

GEORGIA STATE ASSOCIATION
OF
LETTER CARRIERS
(VOLUME II)

99TH BIENNIAL CONVENTION
JUNE 13, 2026

HOLIDAY INN HOTEL & SUITES - ATLANTA AIRPORT NORTH

1380 VIRGINIA AVENUE

ATLANTA, GEORGIA

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1 (9:03 a.m.)

2 (WELCOME)

3 MR. GRIGGS: Good morning. Let's come
4 to order, please.

5 Good morning.

6 AUDIENCE: Good morning.

7 MR. GRIGGS: I don't know about you-all,
8 but I'll be glad when we're over with...

9 UNKNOWN SPEAKER: Your reign.

10 MR. GRIGGS: Yes.

11 (Brief pause.)

12 (PRAYER)

13 MR. WRIGHT: Good morning, everyone.

14 AUDIENCE: Good morning.

15 MR. WRIGHT: Before we have prayer, we
16 want to thank our leadership for all the
17 information they're imparting to us.

18 My challenge to you today is: What now?
19 What are you going to do now?

20 We have important dates. We have what
21 they call a sunrise date and we also have a
22 sunset date, but between those are a little
23 dash. What are you going to do with that
24 dash? Are you going squander it? Are you
25 going to waster it? Or are you going to use

1 it for the benefit of others. Let's pray.

2 Dear Heavenly Father, we thank You once
3 again for the opportunity, Lord God, to
4 share. We ask Your forgiveness, Lord God,
5 for our sin and those that we even thought
6 that was not like You, Lord God.

7 We pray Lord God that as we go forward
8 today that we just take one more step closer
9 to Your will, Lord God, and help Your
10 people. Hallelujah.

11 We thank you, Lord God, that storms may
12 come and in waters may rise and thunder
13 roll, but we will stand in this with You,
14 Lord God, because You are the lighthouse,
15 the lighthouse on the rocky shore, Lord God.
16 If you don't remove the storm, we can find
17 grace in You.

18 So we thank you, Lord God, for today.
19 We thank You for the officers who are going
20 to take seats but not just to fill their
21 coffers, Lord God, but to help the future of
22 this union and this body that is called the
23 United States Postal Service.

24 So we ask this prayer, Lord God, in
25 Jesus' name. Amen, amen and amen.

1 AUDIENCE: Amen.

2 (PLEDGE OF ALLEGIANCE AND NATIONAL ANTHEM)

3 (Pledge of allegiance.)

4 (Singing of the national anthem.)

5 UNIDENTIFIED FEMALE: Good morning,
6 everyone.

7 AUDIENCE: Good morning.

8 UNIDENTIFIED FEMALE: We just have a
9 short video to show and then we'll do a
10 brief presentation. That's it.

11 (Video played.)

12 (PRESENTATION FROM BUSINESS ACCOUNTS)

13 MS. BUTLER: Let me introduce myself for
14 those I haven't met. My name is Dawn Butler
15 and I'm in the member development
16 department. And you guys should already
17 know...

18 UNIDENTIFIED FEMALE: Hey, family, how
19 are you-all doing. For those that don't
20 know me, I'm Anika. I've had the pleasure
21 to come and be with you guys for a couple of
22 state conventions and I just feel like I'm
23 at a family reunion. Yes, yes, yes.

24 I used to be in member development, but
25 now I'm in the business accounts. So if you

1 have an association account with us, like
2 Branch 30, Branch 73, 546, 1119 -- there you
3 go. There you go.

4 I can help you with all of that. So if
5 you have elections and you have new
6 authorized signers on the account, I have
7 the paperwork here. Please come and get it.
8 I've already highlighted what I need. It's
9 got my information on there, so you can send
10 it to me.

11 You can always call me. Send me an
12 E-mail because we do travel. I will
13 definitely get back with you.

14 Where is Mr. Frank Vega? What -- the
15 raffle is mine? Okay.

16 (Laughter.)

17 UNIDENTIFIED FEMALE: But the only -- I
18 was going to talk about some of the products
19 that we offer, but we love being here. We
20 always have a good time.

21 I've got a quick question. Who did
22 those reels the other day? Man, I almost
23 put the --

24 (Laughter.)

25 UNIDENTIFIED FEMALE: Everything was

1 good. Everything was real good.

2 MS. BUTLER: I don't know how I'm going
3 to go behind that.

4 Like Anika said, we do love being here.
5 Thank you for everyone who stopped by our
6 table to say "hi" and to enter our drawings
7 and also to sign new members.

8 I want to talk about -- a little bit
9 about our deposit cash cheque account. For
10 anyone who has had a checking account prior
11 to 2022 -- 2022, we did not offer the
12 deposit cash checking account. And the
13 deposit cash checking account is a checking
14 account that --

15 UNIDENTIFIED FEMALE: Talk into the mic.

16 MS. BUTLER: -- that pays you -- okay --
17 that pays you 5 percent APY on your balance
18 from one dollar to \$25,000.

19 So for those of you who follow APY and
20 interest rates, that's really good. It's
21 better than a CD.

22 So if you've had your account prior to
23 2023, 2022, definitely check with us. If
24 you're doing 12 debit card transactions, if
25 you enroll or agree to get eStatements and

1 have an ACH credit or direct deposit of \$5
2 or more, you are probably missing out on
3 money.

