believe. I was a Step B rep. So there's
10 a pattern here. I'm only going to recognize
11 the groups that I'm in. The rest of you
12 all -- (laughter). So we'll continue with
13 this trend.

14 How many -- all the arbitration
15 advocates, please stand up and be
16 recognized.

17 (Applause.)

18 MR. BARNER: Or former arbitration
19 advocates.

20 (Applause.)

21 MR. BARNER: And then I want all the
22 stewards to stand up and be recognized.

23 (Applause.)

24 MR. BARNER: Or former stewards. Get us
25 all in there. There you go. There you go.

1 (Applause.)

2 MR. BARNER: So the reason -- these last
3 three groups that I recognized, Step B reps,
4 arbitration advocates and stewards, these
5 are the folks that protect our letter
6 carriers out there on the workroom floor.

7 And it far too often goes understated as
8 to the dedication and the importance of the
9 work that all of these three groups do.
10 Without these three groups, we might as well
11 not have a union.

12 Because the postal service, one thing
13 that they do very, very well is violate the
14 national agreement. And all of these three
15 groups are here for the purpose of securing
16 that national agreement and enforcing it.
17 So I want to personally thank all of you-all
18 for the work you did, do and will continue
19 to do.

20 So thank you-all from me. All right?

21 (Applause.)

22 MR. BARNER: So I'm going to cover three
23 different areas. I want to talk a little
24 bit about the state of the Postal Service
25 talk a little bit about the attacks that are

1 out there on postal service, as well as
2 unions in general and then us specifically,
3 and then I want to talk a little bit about
4 the bargaining process.

5 Let me ask you-all, how many of you
6 attending the bargaining conference that
7 President Renfroe held a couple of weeks
8 ago?

9 (A show of hands.)

10 MR. BARNER: A few of you? Okay, good.
11 Then I won't be -- when I start talking
12 about that, you-all can leave if you want
13 to. Do whatever you want to do. The rest
14 of you, if I start boring you, you can
15 leave, but I will be taking names --

16 (Laughter.)

17 MR. BARNER: Manny has already left.

18 So let me talk a little bit about the
19 state of the Service.

20 So you-all have heard a lot, I'm sure,
21 about the financial condition of the Postal
22 Service, the Postal Service is broke and all
23 this other stuff. And there are a lot of
24 challenges. And it is true that the Postal
25 Service is cash strapped and there's things

1 that need to happen to turn that ship
2 around.

3 So let me go through a little bit of
4 that and give you some numbers, if I can
5 find my notes. So let's talk a little bit
6 about mail volume. So the peak -- when we
7 were at our peak for mail volume, we had 213
8 billion pieces of mail a year. Today we're
9 down to 109 billion pieces of mail. Okay?
10 That's a huge decrease. So we have lost 104
11 billion pieces of mail since the peak and
12 that trend continues.

13 First class mail, letters and flats, are
14 not going to come back. Okay? We're going
15 to continue -- that decline will continue.
16 Hopefully, it will not continue at the rapid
17 pace that it has been, but it will continue.
18 So our bread and butter has shifted to
19 parcels.

20 Now, a lot of you-all -- I started in
21 Roswell, Georgia, in 1987. And those of you
22 that were around back then, you remember
23 that the Postal Service didn't want parcels,
24 right? We pushed them away. In fact, we
25 were regularly told that, hey, if a customer

1 has parcels, tell them UPS, FedEx, whatever
2 is out there; you know, we don't want that
3 stuff.

4 And we carried a lot of mail back then.
5 I remember when I carried mail in Roswell,
6 it wasn't anything to case carry 20, 25 feet
7 of mail a day. We had multiple third
8 bundles. We have the neighborhood
9 newspapers and we had marriage mail. We
10 have Carol Wright and all of these other
11 things that -- so you know who the babies
12 are. What the hell is he talking about?
13 Who's Carol Wright?

14 But, anyway, we had all of these
15 advertisement mail that we carried. So it
16 was rare for you not to have a third
17 bundled. We don't have that situation now.
18 Advertisers are shifting to media
19 advertisement. There's digital
20 advertisement. Our mail volume continues to
21 decline. So we found ourselves in a
22 position of having to claw back some of
23 that -- you know, that parcel volume that we
24 had pushed off at one time.

25 So the Postal Service, fortunately, has

1 a delivery network that is universal. And
2 because of that, we have an advantage over
3 our competitors like UPS and FedEx in the
4 parcel volume business.

5 And so we were successfully able to claw
6 back a lot of that parcel volume. And at
7 the peak of that, we were delivering at
8 least on the last mile and combined with min
9 mile, we were delivering over 65 percent of
10 the nation's parcels, USPS, by themselves.

11 And our market share or our -- well, not
12 our market share, but our delivery parcels
13 continues to increase. The problem is that
14 our market share compared to our competitors
15 is decreasing. And that's a trend that
16 we've run into lately probably over the last
17 four or five years where that -- that shift
18 while Amazon, UPS, FedEx's market share is
19 going up, ours is going down.

20 Why do you all think that is? There's
21 one reason. I think I heard it. Customer
22 service.

23 Unfortunately, the Postal Service is
24 shortsighted just like they were back in the
25 '80s and '90s about pushing off parcels,

1 they are shortsighted in the value of
2 providing good customer service.

3 Amazon, UPS, FedEx have all worked to
4 designing ways that they can keep the
5 customer informed as to where that package
6 is and every minute of the day, when they
7 can expect it. They even developed ways if
8 you order something on Amazon, a lot of
9 times you can have it delivered the exact
10 same day.

11 Have you-all had any of that? I haven't
12 been on the workroom floor in a while. But
13 do you-all have that on the workroom floor
14 where you're delivering packages the same
15 day that they are being ordered? No.

16 So, again, the Postal Service is behind
17 the times when it comes to things like this.
18 Fortunately, for the Postal Service is they
19 have you guys. We, fortunately, letter
20 carriers in particular, know how to bridge
21 that gap with our customers and know how to
22 create loyalty with our customers and that's
23 huge, huge benefit.

24 All of that goes to you guys.
25 Management does everything they can every

1 day of the week on every workroom floor in
2 this country to deny customer service. What
3 they are looking at is, well, you know,
4 you've got a stationary event and I'm going
5 to ring you up for that stationary event.

6 Well, that stationary event was talking
7 to a customer to build good customer
8 service -- to provide good customer service
9 to build that loyalty, but they want to take
10 action against you, right?

11 So, again, these are some of the things
12 that we're working up at headquarters -- or
13 one of the things we're working on up at
14 headquarters is to try to educate the Postal
15 Service what the term "customer service"
16 means and the value of customer service for
17 the long-term survival of the Postal
18 Service.

19 Again, fortunately, letter carriers --
20 and I represent letter carriers at every
21 level of the grievance process. And a lot
22 of times when I've represented letter
23 carriers in the past for disciplinary
24 actions is because -- or many times, not
25 every time. Some of you-all I've

1 represented -- whew, where there was smoke,
2 there was fire.

3 But a lot of times I've represented you
4 because you did what was right by the
5 customer and management had a problem with
6 it. And that goes back to these stationary
7 events, right?

8 So without you guys doing what you do,
9 the Postal Service, I promise you, would be
10 in a lot worse financial condition than it
11 is right now. So, again, we're going to
12 continue to work with the Postal Service on
13 that.

14 Another issue -- so let me talk a little
15 bit about dollars. I talked about volume.
16 So in 2023 the Postal Service posted losses
17 of \$6.5 billion. 2024 they posted losses of
18 \$9.5 billion. In 2025 they posted losses of
19 \$9 billion.

20 So that three-year period, the Postal
21 Service posted losses in total of
22 \$25 billion. Do you-all know of any company
23 out there that could sustain those types of
24 losses and continue in business?

25 AUDIENCE: No.

1 MR. BARNER: So that's what we're
2 dealing with. During that same period of
3 time, the number of deliveries increased by
4 two million deliveries per year.

5 So deliveries cost money, right? You
6 don't see any money when you add deliveries;
7 that costs. So we're losing volume, but
8 we're increasing deliveries. Do you-all see
9 a problem with that?

10 AUDIENCE: Yes.

11 MR. BARNER: So what has that led to?
12 That's led to a few things that I'm sure
13 you've heard about recently. And one of the
14 primary things is the funding of the FERS
15 and CSRS retirement programs. Have you-all
16 heard the Postal Service has stopped funding
17 the FERS?

18 AUDIENCE: Yes.

19 MR. BARNER: Now, when that happened,
20 when that news broke, I started getting
21 calls immediately from all over the place in
22 Georgia that called me about, Is that going
23 to affect our TSP?

24 No. It's not going to affect your TSP.
25 The Postal Service what they have is -- they

1 have just like every other federal agency,
2 they have a funding requirement based on the
3 number of employees that they have and all
4 of these actuarial analysis that they do on
5 funding of the federal retirement program.
6 So the Post Service had this note as part of
7 that federal retirement program.

8 So the Postal Service, you know, at one
9 point with the CSRS was a hundred percent
10 funded. They are about 64 percent funded
11 now; with the FERS program, now about
12 60 percent funded.

13 So what they've done because they are
14 cash strapped, they said, Hey, we're not
15 going to make those payments. We're going
16 to default on those payments.

17 Now, that being said, the Postal Service
18 is still far better funded in FERS and CSRS
19 than any other federal agency. So I don't
20 want anybody to panic. Again, it's just the
21 sign of the times when the Postal Service is
22 having to default on an obligation because
23 of the cash that they're -- or the revenues
24 that they are not receiving.

25 So, again, those are some of the --

1 that's the problem that we're facing. We're
2 cash strapped. Volume the going down.
3 Whereas, our parcel delivery is increasing,
4 our market share in comparison to our
5 competitors is decreasing.

6 So what do we need to do to turn that
7 ship around? So, one, you know, I mentioned
8 that we need to educate the Postal
9 Service -- and when I say the "Postal
10 Service," I mean management -- on the value
11 of customer service and the need to be
12 innovative and to come up with ways that we
13 can compete on an equal playing field with
14 UPS and FedEx and develop these tools and
15 these processes to where we can get a
16 package from the retailer to the customer in
17 short order and in a dependable way.

18 That means that these practices of
19 scanning packages is being attempted when
20 they never left the office, that shit has
21 got to stop.

22 You know, so, again, that's something
23 that we actively discuss. And, listen,
24 there's a disconnect. The Postal Service is
25 a huge organization. There's a disconnect.

1 There's not a lot of disagreement at the
2 headquarters' level on the Postal Service
3 side with our initiatives and our thoughts
4 and our recommendations.

5 The problem is getting it down to that
6 workroom floor because your supervisor has a
7 station manager that's yelling at them, who
8 has a postmaster that's yelling at them, who
9 has an MPOO that's yelling at them, who has
10 a DM that's yelling at them. And all any of
11 them give a damn about is the number of
12 hours that they spend on that day and the
13 amount of mail that they deliver.

14 So, again, it's a process of having to
15 educate these people because they are going
16 to run us out of the damn business if we
17 don't. There's not -- you know, our
18 customers get very, very frustrated with us
19 and you-all have to deal with it. You-all
20 receive the brunt of a lot of that anger and
21 frustration from our customers because
22 you-all are the face of our organization.
23 You're the one out there delivering the
24 mail. You're the one having the customer
25 meet you at the mailbox or their door and

1 say, Online this says it was delivered and I
2 never received it. What the hell you doing
3 with my parcel. Let me go back and look at
4 the back of your truck.

5 How many of you-all had that happen?

6 (Laughter.)

7 MR. BARNER: And it ain't your fault.

8 So, again, we're working diligently to
9 try get the Postal Service headquarters'
10 level to understand this. And they get it.
11 They are not -- fortunately, at that level
12 they are not real dumb. I not real dumb.
13 They are dumb but not real dumb.

14 So it's easier to I get them to
15 understand, but it's a monumental task to
16 get that level of understanding all the I way
17 down to the workroom floor.

18 Some of the other initiatives that we're
19 working on, there's one called Segal. Let
20 me give you a little bit of a history
21 lesson.

22 So how many -- and, Jerry, you can raise
23 your hand now.

24 How many of you-all were in the Postal
25 Service in 1970? I didn't know you were,

1 too.

2 UNIDENTIFIED MALE: Yep.

3 MR. BARNER: You must have been in a
4 carriage or something -- baby carriage.

5 So in the 1970, it was -- prior to 1970,
6 it was the Post Office Department. And so
7 the Post Office Department was what is known
8 as being -- as far as the Federal Government
9 and treasury, is known as being on budget,
10 which meant that the Post Office Department
11 was fully taxpayer funded. So whatever we
12 made in stamps went to the federal treasury
13 and whatever we had in cost, they -- the
14 federal treasury paid the note, paid the
15 bills.

16 In 1970 after the strike when they
17 created the United States Postal Service, we
18 became off budget. So the United States
19 Postal Service has never received taxpayer
20 funding. We have been off-budget since
21 1970, the Postal Reorganization Act.

22 How many of you-all had customers come
23 up to you and say, "I pay your wages"?

24 AUDIENCE: Yeah. All the time.

25 MR. BARNER: I tell you this. I travel

1 all over this country all the time. And
2 when you get on the plane, after you put
3 your stuff overhead, you know, fight for
4 space, you sit down and get yourself all
5 adjusted, find the ends of your seatbelt, so
6 you can connect them together and all of
7 that kind of stuff; and then you start
8 talking to the person next to you -- or at
9 least I do. I figure I've got I've got to
10 be on this plane with them for a while. I
11 might as well talk to them.

12 So sooner or later it comes up, Well,
13 what do you do?

14 Listen, if they ask that question early
15 in the flight, they are going to hear my
16 whole damn story about what I do, what the
17 Postal Service does and what it's all about.
18 I want to educate them -- and I do every
19 time I fly -- on the Postal Service and on
20 this whole idea of going broke, the
21 taxpayers paying our bills and all of this
22 stuff.

23 So, again, once the Postal
24 Reorganization Act became law, the United
25 States Postal Service was created and we

1 have not received a dime of taxpayer money
2 since then.

3 So let's talk a little bit about Segal.
4 So how many of you-all are you CSRS -- civil
5 service retirement. The presentation before
6 talked about 1984 was the cutoff. How many
7 of you-all are CSRS? Okay.

8 So that cut off was in 1984. So up
9 until 1984, everybody in the Postal Service
10 was civil service retirement, right?

11 So what had to be done is they had to
12 create a calculation or come up with a
13 calculation or a calculation was done to
14 determine the liability of the funding for
15 the CSRS retirees for the amount that would
16 be going to the government, to the
17 taxpayers, for all of those that were in the
18 system pre-1970 and the liability amount
19 that would be shifted to the United States
20 Postal Service and be funded through the
21 sale of stamps. Okay?

22 So they did this calculation and they
23 threw this number out there and they shifted
24 the liability. And so the Postal Service,
25 this whole time has been paying based on

1 that calculation.

2 Well, when the mail volume started
3 decreasing and people started focusing on
4 the finances of the Postal Service --

5 (Member sneezes.)

6 MR. BARNER: Bless you. This is where
7 you say "thank you." You're not from
8 Georgia, are you?

9 UNKNOWN SPEAKER: Waycross.

10 (Laughter.)

11 MR. BARNER: So anyway -- I got lost.
12 We're just going to start all over. I'm
13 just kidding.

14 So the Postal Service has been paying
15 that note based on that calculation all of
16 this time. So when the finances started
17 being scrutinized and looked at closely,
18 they determined, Well, we better do a study
19 on this. So the OIG commissioned an
20 accounting firm known as Segal. That's the
21 name of the accounting firm.

22 Segal went in and did this study. And
23 what they determined was that the Postal
24 Service and those involved back in the day,
25 back in the '70s, did not use what's called

1 GAAP -- and that's generally accepted
2 accounting principles -- when they did this
3 calculation.

4 Basically, what they did is they just
5 threw a blindfold on and threw a dart at the
6 dartboard. Wherever it hit, that's where
7 they said, "Okay, that's the number." And
8 in actuality what they did, we were a cash
9 cow for the government back then. So they
10 shifted as much liability onto the United
11 States Postal Service as they could because
12 it made financial sense for the government
13 to do that. It didn't do worth a damn for
14 the Postal Service, but the government came
15 out all right.

16 So that study that was done revealed
17 that the Postal Service has paid over a
18 hundred billion -- that's a B -- a hundred
19 billion dollars into that funding that they
20 should not have paid if GAAP procedures had
21 been used.

22 So what we've been doing is -- when the
23 Biden administration was in office, we tried
24 to get Biden to do an executive order
25 shifting that liability, which the result of

1 that would have been that the Postal Service
2 would have gotten a hundred billion dollars
3 back.

4 Now, they wouldn't have just written us
5 a check and said, Here, Postal Service --
6 and I wouldn't have wanted them to because
7 those people, they -- you know, they're bad
8 on managing the workroom floor, but they are
9 really bad on managing money. They could
10 have created a budget with that money that
11 they could have used to fund other
12 obligations like our retirement and that
13 sort of thing.

14 The Biden administration was -- I'm
15 going to say what it was. The Biden
16 administration was very weak when it came to
17 this issue. They initially -- when we
18 approached them, they said, well, we need to
19 go to DOJ, Department of Justice, and have
20 the lawyers review this and see if it's
21 something legally we can do.

22 We were like, Okay, that's fine. We
23 already had our lawyers work on it, so if
24 you want to have them coordinate, whatever.

25 And then there was another excuse and

1 another excuse. Bottom line, Biden never
2 signed an executive order and he was well
3 within his authority to do that.

4 So what we have done now is we have
5 shifted to Congress, to get it done through
6 a legislative initiative. And that's
7 something that we may get you guys involved
8 in at some point. And there are several
9 things I'll talk about we may get you
10 involved in.