4 So just to put it in perspective, if you
5 carry an average balance of about \$5,000 in
6 your account, \$20.83 is what you would get
7 deposited every single month. If you carry
8 \$18,000, \$75 dollars is what you would get
9 deposited every single month. If you carry
10 \$25,000, \$104 would be deposited every
11 single month.

12 Some people may say, Well, I don't carry
13 \$25,000 in my checking, but use it as a high
14 yields savings account. So there are ways
15 to work it.

16 We are leaving at about 10:30, but we'll
17 leave business cards. So if you want to
18 have a personal conversation on how we can
19 make it work for you, we would definitely
20 love to do that.

21 For those of you who are already
22 existing members, if you have little ones
23 that are 17 years old and under and they
24 make good grades and they are not taking
25 advantage of the good grade bonus, for every

1 A, E, Satisfactory, anything equivalent to
2 an A, we pay a dollar per good grade up to
3 \$10. It's free money. Free money. And
4 it's deposited in their account for their
5 end-of-year report card.

6 We also have eight college scholarships
7 that we give away every year. Last year, I
8 think, we only had 48 entries -- 48 entries
9 and the scholarships are \$2,500. This year
10 we had over 400. So more people now about
11 it, but if you don't enter, you can't win.
12 And it's good for members -- members and
13 their children -- grandchildren. And two of
14 those scholarships are continuing education
15 scholarships.

16 I think that is it. For those who don't
17 know, a primary savings account establishes
18 your membership. Once you become a member,
19 it opens you up to everything else that we
20 have to offer. So we do finance -- we
21 finance cars, homes, personal loans. We
22 have checking, saving, money market and CDs.

23 UNIDENTIFIED FEMALE: Who-all has an
24 account with us? Thank you for my job.

25 Hold up your hands. We're going to get

1 a picture. I just celebrated 25 years at
2 the credit union.

3 (Applause.)

4 UNIDENTIFIED FEMALE: Now we're going to
5 have a drawing.

6 MS. BUTLER: So we had total of about
7 25 entries. Our first winner is -- once you
8 come up to get your prize, if you would
9 stand just so we can get a photo and sign a
10 release.

11 Our first winner is Ms. Natasha Steel.
12 And that was -- I'm sorry. That was \$25 for
13 Ms. Natasha Steel, cold hard cash. Cold
14 hard cash.

15 And our next winner for \$50 is Ms. Asia
16 Finley -- Ayesha Finley. I'm sorry. Aisha
17 Finley.

18 And our grand prize winner of a hundred
19 dollars is Ms. Shantrese Chapman.

20 (Applause.)

21 MS. BUTLER: Thank you guys so much. We
22 have enjoyed ourselves and we'll see you
23 next year -- two years.

24 (Applause.)

25 MR. GRIGGS: The polls close in

1 11 minutes. The polls close in 11 minutes.

2 MR. JACKSON: Good morning, everybody.
3 I hope everybody had an opportunity to
4 really enjoy this state convention. I want
5 to say that one thing about state
6 association, we deal with the political
7 side. We deal with the politicians and we
8 made an effort to get as many politicians
9 out of here as we could.

10 I talked to Senator Ossoff. He had
11 other engagements. I talked to Senator
12 Warnock. He had other engagements. They
13 did commit to come to branch meetings. So
14 as soon as we get that commitment -- or I
15 get that commitment from Senator Ossoff that
16 he's going to come to the branch meetings,
17 we're going to invite other branch
18 presidents and members to come to hear them
19 speak.

20 But today, Congresswoman Nikema
21 Williams -- we go way back. I'm
22 congressional liaison so I'm District 5.
23 She could not be here. She went to New
24 York. She had to be in New York and she
25 sent her aide, her assistant Ms. Porsche

1 White.

2 Ms. Porsche White, would you come up
3 here on her behalf?

4 (Applause.)

5 (PRESENTATION BY PORSCHE WHITE)

6 MS. WHITE: Good morning.

7 AUDIENCE: Good morning.

8 MS. WHITE: Thank you-all so much for
9 having me here. I'm Porsche White. I'm the
10 Congresswoman's campaign director --
11 campaign manager on one side and her
12 scheduler on the other side, so I get to see
13 both sides of the work that she does both in
14 D.C., here at home and all across the
15 country.

16 She does send her apologies. This
17 weekend is CBC PAC weekend in New York where
18 they are convening to figure out what we're
19 about to do. Because we know that we are
20 all under attack right now. Amidst of all
21 the redistricting, a lot of CBC members are
22 concerned. It's a perfect time for them to
23 get together, talk to leaders across the
24 country and figure out what we are going to
25 do.

1 So they're in New York coming up with a
2 plan, but I'm here to make sure that we are
3 represented. Thank you so much, Ben, for
4 having me here. We love being able to talk
5 to the people who are on the ground doing
6 the work everything single day.

7 If any of you have met Congresswoman
8 Williams, you know that she doesn't take
9 anything for granted. Every opportunity she
10 gets to fight for you, your families, the
11 people that you serve, the people that you
12 care about, any union, she is all in.