11 Now that's what we're working on.
12 Fortunately, on Capitol Hill most of our
13 issues are nonpartisan. And that's why
14 you'll see -- and I think if Eileen gets up
15 here and talks -- or if you talk to her out
16 there and she doesn't get up here and talk,
17 our letter carrier political fund, we give
18 to both Republicans and Democrats. We don't
19 care what party they belong to. What we
20 care about is whether they give a damn about
21 us or not.

22 And if they do and they have a chance of
23 winning a race, we will support them because
24 then we have a friend in either the house or
25 the senate, depending on what it is, to get

1 things done through you guys. So that's why
2 we do that.

3 So, fortunately, our issues are
4 generally nonpartisan issues. This issue is
5 a nonpartisan issue. The problem with this
6 issue is it scores. What that means on
7 Capitol Hill is that it costs money. It's a
8 hundred billion dollars that your shifting
9 out of the federal treasury onto the -- into
10 the USPS.

11 So that takes a hundred billion dollars
12 away from the treasury that they can be
13 spending on other stuff, whatever that other
14 stuff may be.

15 That being said, every one of us lives
16 in a congressional district. So every one
17 of us and every carrier on your workroom
18 floor has a member in the House and also has
19 two senators, right?

20 And because of that, we have a lot of
21 leverage. We also have that customer's
22 support. When we rally for a cause, when we
23 turn you guys loose -- and that's why we do
24 it very carefully because when we mobilize
25 you guys, you-all go to work. And it's been

1 proven time and time again.

2 You-all shut down the phone systems on
3 Capitol Hill in Congress. You shut down
4 their E-mail servers. The volume of mail --
5 letters that goes in there increases
6 exponentially to the point where they call
7 us up and say, Hey, we got it. Calm down.
8 We're going to take up you-all's cause. We
9 can't get -- we can't get phone calls
10 because our switchboard is shut down. We
11 can't get E-mails because our E-mail servers
12 are shut down. We can't get regular mail
13 because the people working in our mailroom
14 can't work the mail based on the volume
15 you-all are sending, which is a good thing.

16 Anytime -- and I'm not blowing smoke. I
17 wouldn't do that to you guys. I do it
18 sometime to other people but not you,
19 you-all are my family.

20 But anytime there's an issue on Capitol
21 Hill, a bill or anything else that involves
22 the United States Postal Service, members of
23 Congress -- and this is well-known. Our
24 sister unions -- their leadership will tell
25 you the same thing. What they do is they

1 say, Was does the NALC think about this?
2 That's the question they ask. They will not
3 move on anything dealing with the Postal
4 Service until the NALC has weighed in it.
5 And that's a credit to you and you-all
6 deserve a hand for all of that.

7 (Applause.)

8 MR. BARNER: Our grassroots initiative,
9 our ability to mobilize our membership on an
10 issue is second to none. And, again,
11 they -- they realize that and they don't
12 want to fool with us so -- or piss us off.

13 So, again, we'll keep working on Segal,
14 but that would be a hundred billion dollar
15 influx. So that would be a huge, huge
16 assistance -- financial assistance to the
17 Postal Service.

18 So another area that we're looking at is
19 right now we pre-fund all of these things,
20 your health -- retirees' healthcare,
21 retirees' retirement, all of that stuff is
22 pre-funded, right? And that's billions of
23 dollars.

24 Currently, the law will not allow those
25 pre-funded monies to be invested in anything

1 but treasuries, which has a very, very low
2 yield. What we're asking is that the law be
3 changed to where we can invest. We can go
4 to Vegas and put it all on red and let her
5 roll.

6 (Laughter.)

7 MR. BARNER: No. That we'd be able to
8 invest -- how many of you are successful if
9 we go to Vegas? I'm going to need you-all
10 names when we get to that point. I'm going
11 to ask you-all --

12 UNIDENTIFIED MALE: Black 18.

13 MR. BARNER: Black 18? All right. I'll
14 pass that along.

15 Seriously, what we're asking is to be
16 able to invest it in safe areas that have
17 great returns. We have given them examples
18 of investments that can be made that are
19 safe, proven to be safe, historically have
20 been safe that will raise enough revenue to
21 pay what's called the annual amortization
22 and that's the annual note, the bill for the
23 pre-funding of all of our pre-funding
24 requirements from now on.

25 So if we can make enough interest -- and

1 that's what banks when they loan you money,
2 they are getting the interest payment back
3 from they are investing. They are using
4 that to build their companies.

5 Well, that's what we're wanting to do.
6 That's what we're pushing right now. Let's
7 use that interest, that investment return to
8 be able to pay our note, our mortgage.
9 Okay?

10 So, again, if all of those pre-funding
11 obligations were taken off of us, that would
12 have a huge positive financial impact on the
13 Postal Service.

14 Beyond that, the third area we're
15 working on is just innovation in general.
16 Right now your route structure is set up to
17 where -- for delivery of letters and flats,
18 right? That's the way every letter carrier
19 route in the United States is set up. What
20 we're discussing with the Postal Service is
21 to set up routes in a more modern way that
22 addresses the type of business that we're
23 currently in and going to be moving further
24 and further in. And, frankly, that's parcel
25 delivery and any other type of delivery,

1 door-to-door delivery we can come up with.

2 So getting them to understand how to
3 automate our current structure without
4 destroying it -- you know, they are like
5 turning loose a bull in a china shop. And
6 that's the problem is we have to be able to
7 control them and do it in a controlled
8 manner.

9 How many of you-all have rural routes in
10 your stations, in your offices, or know
11 rural route carriers? So they went through
12 this automated process of designing their
13 routes, which has become a nightmare for the
14 rural carrier craft. It has literally screwed
15 rural carriers.

16 That is not what we're going to allow
17 the Postal Service to do with us. And so,
18 again, a measured approach that addresses
19 the need to modernize the way we handle
20 mail, the way we sort, case, get it prepared
21 to take to the street, the way we deal with
22 it out in the street is something that we've
23 got to -- we've got to cross that bridge,
24 but we've got to do it in a controlled
25 manner so that we don't end up like the

1 rural carriers and have something shoved
2 down our throat that doesn't work. So,
3 again, that's -- you know, modernizing --
4 coming out with other things that we can use
5 our universal network is very important.

6 So today is parcels. When I was
7 delivering mail, when I started in 1987 in
8 Roswell, Georgia, again, we didn't care
9 about the parcels. We had very few parcels.
10 We had letters and flats. We also had CODs.
11 How many remember CODs? We had postage
12 dues. We had all of this other stuff.

13 You don't have to be in the Postal
14 Service that long to see transformations
15 that have occurred. When I started, there
16 was no such thing as DPS. We -- nobody even
17 could fathom DPS, had any remote idea that
18 something like that would exist.

19 When I delivered -- I delivered mail for
20 21 years and when I stopped delivering mail
21 and became a full-time officer, we had just
22 introduced scanners, basic scanners where
23 you had MSP scans.

24 So, again, all of those transformations
25 you don't have to work for the Postal

1 Service long to realize and that's something
2 that's going to continue. A company has to
3 have -- make those transformations or
4 they'll go out of business. You can't keep
5 making buggy whips after the invention of
6 cars. How many people ride around in
7 buggies? Well, that buggy whip company
8 either went out of business or they
9 transformed into something else. There's
10 where we're at. Okay?

11 So, again, it takes people sitting back
12 and thinking, using that crystal ball
13 thinking, Okay, what is it that our
14 customers want and need that we can deliver
15 using our universal network?

16 So, again, you know, keep that in mind.
17 We will continue. And, look, I know letter
18 carriers, we hate change. I remember when
19 we went from the Jeeps to the LLVs,
20 everybody in my office, "I ain't driving one
21 of those damn LLVs. I'm going to keep my
22 Jeep." Three months later, VMF comes
23 pulling in. Well, the LLV -- they take it
24 for service and replaced it with a Jeep.
25 And that same person, "I ain't driving that

1 damn Jeep. I want my LLV back.

2 I'll represent you, brothers and
3 sisters, but I need you to make up your
4 minds.

5 So, anyway, so those are the three
6 things that we're looking at to -- you know,
7 the immediate ones are the investments and
8 Segal to boost the Postal Service finances
9 and give them a bridge to -- bridge that gap
10 and then innovation to keep us relevant for
11 years to come.

12 Let me talk about some of the attacks on
13 the Postal Service from my term. How many
14 of you-all listened to the testimony of
15 Postmaster General Steiner a few weeks ago
16 in Columbus?

17 There were two things that I took away
18 from that, two things that he said that are
19 very telling. One was he told -- he told
20 Congress at the end of his testimony -- he
21 said, If we want to continue with this
22 universal service, then somebody is going to
23 have to pay for it.

24 What he meant with those words is:
25 We've got to go back to pre-1970, taxpayers.

1 Now, our customers love us right now, but
2 the minute you throw a tax on them, the
3 funds, that love is going to fade fast. The
4 honeymoon will be over.

5 The second thing he said is -- and if
6 somebody doesn't want to fund it, then we're
7 going to have to reduce delivery. Whether
8 that's days of delivery, whether that's
9 areas of the country, reducing delivery
10 is -- you know, was on his mind.

11 That's very harmful to us. That's
12 totally contrary to what we stand for, what
13 the Postal Service is obligated to do. But
14 that's what -- that's what his mind is
15 telling him needs to happen.

16 Right now 71 percent of all deliveries
17 are not profitable, 71 percent. They know
18 where that 29 percent is. What do you think
19 would happen if we were to start selling off
20 the company? That 29 percent would get
21 scooped up real quick. Seventy-one percent
22 would be left out in the cold. Seventy-one
23 percent, generally, are your underserved
24 communities, your rural communities,
25 communities where our elderly reside,

1 communities where veterans reside.

2 So, again, his -- we have an internal
3 attack which is different from anything that
4 we've ever had. Let me give you a little
5 history on that.

6 So prior to the last two PMGs that came
7 from the business sector, we had a run of
8 PMGs that were homegrown, came up through
9 the Postal Service. We had Megan Brennan.
10 We had Patrick Donahoe. Well, Megan Brennan
11 and Patrick Donahoe were not about ruining
12 the Postal Service; they were about just
13 chugging along. Because they didn't come
14 from the business sector, because they
15 weren't multimillion or billionaires like
16 the last two PMGs and some before that, they
17 relied solely on that check from the Postal
18 Service and they were scared to death they
19 were going to lose it.

20 So they didn't rock any -- you know,
21 make any waves, rock any ships or anything.
22 They just -- just let it keep going and,
23 unfortunately, they were in charge when we
24 were in downhill decline.

25 Then when we got Postmaster General

1 DeJoy. And he came with a lot of baggage
2 and a lot of bad press, bad publicity
3 because he was a Trump-appointed nominee.
4 It was widely known that he gave a lot of
5 money to the Republicans and he supported
6 Republican agendas.

7 When he came in, we took kind of a
8 conscious approach and said, Okay, we've got
9 to work with him, let's see what we can do.

10 So do you-all know his history, where he
11 came from or where he made all of his money?
12 Trucking logistics.

13 So what happened was his father owned a
14 little small regional trucking company up in
15 North Carolina and he had some contracts
16 with the Postal Service where he hauled mail
17 there regionally. Well, when his dad gave
18 the company to Louis DeJoy, he took it
19 nationwide and blew it up and now it's worth
20 about 80 to a hundred million dollars.
21 Hauling mail, the majority of that money
22 came from hauling mail.

23 So when he came into the Postal Service,
24 he realized that world. He understood that
25 world. That was his world. So he started

1 looking at immediately at these contracts
2 that Megan Brennan and Patrick Donahoe had
3 signed with UPS, FedEx and then Amazon to
4 carry them the last mile. What he found was
5 that those contracts were negotiated for us
6 to receive pennies on the dollar what we
7 should have been receiving to do that work.

8 So DeJoy -- there were out clauses i
9 these contracts. So DeJoy went to those
10 companies and said, Listen, I'm canceling
11 these contracts. If you want to come to the
12 table and discuss legitimate contracts, I'm
13 more than happy to do that.

14 Guess what they did? They just took
15 their mega PACs, political action funds,
16 went to Congress, went to the Trump
17 administration and said, You-all either get
18 rid of him or we're getting rid of you-all.
19 And that tells you the influence that PAC
20 money has. And Eileen Ford is sitting right
21 out there selling the letter carrier
22 political fund.

23 Now, unlike us, these organizations have
24 huge, huge ties with megabucks and they can
25 control members of Congress and politicians

1 like nobody's business. So when they go to
2 members of Congress and politicians and say,
3 We're not going to give you any more of our
4 PAC money. In fact, we're going to fund the
5 hell out of these other candidates that are
6 running against you-all if you don't do what
7 I say, what do you think those members of
8 Congress, those politicians are going to do?
9 They are going to bow down to them and do
10 what they say.

11 And so what they did is they immediately
12 started calling for DeJoy to resign. Over
13 the course of about three days, it went from
14 a suggestion that, Hey, you need to go ahead
15 and resign, you know, ride into the sunset
16 to, Oh, hell, no, you're out of here.

17 So they got rid of DeJoy and that's why
18 because DeJoy realized that the U.S. Postal
19 Service was being screwed by those contracts
20 that were entered into by Donahoe and
21 Brennan and in order for us to remain
22 financially viable, those contracts need to
23 be redone -- there goes one. Hell, that's
24 my former branch president, too.

25 (Laughter.)

1 MR. BARNER: That's all right, Bob. I
2 still love you like a brother.

3 UNIDENTIFIED MALE: Old man call.

4 (Overlapping speakers.)

5 MR. BARNER: That's not because I'm
6 boring as hell; they've got to use the rest
7 room. So from this point on, anybody that
8 leaves the room is because they've got to
9 use the rest room.

10 MR. GRIGGS: We can take a break.

11 MR. BARNER: Don does want to take a
12 15-minute break. So somebody remember where
13 I left off, so you-all can tell me when we
14 get back. Be back at a quarter till 11:00.

15 (Recess from 10:33 a.m. to 10:50 a.m.)

16 MR. GRIGGS: Call to order. At ease.

17 MR. BARNER: If you-all aren't back in
18 your seat by the time Bobby -- you-all ought
19 to be ashamed of your damn selves.

20 UNIDENTIFIED MALE: Okay, I'm sitting.

21 MR. BARNER: I'm going to pick up where
22 I left off.

23 So, you know, we were talking about
24 innovation and things that make the
25 organization more efficient, responsive to

1 customers' needs, so let me tell you-all
2 something that UPS did.

3 Again, this whole relationship we had
4 with the last mile started with Donahoe and
5 then Brennan and then DeJoy. I talked to
6 you about DeJoy canceling the contract.
7 Once DeJoy was thrown out of office, Steiner
8 came in. And guess what Steiner's first
9 order of business was? Renewing those
10 contracts.

11 So let me tell you -- let me talk to you
12 a little bit about -- again, this goes to
13 his mindset because he's the head of the
14 organization needs to know where -- where
15 he's at.

16 So UPS used to give us a lot of last
17 mile parcels. And what they would do,
18 though, is they had determined which parcels
19 were profitable to them and which were not.
20 Guess what they gave us? The ones that were
21 not.

22 And it was based on size and location
23 and all of these different variables. Well,
24 they hired a software company to develop a
25 program that would identify -- because --

1 let me ask you this. You guys that deliver
2 mail, how many of you have seen UPS either
3 parcel at the door or a lot of times in our
4 mailbox or the driver pull out of a driveway
5 where you're delivering a parcel at that
6 same location?

7 So what UPS did was they had this
8 company develop this software that would
9 identify those profitable parcels that they
10 had but also if there was any, what they
11 deem as not profitable, going to that same
12 address and they would take them both. And
13 so we even lost what was nonprofitable to
14 them; we lost that now.

15 So, again, that's why the market share
16 versus our competitors has gone down so
17 much. Amazon just negotiated with the
18 District of Columbia, D.C. -- Washington,
19 D.C. to have these -- it looks like -- I
20 know you guys at Waycross know what these
21 look like? Do you know what a side-by-side
22 is? It's like a four-wheeler. It's a
23 four-wheeler golf cart hybrid is the best
24 way to describe it.

25 And so now they are using -- they are

1 with them in D.C. to deliver packages.
2 These things are electric, so they save on
3 fuel cost. They negotiated they would be
4 able to drive in bike lanes. Likely,
5 they'll be in bus lanes next. So they'll
6 have all of these expedited modes of
7 transportation and the government -- D.C.
8 government has agreed to allow this to
9 happen.

10 The reason they've agreed to allow it to
11 happen is because Amazon is so freaking
12 powerful, nobody wants to go against them.
13 If they can have a postmaster general thrown
14 out of office, they would definitely wreak
15 havoc on a mayor in a city.

16 So it's very concerning the amount of
17 authority -- the amount of power they've
18 got. And, again, I want to tie it back to
19 our letter carrier political fund which I
20 got into a little bit earlier. Our employer
21 cannot lobby on its own behalf because it is
22 the Federal Government. Our employer is an
23 arm of the Federal Government.

24 So they cannot lobby members of
25 Congress. They cannot create a political

1 action fund to support candidates. So their
2 only avenue from a lobbying standpoint is
3 us. And what we use to do that is a letter
4 carrier political fund.

5 Now, currently, we've got about
6 10 percent of all letter carriers who belong
7 to the political fund. We've got 93 to
8 95 percent of all letter carriers belong to
9 the NALC. Why do we have 93 percent of all
10 the letter carriers belonging to the NALC
11 and only 10 percent of them carrying
12 insurance to protect their livelihood?

13 I'll tell you the reason -- Eileen Ford
14 is here. She's one out of our LPOs. We've
15 got about eight of them -- legislative
16 political organizers. Eddie was one of them
17 prior to leaving headquarters and becoming
18 your NBA --

19 UNIDENTIFIED FEMALE: What?

20 MR. BARNER: Nobody's pulling your
21 chain. Go on out there and do your work.
22 I'm the officer that oversees them by the
23 way, so that's why she turned around and
24 went back out there instead of arguing with
25 me.

1 But at any rate, the reason is they come
2 to events like this. But you guys are the
3 leadership. You're a delegate because
4 you're influential in your branch. Your
5 members trust you. They want you to carry
6 their voice to this convention. That's why
7 you're here. It ain't because you're
8 pretty. I'm the only one other than the
9 ladies in the room that's pretty.

10 UNIDENTIFIED FEMALE: He's pretty.

11 MR. BARNER: Thank you.

12 UNIDENTIFIED MALE: Your make up is
13 failing.

14 MR. BARNER: But at any rate, it's
15 because you're trusted by your members.
16 Okay?

17 So you guys, generally, for the most
18 part, hopefully, already contribute and do
19 your part. It's the rank and file members
20 on the workroom floor that we're not getting
21 to and that's our job as leaders and as
22 being their trusted voices to carry it back.

23 And, listen, I learned all of this stuff
24 up at the convention and I want to talk to
25 you about that, but I also want to talk to

1 you about you getting involved in the letter
2 carrier political fund and the process
3 because that's the insurance for job
4 protection.

5 Now, there's some restrictions on doing
6 that. You can't go out on the workroom
7 floor in uniform and start canvassing, but I
8 did it. I was in complete ignorance if I
9 got caught. You can't go around the
10 workroom floor in uniform. You can't do it
11 on postal time, but there are a lot of ways
12 that you can do that.

13 You feed a letter carrier, they'll do
14 damn near anything you want them to do. I
15 mean, that's the truth. It ain't got to be
16 no five star meal either. Don knows one
17 hell of a deal on pizzas.

18 So, again, we need to reach out to the
19 rank and file. You guys understand it. You
20 guys get it. That's why you're here.
21 Educate your members. Because if we can get
22 that from 10 percent of our members, even up
23 to 50 percent, we would be extremely
24 powerful, which we already are, but we would
25 be even more powerful on Capitol Hill. And

1 when UPS and Amazon and FedEx were using
2 their dollars to influence these members of
3 Congress to keep contracts that are not in
4 our best interest, we would be able to go
5 back and say, Well, listen they say they're
6 going take you out if you don't get rid of
7 DeJoy. Well, we are going to take you out
8 if you do get rid of him. And we'll have
9 enough political clout to make that happen.

10 So, again, we need to take that message
11 back to the workroom floor. Education is
12 only as good as what you use it for. And if
13 you -- you can be the most educated person
14 in the world. If you don't use that
15 education for anything of value, then you're
16 just wasting it.

17 So learn about the political fund, go
18 back to your members on the workroom floor
19 and get them involved. Okay?

20 Let me tell you -- we know who Steiner
21 is, the head of the organization. He has no
22 interest in the long-term viability of the
23 Postal Service. He's the chief executive of
24 waste management. He was a hundred percent
25 antilabor, antiunion when he was the chief

1 executive office of waste management. He
2 serves currently on the board of FedEx. So
3 he's not -- our best interest is not what --
4 where he's at. He could care less about us.

5 Now, fortunately, everybody in this room
6 has been through probably several PMGs, so
7 it goes back to what we tell management. I
8 was here before you got here and I'll be
9 here after you've left. So you won't have a
10 rough road, let's go at it. We can see
11 where we can compromise and work together.

12 So PMG Steiner will be short-term PMG,
13 but if we don't -- if we're not vigilant, he
14 can cause us a lot of long-term damage. So,
15 again, we've got stay on top of him and
16 watch him.

17 We've got midterms coming up. And
18 there's an old adage that elections matter
19 and elections have consequences. We have a
20 president in the White House right now --
21 and I'm not even going to dignify him by
22 calling him by name. If some of you-all out
23 there support him, that's fine. That's your
24 right. I do not -- but who is attacking
25 your way of life.

1 Trump -- I almost messed up. The
2 administration has gone after collective
3 bargaining contracts of federal employees;
4 has made it known that that is one of his
5 agendas. He has also gone -- has attacked
6 provisions that some of which are within the
7 collective bargaining contract; others are
8 not.

9 I'll give you some examples. One of the
10 provisions that he has attacked is what's
11 called dues check-off. Dues check-off -- so
12 in our national agreement, we have an
13 article in our agreement that provides --
14 that requires the Postal Service to withhold
15 dues from your paycheck and remit that to
16 the union.

17 Back in the private -- the early '80s,
18 mid-'80s, the way you would collect dues is
19 William here, shop steward over the workroom
20 floor, would walk up to Don, a carrier on
21 the workroom floor, and say, You owe me
22 20 bucks.

23 Don would say, Well, you know, my dog
24 ate my homework and my wife needs a new hat
25 and my girlfriend needs a new pair of shoes.

1 You've got to take care of both of them,
2 you know. I tell you; you'd be in a world
3 of hurt if you didn't take care of both of
4 them. In some cases, all of them.

5 At any rate -- and then here's the story
6 from Don. And then you move on down the
7 line to Ben. You say, Ben you owe me 20
8 bucks. Ben been like, I went to the casino
9 last night and, you know, black 13 just
10 wasn't hitting like it usually does, so, you
11 know -- and that's how we would collect
12 dues.

13 How many you want to go back to doing
14 that?

15 AUDIENCE: No.

16 MR. BARNER: So with dues check-off,
17 that guarantees that every member of the
18 NALC that's in a pay status sufficient
19 enough to deduct those dues from is going to
20 have those dues remitted to the NALC, which
21 then takes out our capitol portion, the
22 state's portion and remits the remainder
23 down to the branch. And that's how you guys
24 are able to fund you being at this
25 seminar -- all right -- or convention.

1 They -- AFGE, the American Federation of
2 Government Employees, their right to have
3 their employers collect dues was taken away
4 from them through an executive order from
5 the White House. They lost 80 percent of
6 their membership overnight.

7 Now, how many presidents and treasurers
8 do I have out there? Raise your hands.

9 (Showing of hands.)

10 MR. BARNER: If you can run your branch
11 efficiently if you loss 20 percent of your
12 revenue tomorrow, raise your hand.

13 (No hands raised.)

14 MR. BARNER: Everybody else look around.
15 There ain't a hand raised in this room. The
16 effect that that would have upon our
17 branches is devastating. And because of the
18 effect it would have on our branches, that
19 would translate down to who? Our members on
20 the workroom floor, our ability to represent
21 them, our ability to educate ourselves, all
22 of that type of stuff.

23 So that's one of the initiatives. The
24 other initiative that was pushed out is that
25 no federal employer can pay steward time on

1 the clock. How many of you stewards out
2 there get paid on Postal Service clock to
3 investigate filed grievances? Every one of
4 you. That is a contractual right we have.

5 UNIDENTIFIED FEMALE: That's right.

6 MR. BARNER: How many of you that raised
7 your hand -- or even if you didn't raise
8 your hand, how many of you would investigate
9 and file grievances and not get paid to do
10 it?

11 We got few but -- listen, listen, let me
12 tell me you something. Keep in mind -- let
13 me tell you the other side of that. You'll
14 have to go to an L-box status to do it, so
15 you wouldn't be getting paid. Now, those of
16 you who raised your hands, you may do it for
17 a little while. You ain't going to do it
18 for long because you wouldn't be able to
19 feed your family if you do because I know --
20 when I was in Roswell, Georgia, as a
21 steward, there were times when I didn't
22 carry mail for a long time because I was
23 filing grievances.

24 So, again, those are a couple of the
25 initiatives that have been pushed out by the

1 current administration. And it's simply
2 attacks on unions. That's all it is. So
3 when I tell you that elections have
4 consequences, you really need to think
5 about. We've got midterms coming up.
6 Midterm elections have consequences. State
7 elections -- people, a lot of times
8 we think, We're federal employees. All
9 we've got to worry about is members of the
10 Congress, members -- or the president --
11 race for the presidency.

12 You've got to -- you've got governor in
13 Georgia that has influence.

14 UNIDENTIFIED MALE: (Inaudible.)

15 MR. BARNER: Do what?

16 UNIDENTIFIED MALE: (Inaudible.)

17 MR. BARNER: You've got one who's
18 running for government. I'm talking about
19 the one that's currently sitting -- yeah,
20 yeah.

21 Again, and that's why these types of ads
22 are put up here, these messages, is --
23 you-all need to think about it. Whether
24 there's a mayoral race -- we don't have that
25 word in Georgia -- a state race or a federal

1 race, you need to really think about: Are
2 these people that you are electing serving
3 you where it counts?

4 Now, you can get hung up on all of these
5 fringe issues. I've got a buddy of mine and
6 me and him can't talk about politics or he
7 wouldn't be my buddy no more. He always
8 telling me, Hey, they're going to take our
9 guns away from us. They're going to take
10 our guns away from us.

11 Let me tell you something. We've had --
12 and he blames the Democrats. We've had
13 Democrats with the majority control of
14 congress, as well as being the presidency
15 and the supreme court. Anybody's gun got
16 taken away from them?

17 AUDIENCE: No.

18 MR. BARNER: The last time I looked at
19 it, in Georgia, you can carry a anywhere you
20 want to however you want to.

21 So, again, I want you-all to focus on
22 where it really counts. And to me where it
23 counts is being able to feed my family,
24 being able to clothe my family, being able
25 to put a roof over my family's head and take

1 care of my girlfriends.

2 (Laughter.)

3 MR. BARNER: That's where it counts with
4 the asterisk on that last part.

5 UNIDENTIFIED MALE: They're taking
6 notes.

7 MR. BARNER: Seriously, all joking
8 aside, you really need to think about where
9 your priorities are when you're voting. My
10 buddy -- we've had these conversations and
11 he can't tell me nothing more about guns.

12 It's like, Okay, well, you know what?
13 You're going to be sitting on the side of
14 the road, barefoot with no shirt on with
15 your gun. Your wife will be down the road
16 with your dog and your children and everyone
17 else taking care of business.

18 UNIDENTIFIED MALE: And your girlfriend?

19 MR. BARNER: Well, this dude ain't got
20 no girlfriend. That's all I'm going to say
21 about that.

22 But, again, you-all think about this.
23 Think about what's really your priorities
24 and what really means something to you. It
25 ain't about what your family has voted all

1 of their lives. It ain't what about your
2 neighbor haves voted. It ain't about none
3 of that. It's about what is your
4 priorities. Okay?

5 And, again, we've got folks that are
6 beneficial and friends of ours on both sides
7 of the House so this ain't a -- I mean, both
8 sides of the party -- of the aisle. Shit,
9 thank you. I'm looking at the damn thing
10 and I couldn't even -- both sides of the
11 aisle. So this isn't a political speech
12 about go vote for Democrats or Republicans
13 or anything else. What this simply is that
14 elections have consequences. Make sure that
15 you properly prioritizing what you need and
16 what's important to you. All right?

17 UNIDENTIFIED MALE: Amen.

18 MR. BARNER: So let me talk a little bit
19 about my third topic and that is going to be
20 about this whole collective bargaining
21 process. All right?

22 So I'm going to give you-all a little
23 bit of background because, unfortunately,
24 we -- we have all of this stuff out there.
25 These -- this Facemask and podcasts and

1 Twister and all of these different social
2 media stuff. And, fortunately, you can post
3 and say anything you want and there can be
4 absolutely no truth to it and there's
5 absolutely no repercussions for doing it.

6 And that's the way it's being used
7 because if you tell people the truth, it
8 ain't as salacious as if you come up with
9 some outlandish lie and tell it. And
10 salaciousness, unfortunately, is what keeps
11 these fans going.

12 It's kind of like if you see a
13 fender-bender you don't really pay that much
14 attention to it, right? But you see that
15 massive wreck, you know somebody got damn
16 hurt bad, you're going to stop and gander
17 about it. And that's because that's,
18 unfortunately, the way we are. The more
19 salacious, the more in-tune we are. We want
20 to read it or hear it or see it.

21 So my job is to tell you-all the truth
22 as your executive vice president. You will
23 never catch me telling you a lie about
24 anything we're doing up at headquarters. I
25 will either tell you one of two things.

1 I'll tell you exactly what we're doing or I
2 will tell you as much as I can tell you; I
3 can't tell you the rest. That's because
4 it's in your best interest. It ain't
5 because I'm trying to hide anything from
6 you.

7 So let me talk to you about the
8 contracts and how all of that happens and
9 what's behind all of that so that you can
10 hear the truth rather than listen to some
11 podcast BS or some Facemask BS or whatever.

12 UNIDENTIFIED MALE: You mean Facebook?

13 MR. BARNER: I don't know. I don't have
14 an account, so I couldn't tell you what the
15 hell it is.

16 I thought it was Facemask because most
17 of the people on it are operating behind a
18 mask. And they don't want you to know who
19 they are because they don't want to be
20 called on their bullshit. So that being
21 said -- you-all done drew it out of me now.

22 Let me tell you how the process works.
23 So you-all are delegates to the state
24 convention, right? How many of you-all ever
25 been delegates to the national convention?

1 (Showing of hands.)

2 MR. BARNER: The national convention,
3 per the NALC contract, is the supreme
4 governing body of the NALC, not the rank and
5 file membership. The convention delegates
6 are the supreme governing body.

7 Let me tell you what happens at the
8 national convention as it pertains or
9 relates to bargaining. So state
10 associations -- you-all can do this right
11 here at this assembly -- we could. I'm a
12 delegate. We can submit resolutions.
13 Branches can submit resolutions to
14 headquarters and those resolutions are then
15 carried to the national convention.

16 And at the national convention, we
17 debate those resolutions and a vote is
18 taken. And if that vote is to support that
19 resolution, then if it's a resolution
20 dealing with a contract provision, that
21 becomes the official bargaining position of
22 NALC as dictated by the supreme governing
23 body of NALC. Okay? Everybody understand
24 the weight of that?

25 So here's the way bargaining works in

1 NALC. You have two pieces of the bargaining
2 process. One is the work rules. Those are
3 things like overtime provisions, lead
4 provisions, you know, that type of stuff;
5 and then you have the economics. The
6 economics is the pay scale, general wage
7 increases, cost of living adjustments. So
8 you've got work rules here, economics over
9 here.

10 Traditionally, within NALC the
11 president, currently Brian Renfroe,
12 negotiates the economics. Again, that's the
13 pay scales, the general increases and -- the
14 executive vice president, which is currently
15 me, negotiates the work rules. Okay?
16 That's the way it's always worked -- or at
17 least starting events and broadening, which
18 is negotiating our first collective
19 bargaining agreement, so I guess that's the
20 way it's always worked.

21 So at any rate, that's the way we
22 proceeded this round of bargaining, as well.
23 Now, the lasts round of bargaining started a
24 little bit different than that. Brian was
25 out for a period of time, so I was the

1 acting president of NALC. So I was
2 negotiating both the work rules and the
3 economics, but then he came back and took
4 over the economics and I continued with the
5 work rules. But this round has been him on
6 economics and me on work rules.

7 So what we did was we internally we
8 created with the executive counsel and
9 staff -- so you have 28 members on the
10 executive council, 10 resident officers,
11 which is what I am, 15 business agents
12 will -- are resident officers.

13 Eddie is one fifth business agent, so
14 that's 10 resident officers, 15 business
15 agents, that's 25, and then you have your
16 three trustees. So that makes up the
17 28-member executive council at NALC.
18 Between conventions we govern NALC. Okay?

19 So what I did is I created six
20 subcommittees using those -- 26 of those
21 members because, naturally, me and Brian
22 were not on one of the subcommittees --
23 consisting of the 26 remaining, as well as
24 some letter carrier staff that we have at
25 headquarters who have certain areas of

1 expertise in the contract. So Greg Dixon,
2 for example, was on one of the
3 subcommittees. All right?

4 So what I did was I divided up the
5 contract based on the mix of the officers
6 and staff on that -- on a particular
7 committee and based on the their expertise
8 and assigned them areas of the contract that
9 fit their -- again, their areas of
10 expertise, and asked them to go through all
11 the resolutions that have been passed since
12 1970 that have not been achieved, which
13 there's a ton of them -- go through them and
14 develop proposals for me to submit at the
15 bargaining table to address those
16 resolutions.

17 That was the first thing I did. The
18 second thing I told them to do was to think
19 about ways that could improve the lives of
20 the letter carriers on the workroom floor
21 and develop proposals to address those
22 things.

23 And then the third one is to look at all
24 of the national agreements of the other --
25 of our sister unions -- and look at the

1 provisions that were achieved in their last
2 round of bargaining since we bargained last
3 and see -- make a determination as to
4 whether they think they would be beneficial
5 for us, if so, develop proposals around
6 those issues.

7 Again, if they gave it to the APWU -- or
8 rural carriers, that's an easy ask, right?
9 You gave it to them; give it to us. So
10 that's what they were tasked with doing.

11 Alongside of that we brought in what we
12 call rank and file members and rank and file
13 members are not necessarily leaders in the
14 union. We were looking for people that were
15 actively engaged in carrying mail for the
16 most part because I'll tell you this -- and
17 you hear this rhetoric and there's some
18 truth to it. I carried mail in Roswell,
19 Georgia, for 21 years, so I know how to
20 carry mail. I know what that job is, but I
21 would be lying to you-all if I said that
22 that job is the exact same as the last day I
23 carried mail, and I ain't going to lie to
24 you.

25 There's similarities. And I feel like

1 if I went and put on the uniform and started
2 carrying mail tomorrow, I would be able to
3 pick it up. But, again, we -- I didn't have
4 an -- I couldn't pick out and MDD scanner if
5 someone threw it and hit me in the head with
6 it right now.

7 So I need to hear from you-all. Now,
8 that doesn't mean that your leaders need to
9 go out and carry mail or anything like that,
10 in my opinion. Now, everybody's got their
11 own opinion, but what a leader does need to
12 do is listen to those who are doing it and
13 give consideration to that. Just like a CEO
14 wouldn't go out and start -- you know, of a
15 welding company, wouldn't go out and start
16 welding again. I mean, it's just -- you-all
17 need to have officers at the headquarters
18 level that are dedicated to running that
19 \$2 billion a year revenue organization
20 because that's what it is.