13 Her record as been very clear on
14 anything that's going to strength our
15 unions, protect our workers, protect our
16 families and protect our community.

17 On the -- we know this year is a big
18 year politically and we're seeing the fight
19 in DC trickle down here and that's not fair.
20 She is obviously concerned with the
21 redistricting that's about to happen that
22 will impact a lot of us, including probably
23 her. This will be her fourth district in
24 five years because Republicans are convinced
25 that they are going to pick up a few more

1 seats by dismantling our voices. But she's
2 here. She's fighting. If you guys need
3 anything from our office, we are always
4 available. Please call us locally. Call us
5 in D.C.

6 Any problem, any feelings that you-all
7 have, anything that you-all need us to speak
8 up on, she'll go to the floor, she'll go to
9 the meetings and she'll fight for you.

10 So thank you-all again for having me
11 here bright and early on a Saturday morning.
12 I will always show up for workers just like
13 she does. Thank you, you-all.

14 (Applause.)

15 (COMMITTEE REPORTS)

16 MR. GRIGGS: Is the financial committee
17 ready with the final report?

18 UNIDENTIFIED FEMALE: I don't see them,
19 but I know the numbers. I have the numbers.

20 MR. GRIGGS: All righty.

21 MS. REED: How are you doing,
22 Mr. President?

23 MR. GRIGGS: Doing well. You?

24 MS. REED: Good morning, everyone.

25 AUDIENCE: Good morning.

1 MS. REED: So, of course, my name is --
2 good morning. My name is Denise Reed. I'm
3 a retiree from Branch 73. I'm the
4 chairperson of the credential committee and
5 my peers are Tammy Swainey and Carol
6 Jennings.

7 We're here this morning to report that
8 we have a total of 176 delegates here for
9 the 2026 state convention and we have three
10 national officers. That concludes our
11 report. Thank you.

12 (Applause.)

13 MR. GRIGGS: Do I have a motion to
14 receive it?

15 UNIDENTIFIED MALE: I make a motion that
16 we receive it.

17 MR. GRIGGS: State your name and branch,
18 please.

19 MR. McCRAY: I'm McCray, Branch 73 for
20 the State Association. I make a motion that
21 we accept...

22 UNIDENTIFIED MALE: I second.

23 MR. GRIGGS: We have a motion and a
24 second to receive the report of the
25 convention committee. Any discussion?

1 Hearing none, all those favor say "aye."

2 AUDIENCE: Aye.

3 MR. GRIGGS: All opposed?

4 (No audible response.)

5 MR. GRIGGS: Okay. We have a report of
6 the audit committee.

7 MR. TAYLOR: Good morning, everybody.

8 AUDIENCE: Good morning.

9 MR. TAYLOR: The audit committee met
10 yesterday -- first of all, my name is Dennis
11 Taylor from Branch 4862. The audit
12 committee met yesterday and we performed an
13 audit from July 2004 to May of 2026. And
14 the only discrepancy we found was a missing
15 bank statement from Bank of America from
16 July of 2025.

17 The balance at the end of May 2026 are
18 as follows: The Royal Eastman scholarship
19 is \$24,823.70. The checking account balance
20 is \$75,063.69 and the savings account
21 balance is \$22,798.33.

22 And this concludes the report. And my
23 members are Liz Naconi (phonetic) and Nia
24 Teckny (phonetic) from Brunswick. Thank
25 you.

1 MR. GRIGGS: We want to thank the audit
2 committee. Motion to receive their report.

3 MS. MOORE: Arnetta Moore, Branch 73, I
4 make a motion that we accept the report.

5 MR. SANTANA: Brother Reko, Branch 578,
6 I second.

7 MR. GRIGGS: We have a motion and a
8 second to receive the report of the audit
9 committee. Any discussion?

10 Hearing none, all those in favor say
11 "aye."

12 AUDIENCE: Aye.

13 MR. GRIGGS: Opposed? None. (Hits
14 gravel.)

15 UNIDENTIFIED MALE: That's the way to do
16 it.

17 (Laughter.)

18 MR. GRIGGS: I have a report from the --

19 MR. CHAPMAN: Good morning.

20 AUDIENCE: Good morning.

21 MR. CHAPMAN: I'm Cleo Chapman, Branch
22 330. I'm here with Mike Burns of Macon,
23 Branch 270 and Chalice Dodson of Decatur,
24 Branch 2225.

25 Chalice will begin our report.

1 MS. DODSON: Good morning.

2 AUDIENCE: Good morning.

3 MS. DODSON: So we went over the mileage
4 and per diem. Per diem is \$50 per day for
5 three days and for mileage it's 72.5 cents.

6 I've got Mr. Bob Johnson at 210 miles,
7 \$152.25 plus the 150 at 302.25. I've got
8 Beau Cadien from Columbus at 180 miles for
9 130.50 and per diem is 150 at 280.50. And
10 Reko Phillips from Fayetteville at 28 miles,
11 \$20.30 plus the 150 for 170.30.

12 UNIDENTIFIED MALE: I've got Ruben
13 Santana from Savannah at 496 miles for
14 \$359.60 plus 150 per diem for \$509.60.