21 While on that, how many of you-all knew
22 that NALC's revenue is the largest annual
23 revenue of any union in the United States?

24 (Applause.)

25 MR. BARNER: So your officers are

1 running a huge corporation that is not
2 incorporated, it's an organization, but it's
3 tantamount to a huge corporation.

4 But that being said, again to the
5 collective bargaining, I need you-all's
6 input. I need to listens to what you-all
7 are saying. What are the pain points on
8 that workroom floor? Because if I can
9 identify those pain points, I can develop
10 proposals and pass them at the bargaining
11 table to try to relieve you-all of those
12 pain points. Okay? So that's the three
13 ways that we come up with proposals. It's
14 not me just sitting there lying on the bed
15 looking up at the ceiling and coming up with
16 ideas. It's a pretty structured process.

17 So what we do then at that point, I
18 engage with the Postal Service. And Manny
19 has been a part of that process, as well as
20 other resident officers. And, you know,
21 it's just like you probably imagine. How
22 many of you-all negotiated LMOUs at your
23 branches? So you've got a big conference
24 table. You've got the Postal Service and
25 all of their cronies on one side. You've

1 got me and my team on the other side. And,
2 you know, I'm passing paper proposals
3 saying, This is what we want.

4 The Postal Service will read them and
5 they'll ask a bunch of questions because,
6 again, they are not that smart. Reading
7 comprehension is not on the top of their
8 list, so we end up explaining exactly what's
9 written on the paper. Manny can attest to
10 that.

11 Would you agree with that, Manny?

12 (Inaudible response.)

13 MR. BARNER: Right. They can't read.
14 They can't listen. They can't think. They
15 can't hear. So that's what we're dealing
16 with.

17 So we pass these proposal. And once we
18 explain to them what we're trying to
19 achieve, then they say, okay, they
20 understand. We don't get into a back and
21 forth about whether or not they are going to
22 agree to it at that point.

23 And so we go through this process. So
24 we open bargaining on February 25th. Prior
25 to opening bargaining, I was already

1 softening up the Postal Service on some of
2 these ideas and we had gotten together and
3 created a schedule. So my schedule for
4 negotiating work rules was 15 hours a week
5 every week starting the week that we opened,
6 starting February 25th.

7 So every Tuesday I would meet with the
8 Postal Service. We have five hours
9 scheduled on Tuesday. On Wednesday and
10 Thursday we had five hours scheduled where
11 me and my team would get together and
12 debrief and then develop the proposals for
13 the next Tuesday. And so we rolled along
14 like that all the way up until hotel lock-in
15 week, which I'll get into here in a little
16 bit.

17 So over the course of this, the rank and
18 file committees came back with over 400
19 ideas.

20 UNIDENTIFIED MALE: Wow.

21 MR. BARNER: Yeah. The subcommittees of
22 resident officers and staff that reviewed
23 the contracts with other unions, the
24 resolutions had not been achieved since 1970
25 to present and then brainstorming and other

1 ideas, came up with a couple of hundred.

2 Now, a lot of -- there's a lot of
3 overlap there, you know, so a lot of the
4 400 ideas overlapped concepts that the
5 subcommittee had come up with and
6 vice-versa.

7 So then what I did was took all of that,
8 some, you know, 600-plus thoughts and went
9 through all of them and merged them,
10 consolidated them, threw some of them out
11 that I knew they were just -- okay. This
12 must be a Waycross issue because it ain't
13 happening nowhere else in the world -- and
14 to develop what we ultimately passed.

15 So we ended up passing 81 proposals.
16 Now, a lot of those proposals incorporate --
17 again, I would try to consolidate. So if I
18 was dealing with, let's say, Article 15,
19 instead of passing 20 separate proposals, I
20 would consolidate all of those different
21 ideas into a single proposal to the extent
22 that I could.

23 (Audience member sneezes.)

24 MR. BARNER: Bless you.

25 UNIDENTIFIED MALE: Thank you.

1 MR. BARNER: Let me tell you-all
2 something. Let me take a personal privilege
3 here. I travel all around this country and
4 one of this things I always tell people is
5 I'm from Georgia because I'm very proud to
6 be from Georgia.

7 (Single applause.)

8 MR. BARNER: There you go.

9 And I tell them, I say, In Georgia --
10 you ever go to Georgia, they're going to
11 treat you good. They are polite. That
12 southern hospitality is a real thing. You
13 sneeze and you say "bless you" and they will
14 say "thank you." Am I still in Georgia?

15 UNIDENTIFIED MALE: Thank you.

16 MR. BARNER: You're welcome, brother.

17 So back to what I was talking about. So
18 we passed 81 proposals. The Postal Service
19 in turned passed 20 back to us.

20 So let me give you an idea of what they
21 passed that they were seeking. So one of
22 them that offended me, and I'm sure will
23 offend everyone in this room and some of us
24 more than others, was they passed a proposal
25 that if a letter carrier gets caught

1 stealing, that they don't have just cause
2 rights.

3 Well, that's offensive to me because
4 this is -- this is language that's going
5 into our national agreement. And I was
6 sitting there making that comment about
7 Waycross -- I mainly pick on them guys
8 because I don't know them yet. Andy said
9 he's going to introduce me to them.

10 But more so, what my main job is I have
11 to consider not what's going to be -- what's
12 going to help Waycross, but I have to
13 consider is that going to be beneficial to
14 everybody because this is a national
15 agreement. Okay?

16 So what they are alluding to by trying
17 to incorporate language into the national
18 grievance that says that letter carriers
19 that steal don't have Article 16 just cause
20 protection is that letter carriers stealing
21 is very prevalent out there and that ain't
22 the case.

23 And so you start calling my craft
24 thieves and the gloves are coming off. I'm
25 going to punch you right in the damn face.

1 My craft is not thieves. Do we have those
2 among us that go down the wrong road?
3 Absolutely. But that is the exception and
4 not the rule. And I'd be damn if I have
5 anybody calling my craft thieves, my
6 brothers and sisters.

7 So I think we're going to break for
8 lunch right now and I'll pick up after
9 lunch. So for those of you-all that don't
10 want to hear any more of this, then get food
11 poisoning.

12 (Laughter.)

13 MR. GRIGGS: We're going to break for
14 lunch in a few minutes, but right now we
15 have a guest -- before I forget, Branch 73
16 will caucus today for a meeting in the back.

17 (Introduction of Tracie Arnold.)

18 (Applause.)

19 (PRESENTATION BY TRACIE ARNOLD)

20 MS. ARNOLD: Thank you so much. You
21 know, thank you for accommodating me today.
22 I was scheduled to come tomorrow morning.
23 However, my friend here and my mentor, I
24 want to make it clear, asked me to move some
25 things around today, so I did so that I

1 could be with you-all here this morning.

2 So welcome to the city of College Park,
3 Ward 3. We're one city in two counties and
4 endless possibilities.

5 And this morning I just wanted to let
6 you know how much I am honored to be with
7 you today at this particular convention.
8 When I think about letter carriers, I think
9 of individuals who are serving or delivering
10 hope, right? You-all do more than just
11 deliver letters to individuals. You're
12 delivering medications, gifts, packages, all
13 of those things that are meaningful to
14 individuals who are waiting on something,
15 but there are also individuals that are
16 waiting on hope and those are our seniors.

17 And so, you know, when we think of --
18 when I think of letter carriers, I think of
19 individuals who are also public servants.
20 You may not work in a governmental building.
21 You may not work for, you know, a different
22 local office. However, you are still on the
23 front line. Some of you have had
24 conversations with our senior citizens and
25 have informed us that we need to go check on

1 somebody, right?

2 So if it were not for letter carriers,
3 some of our seniors would not have that hope
4 and so I thank you. Thank you for your
5 service. Thank you for all that you deliver
6 outside of the letters, the packages, the
7 gifts. You should give yourselves a round
8 of applause.

9 (Applause.)

10 MS. ARNOLD: And so here in the city of
11 College Park, specifically in Ward 3, we are
12 thankful because we do have a large senior
13 community. And I do now how important it is
14 for them to be connected to the community
15 and connected to individuals.

16 Right now, you know, I don't have to
17 share with you that we're going through a
18 lot of change here in our country, but
19 you-all are helping to write the next
20 chapter of our story. So with every package
21 you deliver, you're delivering a story.
22 You're helping to craft the next chapter for
23 here in the city of College Park but also
24 across this country.

25 And so I want to thank you again. I

1 want to thank you for being here in the city
2 of College Park. And, of course, if there's
3 anything I can do for you, please reach out.

4 Councilwoman Tracie Arnold. Thank you
5 very much.

6 (Applause.)

7 MR. GRIGGS: We've got one other speaker
8 before we break for lunch. Lunch is going
9 to be from 12:00 until 1:30, so you have
10 plenty of time to...

11 (PRESENTATION BY UNCF REPRESENTATIVE)

12 UNCF REPRESENTATIVE: Good morning,
13 everyone. I am definitely not going to hold
14 everyone up from lunch. But, first of all,
15 I want to thank you, the executive board and
16 the members, for allowing me to come today.

17 Today -- I'll be frank with you-all.
18 I've been working in the post office for
19 37 years. I think there was a gentleman --

20 (Applause.)

21 UNCF REPRESENTATIVE: There was a
22 gentleman that came up here earlier and he
23 talked about the after -- post office. Let
24 me just say this to you-all that have not
25 yet retired. There is a bigger life when

1 you retire. I assure you of that.

2 After being in the life for 70 years,
3 one thing I learned was about preparation.
4 If you do not plan, you plan to fail. I'm
5 going to give it to you straight.

6 I remember 37 years ago in New Jersey
7 one of my coworkers said to me, Please, if
8 you do nothing else, pay yourself.

9 I didn't understand what that meant at
10 the time because I was a whippersnapper, but
11 I'm going to say to you-all, that is as real
12 as it's going to get. It's never too late.
13 Someone asked me up front, Well, when did
14 you start and how much -- I gave as much as
15 I could give because -- I'm going to tell
16 you something. This is the third quarter of
17 our life and I am loving it.

18 But, anyway, enough of that. Thank you
19 guys for allowing me to come today. I'm
20 here representing the United Negro College
21 fund. A mind is a terrible thing to waste.

22 Let me just share this with you-all
23 also. Many of you-all have been giving
24 generously probably for the last -- I
25 remember going to Howell Mill. They would

1 be looking for me every year with the
2 combined federal campaign.

3 Let me just say this. You-all's
4 president decided that the CFC was not
5 important anymore, so he eliminated that
6 program. So I think the executive board was
7 up here talking about the things that are
8 coming and going. Be mindful of things that
9 gifts us life.

10 The NALC -- I'll say this. After
11 working and managing the combined federal
12 campaign for the district of Atlanta for
13 about 10 years -- I did it for 15, but I
14 managed it for 10 -- you-all gave more
15 generous than anybody in the country. So
16 please give yourselves a hand.

17 (Applause.)

18 UNCF REPRESENTATIVE: Because you care.
19 You're compassionate. You guys do a lot
20 other than just delivering mail. You're
21 giving directions. You're giving hope.
22 You're bringing packages to people that have
23 been waiting on something from their
24 grandchildren.

25 Guys, we are a very vital part of this

1 community. I had a speech prepared. I'm
2 going to close this up because I'm going to
3 wrap this up shortly. But I'm going to say
4 to you: This is our time, this is our turn
5 and if we do absolutely nothing, it's our
6 fault.

7 So ask yourself the question: So how do
8 you want to be remembered? Because I assure
9 you -- I went to a funeral for my uncle the
10 other day. The church was packed in there.
11 I've known the man for 47 years, but he
12 never said a -- I bet you he ain't said a
13 thousand words to me in 47 years.

14 But I asked myself the question: How in
15 the world is all of these people up in this
16 church act like this? Because he was about
17 action. He didn't do a whole lot of
18 talking. But his body of work -- and that
19 brings me to this.

20 See, when we got -- when they say the
21 common denominator in your life, how do you
22 want to be remembered? They ain't going to
23 remember you by the nice Cadillac that you
24 had. They ain't probably even remember some
25 of the things that you had, the

1 materialistic things. But I tell you one
2 they are going to remember, Boy, that joker
3 sure was generous. He gave because
4 sometimes in life -- I'm going to be
5 standing outside there because I'm going to
6 wrap -- really, I'm coming to a close.
7 That's what the preacher said, two more
8 words, right? I'm coming to a close. Look,
9 I hear your stomachs growling in here.

10 (Laughter.)

11 UNCF REPRESENTATIVE: Each and every one
12 of you-all is a CEO of the post office. So
13 if you see something, say something because
14 it could impact the future because here it
15 is, we ain't going to be down the road. We
16 need this to continue.

17 So here it is guys, CEOs of the post
18 office, make sure you do what you're
19 supposed to do and encourage others to do
20 it, as well. I remember I was again -- I
21 don't remember filing a grievance in my
22 whole life because I just tried to be
23 honorable and representing myself because
24 I'm telling you. I felt like I was the CEO
25 of that company. I think they talk about

1 the joy and some of the other folks, right,
2 and then the guy came in, the Trump
3 appointee. Listen, those guys knew each
4 other -- listen, here it is and I'm going to
5 close on this one.

6 (Laughter.)

7 UNCF REPRESENTATIVE: What did I say?
8 This is our time, this is our turn and if we
9 do absolutely nothing, it's our fault.

10 Thank you so much. On the behalf of the
11 United Negro College Fund, please see me
12 because we need you. The mind is a terrible
13 thing to waste. Thank you.

14 MR. GRIGGS: Thank you. We need go to
15 lunch. Carl, you have something you want to
16 make sure they are aware of. Come on, old
17 man.

18 (Specific list of attendees called.)

19 (Recess from 11:45 a.m. to 1:31 p.m.)

20 MR. GRIGGS: Let's come to order,
21 please -- will you come and give your
22 preliminary report, please?

23 We're going to get a preliminary report
24 from the...

25 (PRESENTATION BY DENISE REED)

1 MS. REED: Good afternoon.

2 AUDIENCE: Good afternoon.

3 MS. REED: I hope everybody enjoyed
4 their lunch. If not, there will be more
5 refreshments tonight.

6 My name is Denise Reed. I am a retiree
7 from branch 73. I'm -- on the -- committee
8 and along by my side I have Patty -- from
9 Savannah branch 578 and Carol from Marietta
10 branch 1119.

11 We have a total of 11 state officers
12 present today. We have three national
13 officers and we have 173 delegates. That's
14 our preliminary report for today.

15 I'm pretty sure the numbers may change
16 because some delegates couldn't get out
17 today, but they are off for tomorrow. That
18 concludes our preliminary report.

19 Do you have anything else to add? Okay.
20 Thank you.

21 MR. GRIGGS: We're going to change gears
22 here. This time we're going to ask the
23 national business agent to come up and --
24 don't get excited.

25 AUDIENCE: Woo.

1 (Applause.)

2 (PRESENTATION BY EDDIE DAVIDSON)

3 MR. DAVIDSON: I'm going to be short
4 today.

5 (Pause for video setup.)

6 MR. DAVIDSON: I'm going to go over a
7 few good numbers for Georgia, but I want to
8 start off with something that -- you know,
9 we just finished our first round of training
10 through the whole region. And I, actually,
11 talked to Paul about this not too long ago.
12 We did all the training in Georgia, North
13 Carolina, South Carolina and even Florida.
14 And in all the training that we've had this
15 year, the most participation we had in the
16 last training from my office was from
17 Georgia, so give yourself a hand for that.

18 (Applause.)

19 MR. DAVIDSON: It was like 147 people
20 showed up for the Georgia contract training.
21 And when I first became an NBA, we would be
22 like 70 or 80, so that's showing we're
23 getting the next generation involved, which
24 I think is excellent.

25 But before I start, man -- and I want to

1 say this right here. It was refreshing for
2 me to sit here and hear Paul talk because,
3 look, man, he's telling you like it is. You
4 know, man, as a leader -- you know, if I
5 come here and tell you what you just want to
6 hear all the time, then I'm not a leader.

7 The Postal Service has struggles.
8 There's things that we've got to do if we're
9 going to be able to survive together and
10 he's up there in the front on top of that
11 every day dealing with it.

12 You know, the problem we have is like he
13 said, the social media and the podcast
14 generation. And I'll give a perfect
15 example -- and he said it perfect. There's
16 people that could go on there and spin a
17 bunch of bull crap and they are not held
18 accountable.

19 I came up last night and people showed
20 me where somebody went on there and said I
21 bought a six hundred thousand Winnebago and
22 my wife wants know where the hell it's at.

23 My point is, man, then somebody attacked
24 them, then they want to sit there and say
25 they are going to sue you and file charges,

1 but we've got to sit up here and take this
2 shit all the time and it gets very old.

3 My point is, how we're going to survive
4 the union together means we've got to be
5 together and we're not together. We've got
6 factions out there who are sitting there and
7 they are telling people what they want to
8 hear for a simple vote.

9 I'm in a position -- and we're in a
10 position, we're not telling you that. We're
11 telling you what you've got to do to survive
12 in the union, and survive in the future, the
13 Postal Service. That's why it was
14 refreshing to hear that right there because
15 everything he said is true.

16 You know, it's like I sit there and
17 another executive member the other day, he
18 come over there and hit me with that \$30,
19 \$50 thing and I'm going to get this.

20 And I'm like, How the hell are you going
21 to get it? Tell me what your plan is and
22 then it went silent.

23 Because the first thing we've got to do
24 is like he said, we've got to open up the
25 Postal Service to different things to bring

1 in more revenue, so we are in a position
2 that if we have to ask, we can get more.
3 It's that simple.

4 You know what I'm saying? There's
5 people come in -- and there's a young man --
6 and I got off task. But you-all know how I
7 am. Shit gets crawled to me, I've got to
8 put it out there.

9 There's a young man the other day that
10 after we had to collect the bargaining up
11 there at headquarters, President Renfro
12 talked about proposals. The key word was
13 "proposals." When they talked about the
14 410s, the next thing you know, he put it on
15 there and all -- (incomprehensible) --
16 within two months will be going to 410,
17 which is bullshit -- excuse my language.
18 It's not true.

19 And then what gets me is there was a big
20 deal made about it. It was already a done
21 deal, we had made and then it was mistaken,
22 it was put out there on social media. And
23 then the funniest thing I heard -- it's no
24 lie -- that somebody from one of the other
25 sides that's running these campaigns way

1 early, they come up to the microphone and he
2 sits up there and says, Well, have we made a
3 proposal where we give up two weeks of our
4 annual leave, so we don't have no more CCA
5 classification.

6 My point to it is, everybody's like, Sit
7 down. What the hell are you talking about?

8 The reason I'm saying that is all of a
9 sudden when that's put out, that that young
10 man said that, then all of a sudden, "That
11 ain't exactly what I said. I said this --"

12 Boy, you put that out what we're saying
13 all the time isn't exactly what is said.

14 So my point to it is, Paul stood up
15 there. He didn't put aside nothing. He
16 told you as the EVP what is going on with
17 the Postal Service and you better believe it
18 because it's the truth.

19 My side down here being the national
20 business agent dealing with organizing
21 representation is the easy side. We win.
22 We win 92 percent of the cases that go to
23 Step B. Do we need to do better case files?
24 Yes, we do. Are there things we need to
25 work on? Yes, it is.

1 So these people want to go there and
2 they want to blame everything on the
3 national officers and Paul and Brian and
4 everything. They never want to talk about
5 we've got to do better at the lower level.
6 You see what I'm saying?

7 They want to talk about a setback
8 settlement -- but they don't want to talk
9 about the file we're dealing with. That's
10 reality. But the thing about it is the way
11 we're going to do it is we're going to stay
12 together, we're going to be together. We're
13 going to have a conversation between the --
14 and the step Bs in my office, so we can
15 figure out a plan to make ourselves better
16 so we continue to be successful. That's
17 what union leadership is.

18 And like I said is what he said --
19 again, what he said, we should hear more of
20 that across the country. We should.
21 Because I don't want nobody to come in here
22 and tell me that they are going to give me
23 \$50 an hour or CCA is going to start off at
24 \$30 an hour. I want them to tell me what's
25 their plan to do it. How are they going to

1 get past the struggles of what's going on
2 with the Postal Service because what he said
3 is struggles?

4 Can't nobody sit in here and say they
5 carry more mail now than they were 10 years
6 ago. That's truth and the honest truth
7 right there because they are not. You know,
8 it's just a simple fact.

9 So I want to speak on this report. I'm
10 going to go through it real quick and I want
11 to tell you some good things right here.

12 When Paul went through these -- this is
13 some of the ones that we still have that we
14 have but I wanted to make sure I didn't miss
15 nobody. Bobby Moore is our newest one. I
16 think he's about to do his first case coming
17 up. But like I said, this is our advocates,
18 our Step B reps.

19 We've Saleesa (phonetic). We've got
20 Leigh. We've got the backup. And I can
21 tell you right now. They've probably got
22 the worst management partners in the region,
23 that they want to sit there and impasse
24 everything. But they hold firm. They don't
25 give in. They stick to the file. And the

1 best thing we can do is support them because
2 everything that they impasse we are able to
3 pre-arb and get a settlement and do what we
4 can for our members.

5 They do a good job and they hold firm.
6 The both of them hasn't been there that
7 long, but they continue to get better. We
8 see the improvement all the time.

9 The Region 9, I'm not going to go
10 through the organizers. But if you guys are
11 organizers -- Roland? Carol? Where you-all
12 at? Stand up. Because they need to get
13 some credit because look at this right
14 here --

15 (Applause.)

16 MR. DAVIDSON: We started emphasizing
17 organizing -- I want you guys to know since
18 we had our training a few months ago,
19 you-all are like 89.2 percent at Georgia and
20 now you are 93.2 persist organized, which is
21 excellent. So good job, you-all.

22 (Applause.)

23 MR. DAVIDSON: The preliminary report,
24 I'm not going to go through any of this
25 right here. The outside stewards, here they

1 are right here. I say this all the time.
2 This is the outside steward excluding the
3 route protection program, but we are always
4 looking for more people. One of the things
5 that we have overwhelming done great in
6 Region 9 the last year and-a-half is we took
7 a lot of these small branches that don't
8 have representation and through Region 9, we
9 merged over 74 branches now to make sure
10 that they have representation at all times.

11 And all that right there is because of
12 these outside stewards going there. They
13 form -- they -- first thing we always do
14 before we merge, we try to go in there and
15 we try to find somebody who wants to step up
16 to the plate. We try to get them an
17 executive -- that actually can work and move
18 forward, but if they can't, then we push
19 them to find -- the best branch is going to
20 give them continuing representation because
21 the worst thing you can have is outside
22 steward is they just put a Band-Aid on it.
23 They can walk in there and file a grievance
24 and walk out. The day they walk out,
25 management is going to go back to violation

1 because you've got to have somebody every
2 day watching the shit.

3 That's all I've got. I made it quick
4 today. I went through it pretty good on
5 that right there, but I want to tell you
6 this right here about Region 9, guys.

7 Who was on my Zoom call the other night?
8 Look, as you can tell, man, I was up at D.C.
9 headquarters. Paul was telling you we were
10 up there, but he didn't tell you how we were
11 doing resolutions past eleven o'clock at
12 night, how we're jumping up there, we're
13 going back and forth.

14 The reason that I want to tell you about
15 all of these committees and what he's
16 saying, the committees we put together, this
17 whole year, we're up there two or three
18 days, we're back. None of the things cannot
19 be moving without the staff that I have in
20 my office: The RRAs -- my RGAs, the --
21 where's Felicia at at the back? Stand up,
22 Felicia.

23 (Applause.)

24 MR. DAVIDSON: She runs this place back
25 there and I want you-all to know she's very

1 mean to me. Do you know what she told me
2 the other day? Felicia, I'm going to tell
3 this story.

4 I told Felicia we had a number wrong on
5 a case -- look, any time Felicia makes a
6 mistake -- she don't make them very
7 regularly -- she comes to me and she says,
8 Eddie, I'm sorry. She says, You know, you
9 can fire me tomorrow, but I'll still love
10 you Eddie Davidson.

11 But then she follows it up. She tells
12 me I can fire her and then she says, But
13 you're still crazy. Something's wrong with
14 you, Eddie.

15 So my point to you is those guys right
16 there, they work a lot of hours. They
17 sacrifice a lot of time away from their
18 families. And when I'm on the road, just
19 like everybody else, you've got to have
20 people in there that you can trust, they are
21 brought into it.

22 So, again, they are not here today.
23 They are actually over there working. And
24 I've been stepping out on the phone because
25 we're getting a lot of pre-arb a lot in

1 Georgia today trying to get the cases done.

2 But, again, thank you, guys, for letting
3 me come to the Georgia convention. I always
4 say this right here: Not everybody is going
5 to like what I say all the time, but you
6 can't say I didn't tell you how I feel about
7 it and what we need to move forward. I'm
8 not going to politicize you. I might argue
9 with you one day, but the next day we could
10 sit there and talk like a normal person
11 because it ain't personal; it's compassion
12 about the membership, the representation of
13 the members.

14 And I'm very, very protective of the
15 information because I tell people all the
16 time: I don't know what you run for, but
17 you better not be trying to divide this
18 union. You need to tell them the damn facts
19 and you need to tell them like it is.

20 You want to say a hundred things by --
21 (incomprehensible). There's a lot of rights
22 to the wrongs. Everybody can do better,
23 including me. But the problem is when we
24 start condemning each other all the time
25 just so we can divide each other -- and we

1 are divided right now. I think Region 9
2 we're pretty good together, but as far as
3 nationally divided right now -- because
4 we're dealing with something that we haven't
5 dealt with ever before and that's social
6 media and people's own personal agendas.

7 So I want to leave this disclaimer with
8 you. Good for you if you listen to podcasts
9 and you go on Facebook groups, but shame on
10 you if you make that your only source of
11 knowledge. You need to ask questions. You
12 need to communicate. You need to
13 participate in your branch.

14 Because, again, I see union brothers and
15 sisters that got podcasts. It's not more
16 important to them about what they are doing
17 for the union, what they are doing for you.
18 It's more important to them how many
19 followers they get or how many likes they
20 get or how many comments they get. And
21 that's when you lose it. You lost your
22 purpose right there.

23 You know, I say it again. Podcasts are
24 okay, but it's one person's opinion. And
25 I'm going to tell -- I actually had a

1 conversation and an argument with a
2 podcaster one day because I took it personal
3 because I sit there and we had add route
4 inspection in Myrtle Beach, South Carolina,
5 where a young lady spent four or five months
6 away from her family and we got a stead-beat
7 decision that through the route -- they gave
8 management 30 days to put the routes like
9 they are and the effected carriers got \$500.

10 Let me tell you where I got offended by
11 because management agreed to throw it out,
12 put the routes back and the president
13 said -- (incomprehensible) -- but management
14 wouldn't agree to a cease and desist. So we
15 got management to immediately comply, found
16 all the violations. I think it was 18
17 different grievances we combined in one
18 bundled that Paul got management agree to go
19 to and we set parameters on the installation
20 from here on out.

21 So that was two and-a-half routes that
22 was taken out and that means those letter
23 carriers got their routes back. They went
24 in there and totally destroyed their routes
25 and we got them put back in a stead-beat

1 decision. That is unheard of where we get
2 that done.

3 And then the brothers were going on the
4 podcast and talk about, Oh, well, you know,
5 that's what I'm talking about. You know,
6 the NBA give in because he didn't sit out
7 for a cease and desist.

8 So I want to ask you a question. So for
9 me to sit there and say I've got a cease and
10 desist, so I -- impasse them 140-something
11 grievances and them carriers having to carry
12 them shit routes for the next two years or
13 do I get them routes put back to take --
14 (incomprehensible). And the answer is that
15 right there.

16 And you know what the podcaster said
17 after I told him that? He said, All you
18 want to do is tell me how good you are. You
19 aren't nothing but fat and next time I see
20 you I'm going to whoop your ass.

21 And you know what I told him? I told
22 him this. I said, You're a real man when
23 you get on a microphone every Sunday night
24 and talk a bunch of shit into the
25 microphone. When you see me in person, I'll

1 be waiting for you.

2 Thank you, guys.

3 (Applause.)

4 MR. GRIGGS: Eddie, Eddie, Eddie --

5 (Audience chanting.)

6 MR. GRIGGS: Thank you, Eddie.

7 We have a treat coming next, the
8 national officer Manny, director of safety
9 and health. He's going to come and bless us
10 with some good news. Welcome to Georgia.

11 (PRESENTATION BY MANNY PERALTA)

12 MR. PERALTA: Thank you. I was told
13 I've got to do this in less than seven
14 hours. Can you hear me in the back? You
15 need the microphone -- oh, man.

16 All right. For those of you that don't
17 know me, my name is Manny Peralta. I'm the
18 director of safety and health, but I have
19 served you in Washington for the last 16
20 years. Prior to that, I carried mail in
21 Anaheim, California, where we get a lot of
22 snow -- kidding. It's painted on the
23 Matterhorn by Disneyland. And I have served
24 the union as a full-time officer, AWOL from
25 my route, for 42 years.

1 So, no, no, no. And I worked as the
2 business agency officer for 20 years. We
3 covered California, Nevada, Hawaii and Guam.
4 So those are my routes.

5 One of the things that I want to do when
6 I started a presentation is I'm going to get
7 into my safety world and ask you to look at
8 stuff we have together for you, but I want
9 to talk about legislation and how we've been
10 affected by assholes in the White House that
11 want to pick our pocket. And the other half
12 is the assholes in the Senate and the House
13 of Representatives and when they can,
14 they're going to steal from us.

15 So I want to start out with: How many
16 of you were carriers back in the '80s?

17 For those of you they are FERS
18 employees, there's this person that came out
19 of California, former governor, Ronald
20 Reagan, that went into office. He had a lot
21 of support, he had a lot of friends and he
22 had a lot of influence and he was able to
23 get what he wanted. But he decided that we
24 as federal employees were overcompensated,
25 that we had too much money we were receiving

1 in the retirement and that's a burden that
2 the federal government shouldn't bear.

3 So the first thing that he did in the
4 early '80s is to attack our retirement
5 system. So we had group one that has CSRS
6 and group two, those of you that fall under
7 FERS.

8 Well, the attempt by Reagan at the very
9 front end was simply to do away with the
10 retirement system altogether. So simple
11 question to you: How many of you would put
12 up with the bullshit dealing with postal
13 managers if all you got at the end of the
14 rainbow was Social Security? Because that's
15 what they wanted.

16 You can save your money, you can put it
17 in an investment, but we do not want
18 anything but Social Security. That's what
19 they wanted to do.

20 And we were lucky enough to have a
21 president by the name of Vince Sombrotto
22 rallied all the other federal sector unions
23 together to prevent the destruction of a
24 retirement system for government employees.

25 So the FERS you heard earlier in the

1 presentations, we have a three-legged stool:
2 The Social Security, the first component,
3 and your TSP investments.

4 So that happened because they had the
5 power on Capitol Hill. When I say they had
6 the power, they he had the House of
7 Representatives. They were able to convince
8 the Senate and the president was willing to
9 do it. So those were things that happened
10 to us when we lose the House.

11 So that wasn't enough for Reagan to say,
12 Let's do away with the retirement system.
13 We had employees that had earned Social
14 Security entitlements, but later came to
15 work for the post office. And so,
16 therefore, they were going to get Social
17 Security because they earned it and CSRS
18 because they earned it. And if they earned
19 it, they deserved it. But the Reagan
20 administration determined, you know, those
21 are double-dippers. Let's do away with it.

22 And they couldn't get everything they
23 wanted, but they came up with a windfall
24 elimination provision that literally says if
25 you're a CSRS employee and you get your

1 CSRS, but you're also eligible for Social
2 Security, we're going to reduce that Social
3 Security payment.

4 So how many of you in the audience were
5 affected by that? And how much did that
6 take out of your pocket on an average month?

7 UNIDENTIFIED MALE: Twenty-five dollars
8 per hundred.

9 MR. PERALTA: Say again?

10 UNKNOWN SPEAKER: Twenty-five dollars
11 per hundred.

12 MR. PERALTA: We've got carriers that
13 have told us that once we undid that
14 windfall elimination provision, they got
15 seven to eight hundred dollars a month more.
16 So they got screwed for 40 years. And under
17 the Biden administration we finally reversed
18 it.

19 It's just something you've got to ask
20 yourselves: Why do those things happen to
21 us?

22 When we asked you to fund our political
23 action fund, when we ask you to contribute
24 to the letter carrier political fund, when
25 we ask you to preach it at the branches and

1 preach it to your brothers and sisters, it's
2 important because there's somebody in
3 Corporate America that wants to pick your
4 pocket.

5 So the next thing is Barack Obama gets
6 elected in 2008. We're very proud of the
7 work that the NALC did in getting him
8 elected. But in 2010, what happened? 2010?

9 UNIDENTIFIED MALE: The housing market
10 crash?

11 MR. PERALTA: Not the crash. I'm
12 referring to in 2010.

13 UNIDENTIFIED MALE: We didn't come back
14 out, our folks, to get him the help that he
15 needed.

16 MR. PERALTA: You hear that? At the
17 midterm elections -- I'm going to translate
18 what you said -- we got our royal asses
19 kicked. There's no other way to put it. We
20 lost over 55 seats in the House of
21 Representatives. In one election -- so
22 President Obama does well in his first two
23 years. And while we're heading towards the
24 midterm elections, we lose the house and the
25 Senate. Ted Kennedy died. And for the

1 first time in over 35 years, the Senate seat
2 was lost to a Republican. So that was the
3 beginning of the red wave that was going to
4 hurt us.

5 It was important because we had
6 60 senators -- democratic senators, so Obama
7 had a filibuster-proof Senate. And if you
8 remember, the Affordable Care Act was passed
9 under his first term. It never would have
10 made it to the finish line after the
11 midterms.

12 So what else happens after 2010's
13 election? We got our butts kicked. We get
14 into disputes. They have the House of
15 Representatives and then they started the
16 budget reconciliation in 2012.

17 How does that affect us today? How many
18 of you are the early FERS employees, before
19 2013? You are paying .08 percent -- or
20 .8 percent of your salary towards your
21 retirement. How many of you came in 2013,
22 that year? How many 2014 or later? There's
23 not enough hands going up. That means you
24 guys don't know what happened to you.

25 You're paying 4.4 percent at the top

1 end. So I'd like to try to put some numbers
2 to it because it makes a difference. At the
3 current top end of the pay scale, we're
4 earning \$83,226. For those employees that
5 were the first group of FERS employees,
6 that's \$655 a year. For those of you that
7 are in the last group, it's \$3661 a year.

8 Over a 30-year career, it's \$89,000
9 additional dollars out of your pocket.
10 Everybody hear that? Those of you that are
11 the 4.4 got screwed for almost \$90,000 and
12 that's based on the raise system we're
13 getting. That will continue to go up until
14 we find a way to get both houses to agree
15 with the needs of labor and make things fair
16 to everybody.

17 Now, what happened in the last five
18 years? During the Trump administration
19 currently, they recently proposed -- but
20 they recently proposed to bring everybody up
21 to over 15 percent. And that would have
22 cost \$389,000 over a 30-year career.