15 I've got William Rich from Warner Robins
16 at 188 miles for 136.30, \$150 per diem for a
17 total of \$286.30.

18 We've got Don Griggs from Macon,
19 Georgia, for 168 miles for \$122.64 plus \$150
20 per diem for \$272.64 total.

21 I've got Carol Bailey from Columbus,
22 Georgia, for 204 miles, which is \$147.90 for
23 mileage and \$150 for per diem for a total of
24 \$297.90.

25 UNIDENTIFIED MALE: And also we have Lee

1 Smith from Ellenwood for 60 miles for \$43.50
2 and 150 per diem.

3 Tim McCray from Lithonia, 56 miles for
4 \$40.60 and \$150 per diem.

5 Ronney Harper from Decatur, Georgia, 52
6 miles for \$37.70, 150 per diem, 187.70
7 total.

8 And Carl Days, 496 miles from Savannah,
9 \$350.90 and 150 per diem for a total of
10 \$509.90.

11 Those are all the vouchers we have for
12 mileage and per diem and that concludes our
13 report.

14 MR. GRIGGS: Thank you. You heard the
15 report of the mileage and per diem.

16 MS. REED: My name is Denise Reed,
17 Branch 73, Atlanta retiree. I move that the
18 mileage and per diem report be accepted as
19 read.

20 MR. GRIGGS: Do I have a second?

21 MR. PEREZ: Roger Perez, Branch 546, I
22 second it.

23 MR. GRIGGS: We have a motion and a
24 second that the mileage and per diem report
25 be accepted. End any discussion.

1 Hearing none, all of those in favor say
2 "aye."

3 AUDIENCE: Aye.

4 MR. GRIGGS: None opposed.

5 This morning we're going to have Paul
6 pick up where he left off and then we will
7 have Manny come back and conclude his
8 report.

9 What you got there, Tim -- Paul?

10 UNIDENTIFIED MALE: People keep calling
11 me Tim.

12 MR. GRIGGS: Both of you are bald.

13 UNIDENTIFIED MALE: So are you, Don.

14 (Laughter.)

15 MR. GRIGGS: Come on up.

16 MS. BUIE: Good morning. Marisa Buie,
17 Warner Robins, Branch 4057. The committee
18 has reviewed all proposed bylaw changes and
19 resolutions and recommended --
20 recommendations for or against approval
21 excuse me. You-all let me start over.
22 Okay?

23 The committee shall review all proposed
24 bylaws, changes and resolutions and make
25 recommendations for or against approval to

1 the committee convention. We have one
2 addition that has been submitted. I would
3 like to submit a bylaw change to the GSALC
4 2026 convention that state officers who
5 served 20 or more years in one position be
6 granted Emeritus status in the state
7 association. We benefit from their
8 experience and it affords them the
9 opportunity to remain relevant and vital to
10 our organization as a whole.

11 Respectfully submitted by Denise Reed,
12 Branch 73 retiree, Pamela Moore, Branch 263
13 retiree and Velma Worthy-Lindley, Branch 73,
14 recording secretary. Thank you.

15 MR. GRIGGS: Thank you. You heard --

16 UNIDENTIFIED FEMALE: I recommend that
17 this be changed -- or approved. Sorry.

18 UNIDENTIFIED FEMALE: We still can't
19 hear you.

20 MR. GRIGGS: You heard the
21 recommendation of the committee.

22 What's your pleasure?

23 UNIDENTIFIED FEMALE: We didn't hear it.

24 UNIDENTIFIED MALE: You didn't hear it.

25 MS. BUIE: One more time. Can you hear

1 me now?

2 UNIDENTIFIED FEMALE: Yes.

3 MS. BUIE: I would like to submit a
4 bylaw change that the GSALC 2026 convention
5 that state officers who serve 20 or more
6 years in one position be granted Emeritus
7 status in the state association. We benefit
8 from their experience and affords them the
9 opportunity to remain relevant and vital to
10 our organization as a whole. Respectfully
11 submitted by Denise Reed, Branch 73 retiree,
12 Pamela Moore, Branch 263 retiree and Velma
13 Worthy-Lindley, Branch 73 recording
14 secretary.

15 And I recommend that this be approved.

16 The other members on the committee is
17 Reko Pitts from Griffin and that's all we
18 had.

19 MR. GRIGGS: Thank you. You heard the
20 recommendation of the committee.

21 What's your pleasure?

22 MR. McCRAY: Tim McCray, Branch 73, I
23 recommend I make this be approved.

24 MR. CLARK: Raymond Clark, Branch 73, I
25 second.

1 MR. GRIGGS: We have a proposed bylaw
2 change that was recommended by the bylaws
3 committee and we have a motion and a second
4 it be approved.

5 Any discussion? Any discussion? Seeing
6 none --

7 UNIDENTIFIED FEMALE: Is this just a
8 discussion about that bylaw change because I
9 have a question?

10 MR. GRIGGS: Yes.

11 UNIDENTIFIED FEMALE: Okay.

12 MR. GRIGGS: All in favor say "aye."

13 AUDIENCE: Aye.

14 MR. GRIGGS: Opposed?

15 UNIDENTIFIED MALE: Nay.

16 MR. GRIGGS: Brother Hayes has informed
17 me that Reko Pitts that was on that
18 committee was involved in a bad accident
19 this morning. He's okay, but his vehicle is
20 in pretty bad shape. But he's okay. That's
21 why he's not here.

22 Bob Johnson, will you come forward,
23 please, sir?

24 (Brief pause.)

25 (PRESENTATION BY PAUL BARNER CONTINUED)

1 MR. BARNER: Good morning. We just
2 heard the report of the bylaw committee.
3 There was another bylaw that was submitted
4 by Stephanie Matthews, Branch 73. The
5 language in the bylaw, she was seeking to
6 have -- include in the bylaws was that no
7 branch could have more than three members
8 from that branch serving as officers on the
9 state board.

10 Did I put that forth -- the problem with
11 that -- now as you-all know, I was
12 secretary/treasurer and when I was
13 secretary/treasurer, I was on the
14 committee -- I was the chairperson of the
15 committee of laws. The committee of laws is
16 responsible for any bylaws that come up from
17 branches or state associations. They must
18 be approved by the committee of laws prior
19 to being enacted.

20 And the job of the committee of laws is
21 to determine whether or not a bylaw that is
22 submitted by a state association or branch
23 is in conflict with the national
24 constitution. That particular bylaw, as
25 stated, would be in conflict with the

1 national constitution because it would limit
2 the members' right to choose the
3 representatives that they want. Okay?

4 So I appreciate the intent of Stephanie.
5 I understand the intent of Stephanie. But,
6 again, unfortunately, that bylaw change
7 would have been found to be in conflict with
8 the national constitution. So thank
9 you-all.

10 Okay. So Don wants me to go ahead and
11 talk to you-all six more hours -- yeah, six
12 more hours.

13 UNIDENTIFIED MALE: Do it in four.

14 MR. BARNER: Do it in four? Okay. I
15 think I can squeeze it in four.

16 When I left off yesterday, I was talking
17 about the resolutions parts and I want you
18 to understand. A lot of you-all are
19 probably going to be delegates to the
20 upcoming national convention, if not this
21 one, future national conventions. So I want
22 you to understand the importance of that
23 work.

24 I've attended national conventions for
25 many years now and I sat in delegation part.

1 I wasn't always on stage thankfully because
2 it ain't no fun up there. You know, I sat
3 in the delegation part. And when
4 resolutions are being debated, you look
5 around and people are not in their chairs.

6 Now, I understand we all like to go to
7 different places and see different things
8 and all that, but we're there to represent
9 and be the voice of our membership. And
10 when the resolutions is some of the most
11 important business that happens at a
12 national convention because as I explained
13 yesterday, those are the marching orders for
14 the national officers when it comes to
15 negotiating your contract. So that's very
16 important business.

17 So let me tell kind of how that works
18 and tie it back in to yesterday. So the
19 NALC executive council receives resolutions.
20 These resolutions come from branch and state
21 associations. I go around the country, as I
22 said, all the time. I go to a lot of state
23 conventions, so does Manny. And during
24 those debates at those state conventions, a
25 lot of times resolutions will surface from

1 that and will be presented to us.

2 Manny and I, as well as Eddie Davidson,
3 convened this week on Wednesday. We started
4 at 9:00 a.m. on Wednesday morning and went
5 until 11:45 Wednesday night dealing with
6 over 150 resolutions that have been
7 submitted from branches and state
8 associations.

9 Now, our job is to sit there and review
10 those resolutions and make a recommendation
11 as to whether we think they should be
12 approved or disapproved. Similar to what
13 you just heard from the bylaws committee,
14 where the state bylaws are -- changes are
15 debated and then a recommendation is made by
16 the committee.

17 So that was the process we went through
18 now. A lot of these submissions happened to
19 be things that I had already submitted
20 during negotiations on the work rules. So
21 that was nice to see that we're on the same
22 page with the state association and the
23 branches in a lot of areas.

24 There were other things that were
25 submitted that nationally we didn't think

1 were in the best interest of the membership
2 that we will be recommending disapproval of
3 those.

4 And then the third category is a lot of
5 things that have been submitted in
6 conventions, convention after convention
7 after convention. One of those is the whole
8 idea of the this T COLA or territorial pay,
9 that sort of thing, that any of you-all who
10 have been to the conventions have heard that
11 come up over and over again.

12 So that's what we did. Now, there will
13 be more submission made between now and the
14 convention and the executive council will
15 have to deal with those. There's also
16 constitutional changes and I'll talk about
17 that in just a second.

18 Let me go back to something I said
19 yesterday. So when we're at the convention
20 and we're debating these resolutions, that
21 convention, those delegates are the supreme
22 governing body. I talked to you-all about
23 that yesterday. And your job is to be the
24 voice of your members and debate those and
25 determine whether you think that that is in

1 the best interest of your members that
2 you're representing.

3 This is serious business. Okay?
4 Because what is decided at that
5 convention becomes my duty, Manny's duty,
6 the 28 members of the executive council's
7 duty, to try to get the Postal Service to
8 agree to, to try to negotiate for you guys.