23 How many of you have \$380,000 to piss
24 away?

25 UNIDENTIFIED FEMALE: What?

1 MR. PERALTA: Is it worth your time and
2 effort to contribute to the letter carrier
3 political fund? If it isn't, you need get
4 those numbers. What you ought to do is you
5 ought to calculate it. Just find out,
6 what's the top end of the wage the .8, the
7 3.4, the 4.4. Figure it out. Have that
8 available when you're talking to a carrier
9 who doesn't know the value of contributing
10 to the political fund. Show him how much it
11 costs out of his pocket.

12 If we don't do that translation when we
13 go to the meetings, when we go to the
14 conventions, when we go to the trainings, it
15 gets lost because we know don't get every
16 carrier to come to a meeting. We don't get
17 them all to get involved. It hurts.

18 Now, how many of you remember Senator
19 McCain, Arizona? He was the one person that
20 kept alive the Affordable Care Act when he
21 told his colleagues on the right side of the
22 aisle, No, we're not going to do away with
23 it. That one vote saved up.

24 But he earlier had wanted to pick our
25 pocket. There was a time during those

1 conciliation talks during 2010 and '11 that
2 they wanted to raise -- I'm sorry. They
3 wanted to reduce your retirement benefit.
4 We earn one percent per year per year served
5 under FERS. They wanted to reduce it to .7
6 percent. So that would have cost someone in
7 retirement an additional \$224,000.

8 So think about you paid \$90,000 extra
9 during your career and now you're going to
10 lose \$224,000. Don't think you're safe even
11 when you get close to the finish line. You
12 have to keep your guard up.

13 Now, in 2008 -- I'm sorry -- 2002
14 President Sombrotto retires. Bill Young
15 takes over. You follow a legend like
16 Sombrotto, you've got to question in your
17 mind: What am I going to be remembered for?
18 What is taking place on my watch and what do
19 we have to do as a union?

20 So the president of the United States at
21 the time was George Bush. He issued an
22 executive order to study the survivability
23 of the Postal Service into the Internet age.

24 How many of you were aware of that? The
25 report comes out in July 2003 and Bill Young

1 immediately started what was called our
2 eActivist network, and which later became
3 our E-mail access and the extra work.

4 But we were granted access on the
5 workroom floor throughout the country, all
6 the NALC, because the Postal Service wanted
7 not to get hurt by the proposals in those
8 findings and that commission.

9 And so we were allowed to go out and
10 create that eActivist network of stand-up
11 talks on the workroom floor and get you to
12 get a hold of your legislatures. And as a
13 result of it, we were able to prevent the
14 right side of the aisle from taking away
15 benefits.

16 If you're not familiar with it, Google
17 the term "embracing the future" because
18 embracing the future is the report that was
19 issued by that commission in July of 2023 --
20 I mean, 2003.

21 And embracing the future is a 203-page
22 indictment against success of the postal
23 union and the postal workplace. They said
24 that we had too much in retirement. They
25 wanted to reduce our retirement. They said

1 our injury compensation benefits are too
2 high. There's no incentive for an injured
3 employee to go back to work. They don't
4 give a shit about the fact that you almost
5 got killed.

6 But the reality is, hey, Corporate
7 America likes to hurt workers and then cast
8 them aside and forget about them. And they
9 are somebody else's burden and that's not
10 right. There has to be protection.

11 And then the other things that they
12 wanted to do was just destroy the Postal
13 Service. But even that commission at that
14 time found that there was still a need for
15 the survival of the post office.

16 So the question is: Is the post office
17 going to survive the Internet? Back then
18 the thought was yes. Now, when that
19 commission report came out, it went to all
20 the legislatures and they started to lobby
21 and we started to lobby against it and
22 prevent as much harm as was possible. But
23 if we weren't educated about what was going
24 on, shame on us.

25 So now the next thing is we went to the

1 Medicare integration. We wanted to reduce
2 the cost of healthcare benefits for the
3 future. We wanted to protect -- we had a
4 monkey on our back.

5 How many of you remember the
6 pre-funding? For those of you who are not
7 raising your hands, Paul said it earlier
8 about taking that money away from the post
9 office every chance Congress had. Congress
10 did not have faith that we would survive the
11 Internet age, so they decided that we are
12 going take \$5 billion a year from our
13 operating funds and put it in an escrow
14 account so that when we go belly up, we'll
15 take care of our debts and Congress won't
16 have to have to pay and the taxpayer won't
17 have to pick us up.

18 But that pre-funding taken away from us
19 over \$55 billion dollars over the first
20 11 years, that's not the way for this
21 country take care of the post office. Let
22 us use our money to invest, to build what we
23 need to build, to prepare some of those
24 rickety old buildings we're stuck in. Let
25 us be a surviving company with the proper

1 support.

2 Well, they finally repealed that, but
3 those monies were never returned to us.
4 They still sit there and we're still in the
5 process and will, as Paul indicated, fight
6 keep them out of our pockets.

7 So if I can, what I wanted to do is take
8 you through a few things because as I get
9 into safety and my world, I like to use My
10 Safety page on the website and ask you to
11 learn to get comfortable with it.

12 I get phone calls on a regular basis
13 from stewards and safety activists asking:
14 What is available for me to learn what my
15 job is as a safety captain? What is
16 available for me to find everything that
17 needs to be? And so if you're not familiar
18 with it, forget the picture; it's your page.
19 This is My Safety and Health page.

20 So all you've got to do to find it is go
21 to the main page of the NALC website,
22 highlight workplace issues, scroll down to
23 safety and health, click on that and that
24 will take you to my main page. On this page
25 we have my contact information. I have a

1 secret phone number and a secret E-mail in
2 case you need to call me or contact me. I
3 will make sure that we connect you with your
4 business agent for follow-up and assist as
5 possible, but I want to make certain that
6 everybody is comfortable reaching out if
7 you're not getting the answers at home that
8 you need to get.

9 And then we have section under joint
10 statement on violence behavior in the
11 workplace. We have general information on
12 safety on the job. We have vehicle safety
13 issues. And then I decided that I wanted my
14 articles put in a location for you to find
15 when you need to find them.

16 So if you go to the main page, at the
17 bottom, the safety and health resources,
18 just click this when you get there. This is
19 how fast this is working -- what I have on
20 this page when it pops up is all of the
21 articles that I write for the last 16 years,
22 I ask the postal record staff to put them
23 into the different categories so that when
24 you are looking for an answer to a question,
25 you don't have to read the 160 articles.

1 Just go to the ones that you're looking for.

2 So under safety responsibilities, I
3 identified all the things that we should be
4 doing, should be learning about. Your union
5 needs you. Safety committee duties.

6 How many of you serve on a safety
7 committee in your office?

8 (Show of hands).

9 MR. PERALTA: Very few. Well, the
10 safety committee has the responsibility --
11 (Technical issues.)

12 MR. PERALTA: When you get a chance,
13 click on the article on duties and
14 responsibilities of the safety committee.
15 The article was predicated on a handbook
16 called the EL-809. The EL-809 is the duties
17 and responsibilities of our safety
18 committee.

19 And it tells you that we, the committee,
20 in each installation should be reviewing the
21 full accident reports for every accident
22 that happens in that facility.

23 What's the purpose of that? If Paul and
24 I are on the committee, I want to find out
25 what caused the accident. I also want to

1 find out have we experienced a similar
2 accident in the past and what plans did we
3 put in place our office to stop the same
4 kind of accident because management wants to
5 point at us for failing, us because we had
6 an accident, us so that they could blame us.

7 Instead of reflecting on themselves,
8 they did not do their job, they did not
9 properly investigate the last accident of
10 this nature. We did not come up with plans
11 as a safety committee to prevent it, so why
12 are you issuing discipline to a carrier for
13 having a similar accident, when the
14 discipline should go to the manager for not
15 learning why it happened the last time and
16 doing something about it so that we don't
17 lose another brother or sister to the same
18 kind of accident. These are
19 responsibilities that the Postal Service has
20 agreed rests on everybody's shoulders. Why
21 aren't we doing it?

22 If you're not active at your office on a
23 safety committee, go to your president and
24 say, Look, I'd like to be on the safety
25 committee for this installation. They are

1 required to have one in every installation
2 that has over 25 employees. That's pretty
3 good. And if they don't have it
4 25 employees, then the safety duties and
5 responsibilities must be taken up in the
6 labor management meetings.

7 It's not an option. They can't hide
8 from us, but here's where we fail. We're
9 not pushing them. We're not making them do
10 that job. We're not making them analyze, so
11 we are contributing to the injuries that our
12 brothers and sisters suffer because we did
13 not do our job. Please go back and do
14 something about it.

15 Next thing, the working environment. I
16 read an article until California when I was
17 the business agent about the voice of the
18 employee. For those of you that don't
19 remember, back in the 1990s and the 2000s,
20 they were polling employees every once in a
21 while. They were sending out an inquiry.
22 And they determined that the voice of the
23 employee was what they wanted it to be.

24 They wanted to say that the employees
25 wanted certain things, but the reality is

1 when I studied all of those polls, what the
2 employees wanted is, A, get that asshole off
3 my back, so I can do my job; B, let's change
4 the culture on the workroom floor so that
5 you, the supervisors, listen to us, take our
6 input and make the workplace better.

7 Those are responsibilities that they
8 don't like because they don't like the warm
9 and fuzzy. They don't want to give us any
10 leeway. They don't want our input. They
11 want us to be just a worker without a mind
12 to address nothing but what they want us to
13 do.

14 So read the articles under workplace
15 culture. Keep a watchful eye on each other.
16 Every article I write is really an effort on
17 my part to educate you on what we should be
18 looking at and how we keep an eye on each
19 other.

20 And abuse on the working floor
21 continues. I've got a series of articles.
22 I kept writing these articles and kept
23 writing these. And in 2014, President
24 Rolando approached me, he said, I like what
25 you're doing, but I'd like to do something

1 more. Could you write a book on how to
2 treat the issue of how people are treated?

3 So I wrote the book called Maintaining
4 Dignity and Respect: A Guide for Shop
5 Stewards. And that's available in the
6 members-only section. I wrote that in 2014
7 and I have conducted that training at every
8 convention since 2014. And the reason for
9 that is this is a continuous problem. It's
10 a continuous problem because you get that
11 asshole that was not properly trained to
12 work with others. And he or she does not
13 know how to get the numbers for the boss, so
14 they just raise their voice, scream, pound
15 the table and make your life miserable.

16 You can do something about it and I urge
17 you to, please. See at the bottom there, it
18 says: Click here to download a PDF of the
19 dignity and respect book.

20 Please read that if you haven't read it.
21 When you've got a problem going on in an
22 office with an asshole, you know, we can do
23 something about it, but the problem is we
24 don't teach our membership what we should
25 do.

1 And in this book I have guided everybody
2 on how to have the employee write a
3 statement. What should we be asking for?
4 What kinds of documents should we review?

5 All of these things are important
6 because all of the safety stuff that we
7 suffer from, think about how many times the
8 employee was distracted because of the way
9 they were treated. And because they were so
10 upset at how they were treated, they weren't
11 paying attention to traffic. They weren't
12 paying attention to a hazard. They weren't
13 paying attention things. They just wanted
14 to rush on through the day.

15 Every once in a while I like to use
16 examples of things that really make you sad.
17 We have a letter carrier Britain, New
18 Jersey, named Ken Carrano. He worked for
19 the post office for 36-plus years and
20 retired.

21 On his very last day carrying mail, he
22 scratches his eye on a tree limb as he's
23 walking up to deliver to the porch. He
24 doesn't pay attention to it, keeps going,
25 goes back to the office. Tells the

1 supervisor that he scratched his eye, gets a
2 CA-1.

3 Doesn't want to go to the doctor that
4 day, so he goes to the doctor now on the
5 very first day he's retired. He carried
6 mail on Thursday; that was his last day.
7 Friday he goes to the doctor. The doctor
8 gives him some eye drops and he had an
9 allergic reaction and dropped dead.

10 And when you look deep into that
11 accident, what was it that caused him --
12 he's always in a rush like we always are.
13 We learn to see hazards and avoid them, but
14 we don't write them up. We don't file
15 grievances over those things that are going
16 to hurt us or kill us because some of the
17 safety issue isn't as glamorous as getting
18 money -- it's not as glamorous as some of the
19 things that have more appeal. It's not a
20 sexy grievance. Bullshit. If it keeps
21 somebody's life, it is. You ought to be
22 doing something about it.

23 (Single applause.)

24 MR. PERALTA: Thank you.

25 UNIDENTIFIED FEMALE: You're welcome.

1 MR. PERALTA: As we go through these
2 items, I urge you -- why are they there?
3 They are there for you to educate yourself
4 and if it's not you, for you to educate the
5 other members of your union so that we can
6 figure out what needs to be done.

7 Vehicle safety. Are your park points
8 safe? I'm going to show a video later, but
9 I want you to think about park points.
10 We've had eight letter carriers that have
11 died standing at the rear of their vehicle
12 working the mail for the next loop when a
13 distracted driver plows into them. We've
14 had 16 carriers seriously injured, but eight
15 carriers that have died as a result of it.

16 And so at one of our conventions, Fred
17 authorized me to bring a group of eight
18 carriers. So when we were at the
19 Philadelphia convention in 2014, I included
20 them in my safety workshop and then they'd
21 video recording and that recording is
22 something that I think you should share with
23 all new employees. So I will play that
24 before I wrap up here today.

25 Then one of the things that is important

1 is vehicle repairs and maintenance. Don't
2 you love -- don't you just love how
3 management always takes care of the vehicles
4 and you don't ever have to ever write them
5 up?

6 I wrote this in September of 2017. And
7 in essence, the Office of the Inspector
8 General -- see the paragraph on the bottom
9 left? The OIG did a study of the Postal
10 Service and determined that management was
11 not doing what they are required to do and
12 what is in the handbook as relates to
13 vehicle maintenance.

14 Now, if you're not familiar with it, the
15 employer has a preventive maintenance
16 inspection program. Preventative?
17 Bullshit. They are required every single
18 vehicle twice a year, end to end, bumper to
19 bumper, study of the safety of that vehicle.
20 That's a preventive maintenance inspection.

21 You know they are not doing it. Twice
22 the OIG has written them up. Twice the
23 assholes in Washington have promised and
24 many times since then they have failed
25 again.

1 So if I drive my vehicle 500 miles or
2 less per month, they are required to inspect
3 that vehicle twice a year. You're required
4 to inspect it every single morning.

5 I'm going ask a question based on
6 honest -- honesty, here. How many of your
7 offices -- I'm not saying you, your
8 office -- conduct a thorough vehicle
9 inspection every single morning and don't
10 you dare lie because I will interview you.

11 Raise your hands if you can say with
12 truthfulness in your office they do their
13 job?

14 UNIDENTIFIED FEMALE: Don't even have
15 our keys.

16 MR. PERALTA: We're supposed to do our
17 job the same way every single day, so that
18 when we get the inspection of routes,
19 nothing changes, right? Well, I remember as
20 a young officer in my branch, long before I
21 lost most of my hair, long before I had the
22 gray, I'd walk out there during a route
23 inspection and laugh at my brothers and
24 sisters because they if they hadn't picked
25 their cheat sheet, they wouldn't know how to

1 do an inspection of a vehicle.

2 They've never done it before, so now the
3 inspector is there. They want to make it
4 look like they're properly inspecting their
5 vehicle. Shit, where am I supposed to
6 start? They have to take their cheat sheet
7 out. If you have to do that, you're not
8 doing your job.

9 So, please, make yourself a commitment.
10 We've had many carriers who have suffered
11 serious injuries and deaths because of the
12 status of the vehicles they are driving.
13 And we only do it to save a couple of
14 minutes because we don't want those assholes
15 barking at us and we take and put our life
16 at risk. And we can't do that. We cannot
17 do that.

18 So, please -- I'm preaching and I'm
19 going to continue preaching and I beg you
20 please read all of these articles because
21 they are there for you.

22 What I'm going to do is I'm going to
23 open up another window and just go to
24 YouTube.

25 What did you say, Paul?

1 UNIDENTIFIED MALE: He said, Be careful.

2 MR. PERALTA: So you're telling me your
3 browser on your computer defaults to the
4 wrong place?

5 (Discussion ensued off the record.)

6 MR. PERALTA: Now, this video was
7 recorded in 2014 at the Philadelphia
8 convention.

9 (Video played.)

10 MR. PERALTA: The rest of the video is
11 the OWCP part where once you're injured, you
12 don't have to go outside to hire an attorney
13 who's going to pick your pocket and get your
14 share. The NALC provides, to members only,
15 no-charge services for OWCP. And that's
16 something that Fred put in place --
17 President Sombrotto put in place and that
18 still exists today because we have a cadre
19 of experts that will outgun any attorney
20 about the matter of your attorneys.
21 Separate from that, you'll probably hire an
22 attorney to sue the customer above and
23 beyond your medical care.

24 The rest of the video -- go to YouTube
25 and just type in "NALC park points" and

1 you'll see that image -- I have developed a
2 very close working relationship with them.
3 I had the privilege of being your officer
4 and so I went to USC Medical Center in May
5 of 2014 and I visited Joe Cabrera. He was
6 the gentleman that was lying in the bed at
7 the beginning and later was in the
8 wheelchair.

9 I asked my branch president at the time,
10 Barbara Stickler at Branch 1100 to take me.
11 And so my wife and I went to visit and meet
12 with Joel. What I didn't remember is I used
13 to be Joel's represent I when I was a kid at
14 his office San Gabriel and he remembered me,
15 so we kind of reminisced a bit. And the guy
16 is just a real special soul.

17 Now, think about this. Anthony dies --
18 Anthony Dunn gets hit February 28th of 2012.
19 His legs are severed at the scene of the
20 accident. They rush him to the medical
21 center and they place him in ICU and they
22 did everything they could to keep him alive
23 and he passed away the following morning.

24 So now I am visiting Joel. And when I
25 walk in, he's in the ICU room, kind of by

1 himself, kind of quiet. The nurses said,
2 You guys just go in. He just needs people
3 with him.