9 So some of the things we got last round
10 of bargaining is the 1260. That came from
11 resolutions from conventions where the body
12 asked us to -- for any hours worked beyond
13 12 or 60, 12 hours in a day or 60 hours in a
14 workweek, that that become a 50 percent pay
15 rate instead of having to file a grievance.

16 And then also that the language be put
17 in that people could -- carriers could
18 volunteer to work beyond those limits, but
19 if they chose not to work beyond those
20 limits, they could walk off the workroom
21 floor without receiving any discipline.
22 Okay? That's huge.

23 You go around in the labor community and
24 ask -- ask other unions do they have any
25 provisions in their contract where they can

1 tell management "you can kiss my ass, I'm
2 out of here," they'll tell you no. That
3 don't happen. The only place we have that
4 in our contract is if you were facing
5 something that could be of a serious safety
6 or health issue that could result -- and
7 this is the key language -- result in loss
8 of life or limb.

9 Now, I've advocated those cases as an
10 advocate and that is a steep hill to climb
11 to convince an arbitrator that whatever it
12 was that management was instructing you to
13 do would have resulted in loss of life or
14 limb. So we weren't successful in a lot of
15 cases -- I was, but that's just me.

16 But anyway -- so, again, this -- now we
17 have language that we negotiate that was a
18 resolution that says you can walk off the
19 workroom floor if you don't want to work
20 beyond 12/60 and you cannot be disciplined
21 for refusing that instruction or that
22 request. Okay?

23 Another one was a split list. That came
24 from a resolution where the delegates wanted
25 the members to have the opportunity to

1 either sign up on overtime lists for their
2 NS day only or an overtime list for their
3 regular workday only and not be subjected to
4 both unless they wanted to sign up for both.

5 So, again, those are examples. Right?
6 So when we're debating these resolutions, I
7 suggest and hope that every one of you are
8 in your seat unless you have something of a
9 serious personal nature that you need to
10 address, like Bob yesterday when he walked
11 out in the middle of my conversation. You
12 know, he's a dinosaur and dinosaur's
13 bladders sometimes aren't as strong as the
14 rest of us. But at any rate, again, that's
15 what your members are sending you up there
16 for.

17 So let me talk about this difference
18 between supreme governing body and rank and
19 file membership. Okay? Because there's a
20 lot of stuff out there on Facemask and a lot
21 of stuff out there on these podcasts -- if
22 somebody's got a good nickname that I can
23 use for podcast, let me know because I'd
24 like to hear it and start using it if you
25 don't have a copyright on it -- is that when

1 this -- excuse me -- this last contract was
2 rejected, that somehow that meant that every
3 provision in that contract was off the
4 table. Did you all hear that?

5 UNIDENTIFIED MALE: Yeah.

6 MR. BARNER: All of these overtime
7 rules, you can't take them to an arbitrator;
8 we rejected that contract.

9 Who is the contract ratified by? The
10 members. The rank and file members. Are
11 the rank and file members the supreme
12 governing body of the NALC? No. They are
13 not. The convention -- the delegates of the
14 convention. That is what your constitution
15 says. Like it or not, that is what it says.
16 My job, as well as anybody else's job in
17 here, has ever taken an oath is to uphold
18 that constitution not to cherry-pick what
19 you like or don't like out of it but to
20 uphold the entire constitution. Okay?

21 So when the rank and file rejected the
22 collective bargaining agreement or the
23 tentative agreement, that's fine. The
24 constitution says they have the right to do
25 that. But that does not change the

1 direction that the supreme governing body
2 has put us on. The supreme governing body
3 has said we have adopted these resolutions
4 and that becomes the official bargaining
5 position of the NALC. If we abandon those
6 positions, we are in violation of the
7 constitution. Okay?

8 So I want to make that clear because
9 there's a lot of people out there trying to
10 confuse folks saying there's some kind of
11 line item veto or something going on out
12 there. There is not. Again, you have the
13 right to say we want this contract in
14 totality or we don't. That does not take
15 off the table those work rules that have
16 been passed by the national convention's
17 supreme governing body. So everybody
18 understand that?

19 Again, the reason I bring that up is
20 because, hopefully, that lets all of you-all
21 know who are going to be delegates of this
22 convention or future conventions the
23 seriousness of what you are debating and you
24 vote on whether or not it should be
25 approved.

1 Because when your members tell you, Why
2 did they include that in the tentative
3 agreement before an arbitrator when we had
4 rejected that tentative agreement, you need
5 to say because the supreme governing body,
6 the delegates of the convention, told them
7 to do that. You-all understand that?

8 UNIDENTIFIED MALE: I do.

9 MR. BARNER: Anybody want to debate me
10 about it?

11 UNIDENTIFIED MALE: No, not me.

12 MR. BARNER: Good. Because you're going
13 to lose that debate. Okay? I've got a
14 little bit of an advantage over you. I know
15 the constitution front to back.

16 But, again, I just -- there's a lot of
17 misinformation out there and I want
18 everybody to understand that. Okay? Again,
19 that's why we talk about it, Eddie talks
20 about it, Manny's talked about it. Quit
21 getting your information from unreliable
22 sources. You've got a constitution. We
23 deliver mail. Hopefully, everybody can
24 read.