4 So as we're talking, he shares the story
5 that he is in the same room where Anthony
6 Dunn had died two years earlier. The same
7 medical crew, the same doctors, the same
8 nurses, they all remember Anthony and they
9 started crying saying, We're not going to
10 lose you, too.

11 So now this young man, Joel, is sitting,
12 lying in this bed for 90 days in ICU. They
13 head to break, refashion, break again, move
14 his bones around in order to get him up to
15 snuff.

16 After 90 days of crushing his bones and
17 putting them in shape and crushing his bones
18 and putting them in shape, they finally
19 released him to a rehab center. It's okay;
20 give me the address because every time I go
21 home, I went to visit Joel.

22 So this rehab center that's about two
23 blocks from the Rose Bowl in Pasadena,
24 California -- and I walk into the place and
25 I'm looking at Joel, I go, What are you

1 doing? And there's a photo of him in a
2 wheelchair -- I don't know if you paid
3 attention to it. He's wearing his full
4 uniform. He's in a wheelchair and he's
5 going from room to room delivering mail.

6 So I'm asking the guys at the medical
7 center -- at the rehab, Why is he doing
8 this?

9 Well, he convinced us that he's the only
10 person authorized to deliver mail. So he is
11 our mailman.

12 And so the entire six months that he was
13 at the rehab center, he was their letter
14 carrier and he went room to room delivering
15 mail.

16 But this kid is magical. He really,
17 really is. So he calls me about three years
18 later and he says, I'm going back to work.

19 So I was on the workroom floor with him
20 when he went back in 2017 and he has since
21 retired.

22 But when you bond the brothers and
23 sisters that go through those serious
24 accidents, find out what their mind is
25 talking about. Find out what we learn from

1 them and we can pass onto others.

2 We have -- we had another letter
3 carrier -- this is the saddest thing. Greg,
4 you may remember. You helped me with that
5 video and the trash truck a few years ago.
6 We had a letter carrier named Gerdie Johnson
7 out of Branch 1100. And it was trash day.
8 And whenever there's that trash day, we
9 don't like those big ass vehicles driving
10 all over the place.

11 So Gerdie is walking down the street.
12 The customer sees that she is about to hit
13 their home. So customer goes back to the
14 house to retrieve the mail. And by the time
15 she gives the mail to the customer, the
16 trash truck across the street is backing up.

17 Well, instead of going the long way, she
18 took what she thought was the shortcut and
19 appropriate. And as she crosses the street,
20 the trash truck backs over her, knocks her
21 done, the left front wheel rides over her
22 abdomen -- rides over her abdomen.

23 The driver didn't know that he had just
24 run over her, so he puts it in drive and
25 drives over her abdomen again. So by this

1 time there's enough hectic noise in the
2 neighborhood and they stopped it. And now
3 the rest of it, you can see from the Zoom
4 video -- or the Ring video, or whatever the
5 hell you call it, how the driver is and the
6 panic. How do you explain this shit away?

7 But the reality of it is there are
8 things that we did that contributed to that.
9 So I went to visit Gerdie at the hospital
10 and her rehab center was literally within a
11 half mile of my house, so I went and visited
12 her a couple of times and I said, What
13 message do you want to pass on?

14 She said, Would you tell all my brothers
15 and sisters in this country don't push where
16 it's not safe to push. Don't drop your
17 guard and don't let those assholes in the
18 building rush you and make you do things
19 that are unsafe.

20 And so sadly Gerdie later passed away
21 from cancer that had been in remission but
22 revived again because her immune system
23 failed as a result of the accident.

24 And so her message from the other side
25 is: We do everything we possibly can.

1 Don't let those assholes push you. You've
2 got to make certain. You sit down with all
3 the new employees. You protect them -- you
4 protect them. You speak up for them. You
5 don't expose them. If they've got something
6 that they are afraid of dealing with, you
7 tackle the problem not the person. Help
8 make a better and safer work environment for
9 them, so they are not getting themselves
10 hurt and killed.

11 We had a series of incidents up in the
12 Pacific northwest, in Oregon and Washington,
13 where the Department of Labor decided that
14 they were going to investigate why employees
15 who suffered injuries during their probation
16 were all of a sudden let go as poor
17 employees.

18 So if you go to My Safety page, this
19 section right here says: Landmark decision
20 against the USPS. OSHA issues a press
21 release that required they could no longer
22 fire an employee who reported an on-the-job
23 injury during their probation without going
24 through higher steps of management.

25 And this is the first time that OSHA has

1 done a corporate-wide agreement for a small
2 section of the post office, two states.
3 That's significant. Labor relations and HR
4 had to get involved. So they have not been
5 allowed to fire employees who got injured on
6 probation. Those are important steps.

7 So if I get injured on duty and I report
8 my injury and the employer takes adverse
9 action, please make certain that we file an
10 OSHA whistleblower complaint. Everybody
11 understand that?

12 Where do I find that information, Manny?
13 Well, gee, I'm glad you asked.

14 Right here we have whistleblower
15 protection. If you are going through My
16 Safety page looking for "what can I do," you
17 open it up -- come on -- it takes you
18 straight to the OSHA online filing page.

19 My goal as your director of safety is to
20 put things in your lap in an easy way, but I
21 can't get you there if you're not reading
22 the stuff. So when you call me and I say,
23 Did you read my article from September of
24 2017 on the vehicle fires, your answer
25 should be, no, but I will right now, and

1 I'll be with you on the phone.

2 I want to make certain that we're
3 providing you what you need to protect our
4 brothers and sisters. And sometimes it will
5 annoy you, especially youngsters that want
6 to read three words off the Internet instead
7 of maybe a 700-word column that gives you
8 everything you're looking for.

9 Don't rush through it. My goal is you
10 have to educate and my job is to give you
11 what I think you need to know based on what
12 you have brought to my attention.

13 Your job is please read it. If there's
14 something wrong with what we've written, let
15 us know. And I don't say this for my
16 articles only. All of my colleagues, all of
17 the resident officers, we each write a
18 column every month with the exception of
19 February and the exception of the summer
20 season after a national convention.

21 But the reality is we spend time putting
22 together information that we think will help
23 you. You need to be aware of it and we want
24 it right there, so you don't have to go
25 searching for it.

1 And as I showed you on My Other
2 Resources page, my goal is if I'm a steward
3 and I want to find out what do I have to do
4 on these different topics, I want to make
5 certain that you can find it.

6 Let's see. If you go back to the safety
7 and health resources, as you go through
8 here, there's more and more stuff available.
9 The vehicle park points, that's what took us
10 to the video.

11 So think about that video. Peaches Ray
12 which was the lady at the very beginning of
13 the video that said she didn't like to lose
14 her hair, had to cut it, the night that she
15 had the accident, my plane landed in Orange
16 County -- because I go home about once a
17 month to be with family. My plane landed.
18 I get a notification from Chris Jackson, who
19 at the time the business agent and I just
20 drove straight over to the hospital.

21 She coded three times the night that she
22 was struck. And she pulled through. And
23 she never went back to carrying mail, but
24 she pulled through and she's doing fine.
25 And every once in a while, I see her and she

1 still goes to the conventions. And you just
2 fall in love with your brothers and sisters
3 that have been hurt.

4 The big guy, a big guy with a big scar
5 on his head, David Betz, from Branch 44,
6 Manchester, New Hampshire. He was a CCA.
7 His wife was eight and-a-half months
8 pregnant on the day of his accident. When I
9 talked to him after the accident and after
10 he got released from the hospital, the only
11 thing on his mind he says was, I was worried
12 about getting her to a medical appointment.
13 He's lying flat on his back.

14 He also tells me that he wears the
15 satchel across the neck, but that satchel
16 ended up under the tire that ran him over.
17 He was lucky he just suffered what he
18 suffered. This guy is Paul Bunyan. He is
19 six-foot-six, weighs about 340 pounds,
20 absolute gem of a person, a kind soul that
21 was willing to participate with us.

22 The only other kind of flaw with our
23 luck -- we're in the Philadelphia
24 convention. That's where we filmed it. For
25 those of you that went to the Philadelphia

1 convention, that's where the NALC
2 headquarter hotel caught fire.

3 So we're up on the 24th floor with the
4 eight injured carriers and the elevators
5 would not functioning. So they are all
6 coming down. I'm not missing this workshop.

7 So we are all down on the street at
8 about 6:30 in the morning, while everybody
9 else is in pajamas and slippers trying to
10 figure out what's going to happen, but they
11 were willing to do something for you guys to
12 pass on what they went through, to teach you
13 don't drop your guard, to teach you to care.

14 So if we get into the park point issue,
15 I have the park point -- now, in January of
16 2012, we got a letter carrier named Doug out
17 of Columbus, Ohio, who gets struck at the
18 rear of the vehicle. I tell management,
19 This is something that concerns me because
20 we have a history. Not interested. They
21 refused to do something. And I'm on the
22 national safety committee with three other
23 letter carriers.

24 So if you think about this, this is
25 March 30th of 2012. Well, if Doug got

1 struck in January, what happened? Remember
2 Anthony Dunn died in February.

3 So I call my management counterparts and
4 I say, Look, I want to have a meeting of our
5 safety committee. And I started out with,
6 What the "F" are you going to do on this
7 one? Are you going to tell me no again?

8 No, no, no. You write it. We'll sign
9 it.

10 So we wrote this message because their
11 original write on this was a piece of
12 garbage that was more interested in
13 productivity and saving a couple of bucks.

14 What I asked you to do is if you're on a
15 street where you've got traffic flying past
16 your ass 40 to 50 miles an hour and you can
17 park right around the corner in a 25
18 mile-an-hour zone, you have a much higher
19 chance of surviving an accident.

20 So, please, if it's an unsafe park
21 point, there is one passage in this M-41
22 that uses the word "safe" on park points and
23 it's in Chapter 2.

24 So go to the M-41. Go through your
25 rights. It's all about what the employer

1 should be doing, but the bottom line is if
2 we don't pay attention to it, it continues
3 to happen.

4 Now, we had one more letter carrier Joel
5 Perales, who in -- I believe in 2016 or '17,
6 he got struck by a kid street racing in
7 downtown Los Angeles. And, sadly, that kid
8 literally slid into him and the video shows
9 him just flying through the air as he
10 crushed against a building. Where we park,
11 can make or break everything.

12 Now, the very first death that we had on
13 the video is a gentleman named Mark Wells
14 from Branch 283, Lorain, Ohio. The
15 president of the branch at the time was a
16 guy named Dan Toth. He is currently
17 director of retired members.

18 He had convinced management that there
19 is an unsafe park point -- this is back in
20 1996 -- an unsafe park point, so they had a
21 warning card that was supposed to be faced
22 with the mail that says: Do not park in
23 this area. Well, they didn't put warning
24 card in and gave Mark the route to deliver
25 and that's how Mark died. He parked exactly

1 where he was not to park because they never
2 passed on the hazard warning. And those are
3 the things that happen to us.

4 If you're not active at your
5 installation on a safety committee, get
6 active. Protect each other from harm.
7 Learn from every accident.

8 The next thing I want to touch on is
9 EAP. My duties as director of safety and
10 health include oversight with employees
11 assistance program. And sometimes people
12 say, Why do we do this? What's going on?
13 We're disappointed with management. I am
14 not pleased with how they're running the
15 program. And I'm pushing them as hard as I
16 can at the headquarters' level, but let's
17 look at what happens when somebody has a
18 need at work.

19 So I'm going to use Paul as an example.
20 I've worked with him for the last 20 years
21 in one capacity or another and I can tell
22 where his mood has changed and I can tell
23 when he's having a difficult time. You can
24 tell when your brothers and sisters are
25 having a bad day. You can tell something's

1 not write.

2 On my watch since I've been in
3 Washington, 324 letter carriers have
4 committed suicide. Every single time I get
5 one of those phone calls, I send an inquiry
6 to the business agent: What was going on?
7 What was happening in this soul's life?

8 Sometimes there are horrendous, ugly
9 stories and you can understand based on the
10 ugliness, but most of the time it's a sad
11 event, a relationship breakdown, a financial
12 problem. And instead of connecting that
13 person with the help that exists, we don't
14 know what to do. We're not good at helping
15 others. We like fighting like hell, but
16 we're not good at helping each other when
17 there's a tender need for humanity to help
18 one another.

19 And we have to learn to do that and we
20 have to care about that. And we have to
21 say, Hey, Paul, let me have a couple of
22 minutes with you. I'll call his supervisors
23 and say, Look, I'm going to take Paul
24 outside. Just leave us alone. Okay?

25 Generally, they get it because they're

1 too stupid to care about what needs to be
2 done. So you go deal with it because I
3 don't know how to do that stuff. Well, do
4 what you can.

5 The worst story that I have on a suicide
6 with a letter carrier was in Irvine,
7 California, about 10, 20 years ago. We had
8 a letter carrier with a very ugly divorce
9 and custody battle with his ex. And they
10 had a court hearing and then the judge was
11 going to issue a decision. So the judge
12 issues the decision and this carrier
13 receives it on his phone and it told him he
14 lost and he's not going see his kids again.

15 He takes the vehicle back to the post
16 office. Tells his supervisor, the mail is
17 yours, I quit and left the building. He
18 just walked out. He went home. He killed
19 his two children and then committed suicide
20 just to spite his wife.

21 So let's ask: Do we wait until the
22 ugliest thing can happen or do we tune in
23 when we can help?

24 UNIDENTIFIED MALE: Tune in.

25 MR. PERALTA: Tune in. Find out. I

1 preach the following: If you don't know
2 what to say to somebody that's struggling,
3 call the 1-800-EAP4YOU number and say, Look,
4 I am not in trouble, but one of my coworkers
5 is. This is what he is going through.
6 Guide me to start that conversation.

7 We don't have to be an expert. Guide me
8 to start that conversation or he would like
9 to talk to you, so connect him.

10 But do what we can. If you can't get
11 through on EAP4YOU, under the Biden
12 administration, it created another suicide
13 hotline called 988.

14 So if you need help or you have someone
15 that needs help or you want guidance on how
16 to help someone, use 988.

17 Do I still have a little time?

18 So I'm going to go into the next three
19 hours.

20 (Laughter.)

21 MR. PERALTA: So I'm going to talk about
22 safety captains. When I started my career
23 in Anaheim, we had a safety captain program.
24 When I became an activist with the union --
25 and, I mean, I got involved during my

1 probation and shut my mouth off and I got
2 recruited as a steward during probation.
3 And my station manager was so fearful of the
4 union, he didn't know he could have fired me
5 on the spot. That was 46 years ago. He's
6 now retired.

7 But I get involved on the safety issues
8 as a safety captain and I said, Where are
9 the rules? There's nothing written.
10 There's really nothing written anywhere. So
11 that's why all the educational materials we
12 have on the NALC safety page is there for
13 you to be able to do something.

14 So a few years ago, management starts
15 soliciting people to become safety captains.
16 And I get a phone call from a carrier in
17 Albuquerque. I get a call from a carrier in
18 Nashville, Tennessee. I get a call from
19 carriers throughout the country. Wait a
20 minute, you don't get isolated phone calls
21 that are all the same pattern unless
22 management is up to something behind our
23 back.

24 So I reach out to management. We don't
25 know what you're talking about. By this

1 time, I've got 35 calls, 35 copies of
2 documents that prove they're up to
3 something.

4 They finally issued notice that the
5 Postal Service wanted to get rid of the
6 safety captain program by re-branding it to
7 the safety ambassador program and they gave
8 us a document that indicates everything that
9 they wanted to do.

10 So I'm going, Wait a minute. I started
11 to nitpick it. I got together with my
12 committee. I wrote a memo and I gave it to
13 President Rolando at the time. And then
14 Fred gave it to Lew Drass. And Lew Drass
15 and I had a disagreement on what to do.

16 Fred backed my opinion. We filed a
17 national grievance. Under the safety
18 ambassador program, what they wanted to do
19 is they wanted to pick who the ambassador
20 was at every office. They wanted the
21 president to have no say on who that would
22 be anymore.

23 I've got a station with 10 carriers.
24 I've got a station with 50 carriers. I've
25 got 20 other stations throughout the city

1 and they wanted chose the safety captain for
2 the facility? Bullshit.

3 Article 1 of the NALC contract with
4 management is we're the exclusive bargaining
5 agent for the letter carrier craft. We make
6 those calls. That's what substance number
7 one was on that national grievance.

8 The second part is when I started as the
9 safety captain, whenever my supervisor and I
10 jointly observed a carrier to see what we
11 were doing wrong, to teach people, coach
12 people to make them better, they could not
13 use our joint observation against a carrier.
14 It was sacrosanct. We had it in writing at
15 every level and I confirmed it when I went
16 to headquarters. It's hands on. You can't
17 use it to hurt a carrier.

18 So now that substance number two and
19 that management was not willing to concede,
20 so we had to appeal our grievance to
21 national arbitration where the NALC
22 grievance was pending arbitration, the APWU
23 grievance on the same thing was scheduled
24 for arbitration.

25 So when their case got scheduled, we

1 notified management that we're going to
2 intervene. When we have similar issues, the
3 unions at the national level can ride
4 shotgun or participate as an equal partner
5 in the presentation of the dispute. So we
6 notified management that we're going to
7 intervene. What do you think management
8 did? We hereby rescind the program.

9 They knew we were going make our case.
10 They knew we were going to be successful, so
11 they just pulled the plug on it. So I wrote
12 an article a couple of years back. Even
13 though they rescinded the program, even
14 though we have the right to appoint, how
15 many of you have appointed the safety
16 captain in your -- every single one of your
17 stations in your states?

18 Now, I'm going to ask the next question.
19 Branch presidents, raise your hand. All the
20 branch presidents: Do you hereby promise --
21 I want to hear it -- that I will appoint a
22 safety captain to represent carrier
23 interest. And if you have a problem, get
24 ahold of your business agent and have him
25 guide you.