25 How many of you-all are misdelivering

1 mail out there? Ain't nobody raised your
2 hand out there, so every one of you-all can
3 read.

4 You misdelivering the mail?

5 UNIDENTIFIED FEMALE: Sometimes. I make
6 mistakes.

7 MR. BARNER: Well, when you ain't making
8 mistakes, you can read, though. Right?

9 UNIDENTIFIED FEMALE: Yeah, I can read.

10 MR. BARNER: So every one of us can
11 read. So read the constitution. Okay?
12 Don't -- there's one person that can
13 interpret the NALC constitution and that is
14 whoever is sitting in the seat as the
15 national president. That is it. That is
16 the only person.

17 Read it for yourself. Don't listen to
18 somebody else's misinterpretation of that
19 constitution.

20 All right. So let me talk a little bit
21 about some of the things that we are
22 considering this round of bargaining. And
23 Brian went through a lot of these things on
24 his various podcasts or streams that he's
25 done, as well as the bargaining conference.

1 But one of the things that the members
2 ask us to achieve for them is the ability to
3 be on the work assignment list and also sign
4 the NS day list. So that's something that
5 we have put forth in the negotiations.

6 Another we put forth article 85G, which
7 dealt with the 12/60. There's also 85F.
8 85F on work-hour limitations of no more than
9 10 hours a day, no more than four days of
10 overtime a week, those types of thing.

11 That is triggers penalty overtime,
12 right? We have put forth a proposal that
13 85F carries the same weight as 85G, the same
14 language as 85G, in the fact if management
15 violates or is attempting to violate those
16 work hour limits, that they have to seek
17 volunteers; and if you don't volunteer, you
18 can walk off the floor without disciplinary
19 action. Okay?

20 So, again, those are -- and this all
21 comes from, again, resolutions. So we're
22 moving forward with the will of the supreme
23 governing body in trying to achieve a lot of
24 this stuff. We'll be debating over 150. As
25 of now, if I had to guess, I'd say it will

1 be closer to 200, by the time we get there,
2 resolutions. So please take this serious.
3 Be in your seats when this is going on.
4 This goes on for several days. It is
5 probably the most important work that's
6 done.

7 Now, I talked about constitutional
8 changes. So the difference between
9 resolutions and constitutional changes is
10 resolutions become our official bargaining
11 position or if they are general resolutions
12 or legislative resolutions, our position on
13 different things. If it's a legislative
14 resolution, naturally, it's our position on
15 trying to sue Congress one way or another
16 on legislative issues.

17 You also have constitutional changes and
18 that's where we're attempting to change the
19 language in the constitution. I'll give you
20 an example. Last convention we changed the
21 language in the constitution from "he/she"
22 to "them/they," that language, to make it
23 gender neutral.

24 There's more substantive changes that
25 are proposed a lot of times. And, again,

1 that's the right of branches, state
2 associations to all constitutional changes.

3 Again, they are seeking to change the
4 constitution. How many of you-all feel like
5 when Congress and the United States tries to
6 change our constitution, that's something
7 that's significant, very important and we
8 all need to be tuned into that.

9 How many of you all feel that way? I
10 hope every hand in this room goes up.
11 Likewise, when they change this organization
12 that we all love and belong to's
13 constitution, you need to be sitting there,
14 debating that, listening to it and
15 representing those members that have sent
16 you up there to do that because once
17 something has changed in that constitution,
18 that becomes the law of the land. Okay? We
19 don't want to make mistakes. All right?

20 And the way to not make a mistake is
21 have a good robust thorough debate. It
22 doesn't mean we have to hate each other for
23 having different opinions. We shouldn't
24 hate each other for having different
25 opinions. We need to be able to flesh out

1 those opinions and decide what's right
2 moving forward for the members we represent.
3 All right?

4 Let me go back now to something that --
5 you know, I talked a little bit yesterday
6 about things we need to do, efforts we need
7 to make to shore up our employer. I don't
8 think anybody in here will disagree that the
9 stronger our employer is, financially, the
10 more leverage we have to get gains for our
11 members on the workroom floor.

12 Everyone agree with that?

13 AUDIENCE: Yeah.

14 MR. BARNER: Okay. So a lot of people
15 have positions out there that, Why are we
16 helping out the Postal Service? My question
17 is: Why are we not?

18 You-all want to leave the Postal Service
19 to their own devices or do you want to have
20 a voices in that argument or debate and try
21 to help them get back financially strong, so
22 then we have more money in the pot to get
23 for our members?

24 So one of the things that I wanted to
25 bring up was the Postal Service -- I talked

1 to you that they don't have taxpayer
2 funding. They haven't had taxpayer funding
3 since 1970. They do have borrowing
4 authority. The borrowing authority was put
5 in place in 1992. That borrowing authority
6 was put in place to give the Postal Service
7 a loan avenue where they could improve
8 infrastructure, improve efficiency and those
9 types of things so that they can continue to
10 grow the business.

11 In 1992, that borrowing authority was
12 \$15 billion. The Postal Service has
13 borrowed that limit. That has not been
14 increased since 1992. So the time value of
15 money in 1992 of \$15 billion, in today's
16 world is in excess of \$37 billion.