1 If we're not doing what we can do to
2 bring to the front those issues that we have
3 to address and then we have a death, shame
4 on us. Shame on us for not preventing it.
5 If we're not actively involved, we should
6 be.

7 Now, we also have a program called the
8 CARE program. Anyone familiar with the CARE
9 program?

10 UNIDENTIFIED FEMALE: Yeah.

11 MR. PERALTA: All right. So tell me
12 about it. Just kidding.

13 There we go. About 10, 12 years ago,
14 they were coming up with a program called:
15 Counseling At Risk Employees. This is
16 something that we had worked on jointly with
17 management at the national safety committee
18 because the new employees coming through the
19 doors were suffering injuries at two to
20 three times the rate of career employees
21 that had been there for a while. They were
22 under so much pressure, so we decided let's
23 do something to prevent that.

24 Well, those assholes in management liked
25 the idea, went off into their corner and

1 they wrote the program themselves. And then
2 they gave us notice that this is what we're
3 going to do.

4 So as I read through it I'm going, you
5 know what? I can live with this because
6 they made a commitment that they will not --
7 they will not use this information against
8 us.

9 So I have two copies: One for those of
10 you that are impatient readers, I've
11 highlighted it, and the other for everybody
12 else. So if you go through this -- should a
13 question not apply, please write in "not
14 applicable."

15 Okay. Well, what are they getting to
16 here? Let's go back to the beginning here.
17 You're that bored. I've got to start again?

18 If you look at this, employees with
19 recent accidents and/or a history of one or
20 more accidents, they want to focus on
21 employees that have a problem. And, listen,
22 ask yourself: Why do I have so many
23 accidents in a postal vehicle when I'm not
24 having the same number of accidents in my
25 own car when I'm driving at home?

1 We don't give a shit while we're at work
2 or we're rushed and we're pushed and we're
3 not doing what we ought to do. And what you
4 ought to be doing is you've got to be asking
5 yourself why.

6 So we had a letter carrier in
7 Virginia -- listen to these facts -- 37-year
8 carrier had a letter of warning for a
9 vehicle unsafe act and then she has a
10 vehicle accident.

11 Management used the CARE information
12 against her. And we, the union, didn't read
13 Manny's article. So when the arbitrator
14 heard the case, the arbitrator ruled: Even
15 though all she had was a seven-day
16 suspension or letter of warning, I am going
17 to accept the CARE training instead of the
18 next step of discipline. And then she
19 issued a decision denying grievance.

20 A 37-year letter carrier with only one
21 discipline on record was summarily fired
22 because the union didn't raise the CARE
23 events. Everybody understand that? Because
24 if we had raised it, they had to wipe it out
25 because they agreed with us in writing you

1 can't use that against an employee. It is
2 only a positive step to reinforce what
3 should be done on the matters of safety. So
4 don't let that happen.

5 Now, when this program first came out,
6 we had a letter carrier in Anchorage,
7 Alaska -- it's a little colder there -- that
8 on probation she had a roadway vehicle
9 accident. The president of the branch, a
10 gentleman named Jim Raymond, gives me a call
11 and says, Manny, I read your article and I
12 read what you distributed and this is what
13 they did.

14 I said, How do you know that they relied
15 on CARE?

16 They used the CARE paperwork. It had
17 "CARE" written all over it, just like the
18 forms that you distributed.

19 Management was so lazy that they
20 investigated the removal of a probationary
21 employee by using the CARE paperwork.

22 I said, Okay, smart-ass -- I contact
23 headquarters -- I just sent you a letter.
24 It has the following. Put up or shut up.
25 You promised it can't be used against an

1 employee. What are you going to do?

2 They ordered Anchorage to rehire that
3 carrier. That carrier passed probation.
4 She still carries mail in Anchorage. That's
5 one of the success stories. But if we don't
6 raise it, we lost. If we don't raise it, we
7 lost.

8 So sometimes this stuff can be
9 overwhelming. It is if you're not doing it
10 regularly. Please, please take the time to
11 read what we put up here for you to use to
12 help your brothers and sisters.

13 And I'm going to stop. Thank you.

14 (Applause.)

15 MR. GRIGGS: Too often we don't pay
16 attention safety. And the report today will
17 go a long way in opening our eyes. Some of
18 you-all are blessed in the fact that he does
19 this workshop at the national -- and if
20 you're not attending the national
21 convention, you've gotten some information
22 that you should put into action in your
23 branches.

24 This is one time when safety should take
25 priority. Things are happening out there on

1 that street and you read it in the news.
2 When I was carrying the mail there was never
3 a thought of a letter carrier being
4 assaulted, not a thing. Think nothing about
5 it.

6 We have to be vigilant and cautious and
7 keep our eyes open to what's happening out
8 there on the street. It's up to us to take
9 care and look out for our fellow man out
10 there.

11 So with that being said, Paul and Manny
12 talked about legislation. So I would want
13 to recognize the people that help along that
14 line.

15 When I became state chair, we used to go
16 to Washington twice a year to lobby in the
17 respective district offices. And we had
18 14 districts and we had two senators. So
19 that was 16 offices that I had to try to get
20 to. Of course, I had made the appointments
21 and because one or the other crossed this
22 way and that way, we always weren't able to
23 get to them.

24 But when we come up with these -- and
25 these individuals are the ones that are

1 responsible -- when we get reports from
2 Eileen and I pass it along, and they have to
3 contact their respective congressional
4 office and let them know NALC's position on
5 those, whether to support or be opposed to
6 it.

7 And the thing about it is, they are also
8 supposed to pass it along to you as letter
9 carriers so that you also can make those
10 phone calls and contact them. So I just
11 want to -- and I know most of them are not
12 here today, but in District 1 we have
13 Michael Robinson. District 2, I believe
14 Antonio Banks is here. District 3 over in
15 Columbus, Gloria Holloway. District 4, Gail
16 Hopkins. That's District 5 in Jackson.

17 Right now District 6 is vacant. So I've
18 been asking for quite a while, we need
19 someone in District 6. Contact that
20 district office. Develop a relationship
21 with the staff that when things come down
22 that we need to have their support on, they
23 will know who you are when you contact them,
24 not only know who you are but listen to you.

25 District 7, James Joyce. District 8,

1 Charles Kenneth. The ninth district is
2 vacant. If you live in that ninth district,
3 we would certainly appreciate you stepping
4 forward to be the force for your fellow
5 brothers and sisters.

6 Legislation, as you heard today, is very
7 important because at a stroke of a pen in
8 legislation, the agreement that we have
9 won't mean a thing.

10 The 10th district is Rob Thomas. And
11 some new people, the last four of them are
12 new. 11th district, Tarnisha Marshall.
13 She's back in the back there.

14 And the 12th district, Antonio Walker.
15 13th district Ricard Mateo and then that
16 14th district is Madison Vesario.

17 I appreciate these individuals stepping
18 forward because for them to step forward,
19 that tells me that they are interested in
20 the legislative process. They want to do
21 the job. People say that's ugly work, grunt
22 work. Contracting is more important, but
23 legislation is very important.

24 (NOMINATIONS)

25 MR. GRIGGS: So with that being said,

1 the bylaw says that at 3:30 we will have
2 nomination of officers, as well as
3 nominations for the next whole city.

4 So it's quite -- it's pretty close to --
5 we're going to start nominations of
6 officers. And the position of president is
7 open for nominations.

8 UNIDENTIFIED MALE: The position for
9 president for the Georgia Association is now
10 open for nominations.

11 MR. GRIGGS: I nominate Ben Jackson.
12 Any other nominations?

13 UNIDENTIFIED FEMALE: I nominate Bobby
14 Moore, 578, Savannah, Georgia.

15 MR. GRIGGS: Bobby Moore, you've been
16 nominated.

17 Are there any other nominations? Are
18 there any other nominations? Are there any
19 other nominations?

20 (No audible response.)

21 MR. GRIGGS: Nominations for president
22 are now closed.

23 Position of vice president is open.

24 UNIDENTIFIED MALE: I nominate Ronnie
25 Buie, Branch 27.

1 MR. GRIGGS: Ronnie Buie, Branch 27 has
2 been nominated for vice president.

3 Are there any other nominations?

4 UNIDENTIFIED MALE: I nominate Leigh
5 Smith, Branch 2225.

6 MR. GRIGGS: Leigh Smith, you've been
7 nominated for vice president, 2225.

8 Are there any other nominations? Are
9 there any other nominations?

10 Hearing none, the vice president
11 nominations are closed.

12 Position of secretary are now open for
13 nominations.

14 UNIDENTIFIED MALE: I nominate Beau
15 Cadien.

16 MR. GRIGGS: Beau Cadien has been
17 nominated for position of secretary.

18 Are there any other nominations.

19 UNIDENTIFIED FEMALE: I nominate Carol
20 Bailey from Columbus, Georgia, 546.

21 MR. GRIGGS: Carol Bailey nominated for
22 position of secretary.

23 Are there any other nominations? Are
24 there any other nominations?

25 Hearing none, nominations for secretary

1 are closed.

2 Position of treasurer is now open for
3 nominations.

4 UNIDENTIFIED MALE: I nominate William
5 Rich.

6 MR. GRIGGS: William Rich has been
7 nominated for treasurer.

8 UNIDENTIFIED MALE: I nominated Isaiah
9 White, Branch 570.

10 MR. GRIGGS: Isaiah White has been
11 nominated for treasurer.

12 UNIDENTIFIED MALE: I nominate Pierre
13 Shepherd, Branch 73, Atlanta.

14 MR. GRIGGS: Pierre Shepherd, you've
15 been nominated for treasurer.

16 UNIDENTIFIED MALE: I nominate Cleo
17 Chapman, Branch 1203.

18 MR. GRIGGS: Cleo Chapman has been
19 nominated for treasurer as well.

20 Any other nominations? Any other
21 nominations?

22 Hearing none, nominations for treasurer
23 are closed.

24 Position of director of retirees open
25 for nominations.

1 UNIDENTIFIED FEMALE: I nominate Regal
2 Phillips for director of retirees.

3 MR. GRIGGS: Regal Phillips nominated
4 for director of retirees.

5 Are there any other nominations? Are
6 there any other nominations?

7 (No audible response.)

8 MR. GRIGGS: Nominations for director of
9 retirees are closed.

10 Nominations for director of education
11 are now open.

12 UNIDENTIFIED MALE: I nominate for
13 director of education Marisa Buoy from
14 Warner Robins?

15 MR. GRIGGS: Marisa Buoy has been
16 nominated for director of education.

17 Are there any other nominations? Are
18 there any other nominations director of
19 education?

20 Hearing none, nominations for director
21 of education are now closed.

22 Nomination are now open for chairman of
23 executive board.

24 MR. CADIEN: Beau Cadien, I nominate
25 Ronney Harper.

1 MR. GRIGGS: Ronney Harper has been
2 nominated for director of executive board.

3 Are there any other nominations? Are
4 there any other nominations?

5 Hearing none, nominations for chairman
6 of executive board are now closed.

7 (Applause.)

8 MR. GRIGGS: Nominations are now open
9 for four positions of the executive board.

10 UNIDENTIFIED MALE: Eric White, Branch
11 578, I nominate Reko Santana, Branch 570.

12 MR. GRIGGS: Reko Santana, your name has
13 been placed in nomination for executive
14 board.

15 UNIDENTIFIED FEMALE: I'd like to
16 nominate Natasha Steel, Branch 578.

17 MR. GRIGGS: Natasha Seal has been
18 nominated for position of executive board.

19 UNIDENTIFIED FEMALE: Steel.

20 MR. GRIGGS: Bill?

21 UNIDENTIFIED MALE: Steel. You got it,
22 Bobby.

23 UNIDENTIFIED FEMALE: I would like to
24 nominate Tammy Swainey for executive board,
25 578.

1 MR. GRIGGS: Tammy Swainey, your name
2 has been placed in nomination for executive
3 board now.

4 Are there any other nominations? Are
5 there any other nominations?

6 UNIDENTIFIED MALE: I nominate Ronald
7 Clark for executive board, Branch 33.

8 MR. GRIGGS: Roland Clark, your name has
9 been placed in nomination for executive
10 board.

11 UNIDENTIFIED MALE: I'd like to nominate
12 Roger Terrell, Branch, 546, executive board.

13 MR. GRIGGS: Roger Terrell, your name
14 has been placed in nomination for executive
15 board member.

16 Are there any other nominations? Are
17 there any other nominations for executive
18 board members?

19 UNIDENTIFIED FEMALE: I nominate Zippora
20 White.

21 MR. GRIGGS: Zocora White --

22 UNIDENTIFIED FEMALE: Zippora. Z-I-P --

23 MR. GRIGGS: We got it. Speak up,
24 Gladys.

25 Are there any other nominations? Are

1 there any other nominations for executive
2 board members?

3 Hearing none, nominations for executive
4 board members are now closed.

5 We open up for host of the 2028
6 convention. Anybody want to host?

7 UNIDENTIFIED FEMALE: Savannah, Georgia,
8 will host, if you-all want to have it there.

9 (Applause.)

10 MR. GRIGGS: Any other nominations to
11 host the 2028 convention? Any others?

12 (No audible response.)

13 MR. GRIGGS: Lastly, any other cities
14 want to host it. Savannah?

15 UNIDENTIFIED FEMALE: Marietta.

16 AUDIENCE: No...

17 MR. GRIGGS: Hold on. Marietta -- you
18 have an opportunity to vote.

19 Marietta, you-all want to host the
20 training seminar next year?

21 UNIDENTIFIED FEMALE: No, no.

22 MR. GRIGGS: Are you withdrawing the
23 host?

24 UNIDENTIFIED FEMALE: Yes, yes.

25 MR. GRIGGS: All right. Withdrawn.

1 So the 2028 convention will be held in
2 Savannah, Georgia.

3 Bob Johnson will come and explain the
4 procedure for the elections that will take
5 place tomorrow morning, starting at 7:30
6 until nine o'clock.

7 (Election procedures explained.)

8 MR. PHILLIPS: Good morning. Being the
9 director of retirees, I just want to
10 emphasize that you pass the message on to
11 all carriers. When you start working at the
12 post office, start preparing for retirement.

13 And so coming up this year, we're going
14 to be working on some programs. So we have
15 people coming around to talk to the
16 different branches and maybe get branches
17 together.

18 The letter carrier political fund is
19 very important, so make sure you participate
20 in the letter carrier political fund. There
21 are other people doing other things outside,
22 but make sure you come by and give a
23 contribution. Thank you very much.

24 (Applause.)

25 MR. GRIGGS: The banquet will be tonight

1 at seven o'clock in this room. Branch 73
2 members will caucus today after we're
3 adjourned.

4 (Discussion among members regarding
5 T-shirt color.)

6 UNIDENTIFIED FEMALE: I'm just going to
7 go ahead and give out Branch 73's phone
8 number. I'm not going to give out the lady
9 that's going to do the T-shirt yet, but you
10 can call your orders into our branch. That
11 number is 404-284-4222, and you can leave
12 that message. Thank you. 404-284-4222.
13 Thank you.

14 MR. GRIGGS: Thank you.

15 That being said, we're going to adjourn.
16 We'll see you this evening at seven o'clock
17 for dinner and if you're not at the dinner,
18 in the morning at nine o'clock.

19 Remember voting is from 7:30 until 9:00.

20 (Meeting adjourned at 3:35 p.m.)

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CERTIFICATE

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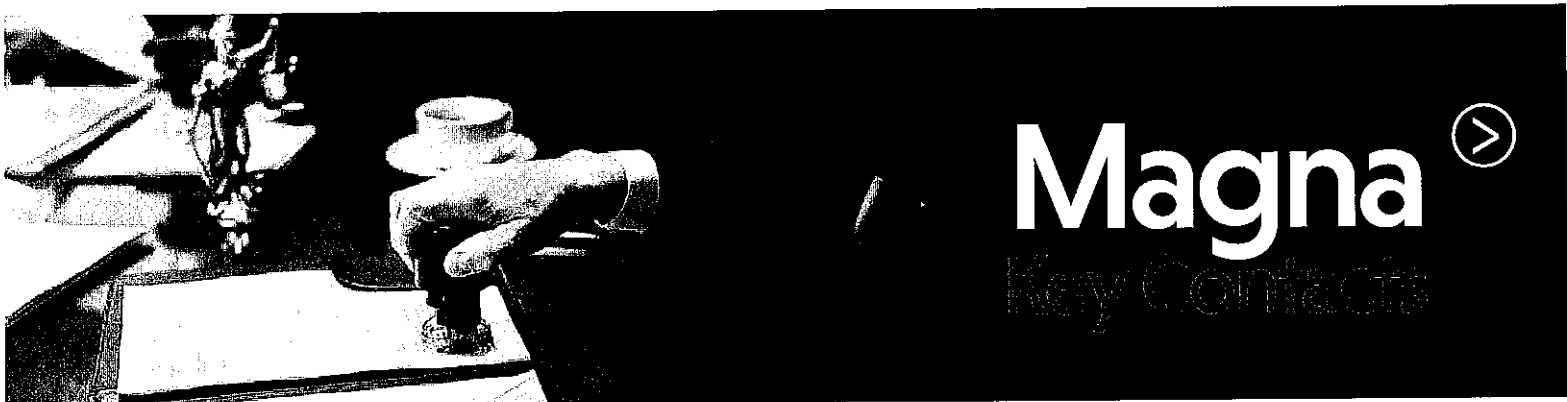
I hereby certify that the foregoing transcript was taken down, as stated in the caption, and the colloquies, questions, and answers were reduced to typewriting under my direction; that the transcript is a true and correct record of the evidence given upon said proceeding.

I further certify that I am not a relative or employee or attorney of any party, nor am I financially interested in the outcome of this action.

This the 17th day of August, 2026.

Marsi Koehl

Marsi Koehl, CCR-B-2424



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