17 So, again, that's another avenue that we
18 are pushing members of members of Congress
19 to increase that borrowing authority to make
20 it relevant in today's world, in today's
21 economy, to help the Postal Service have
22 access to additional money to make them more
23 efficient to invest in themselves so that we
24 can, again, get them back on good financial
25 track.

1 How many of you-all -- anybody got a
2 guess of what a carton of eggs would have
3 cost in 1992 versus today? You could have
4 probably fed a whole lot of people back then
5 than you can now with that two dollars.

6 The last things I want to talk about is
7 some of our community service activity.
8 Community service is extremely important and
9 it's important on two fronts: First -- and
10 I'll use food drive as an example. First,
11 and most important thing it does, is it
12 helps those that we serve. It gives back to
13 the communities.

14 We have the letter carriers every year
15 that when the food drive comes around, "I
16 don't want to deliver them cards." "I don't
17 want to pick up that food."

18 Well, they're getting paid to do it.
19 That is an argument I have never understood.
20 Most of us in this room, I would venture to
21 guess, volunteer our own time without pay to
22 help the community. Am I right?

23 AUDIENCE: Yeah.

24 MR. BARNER: We should be. We're
25 fortunate to have good jobs. We're

1 fortunate to have really good benefits. So
2 giving back to our community is something we
3 should be doing on our own.

4 But when it comes to the food drive,
5 again, you're getting paid to do that.
6 You're getting paid to deliver those cards.
7 You're getting paid to pick up that food.
8 And, again, it is to help those who are less
9 fortunate.

10 So that's something we need to
11 continuously -- and especially around the
12 food drive -- talk to our members on the
13 workroom floor, talk to our members when
14 they come to branch meetings about that. It
15 is extremely important that we do that.
16 It's the right thing to do. Again, we're
17 not losing anything by doing it because
18 we're getting paid.

19 Now, the second thing it does, is it
20 makes us look good as an organization. And
21 we get a lot of mileage out of the food
22 drive. We publish that. Congress sees it.
23 Community leaders see it. We get a ton of
24 mileage. And so when we are under attack,
25 people are trying to take away our exclusive

1 right to the mailbox. People are wanting to
2 sell off parts of the -- profitable parts of
3 the company, we use that food drive to say,
4 Hey, we come out to help you. Now we need
5 you to help us. And that's where we get a
6 lot of our support.

7 So, again, you're investing in yourself.
8 You're doing what's right by the community
9 and you're also building alliances with
10 those that we serve so they come to our aid
11 when we're under attack because we come to
12 their aid.

13 So, again, you-all need to be letting
14 your members know that, talking to them
15 about it. I've got branch presidents -- I
16 am the officer that oversees community
17 services. I've got branch presidents call
18 up and say, My branch don't want to
19 participate.

20 My response to them -- and it may be
21 harsh and I may offend some people in here,
22 but I tell them you're a failure as a
23 leader. And that's what I truly believe.
24 So, again, please that I can back to your
25 members. Please keep that on the front

1 burner.

2 We, unfortunately, have members, family
3 members of members that are afflicted with
4 diseases that fall under the NBA umbrella.
5 When we're supporting NBA, we're supporting
6 each other; we're supporting ourselves.

7 So, again, I want you to remember these
8 things. Georgia always shows up and shows
9 out when it comes to community service and
10 that's another reason I'm proud to be from
11 Georgia. We've got to continue to do that.
12 We've got to continue educating these
13 younger people as they come in as to the
14 importance of these initiative.

15 The Disaster Relief Foundation,
16 fortunately, Georgia doesn't see a lot of
17 natural disasters, but we have neighboring
18 states within Region 9 that does. We have
19 Florida that is routinely hit with
20 hurricanes. We have other parts of the
21 country, out in California wild fires,
22 Midwest, tornadoes. Something called --
23 (incomprehensible). I ain't ever had nobody
24 be able to explain what the hell that is to
25 me. But they are out there whatever they

1 are. But we have all of these different
2 natural disasters that affect our members.

3 In 2018 President Orlando from the
4 urging of members, branches, created the
5 NALC Disaster Relief Foundation. The sole
6 purpose of that foundation so to assist our
7 members who have been negatively impacted by
8 natural disasters. To date since 2018 our
9 member haves received in over \$2 million in
10 assisting grants.

11 That's huge. If you compare that to
12 PERF, which is in the CFC category, the
13 Postal Employee Relief Fund, it dwarfs what
14 was PERF has provided. Now, I'm not
15 criticizing PERF, but the NALC Disaster
16 Relief Foundation is focused just on our
17 members.

18 So when you start thinking about those
19 areas that you want to contribute to,
20 definitely keep the NALC Disaster Relief
21 Foundation in mind. Manny serves as an
22 officer of the NALC Disaster Relief
23 Foundation. Christina Davidson serves as an
24 officer of the NALC Disaster Relief
25 Foundation.

1 Manny can tell you -- he's been out
2 there in the field going to these places
3 where these disasters have occurred and
4 talking to our members. I'm sure if I had
5 Manny the mic -- and maybe he'll echo it
6 when he gets up here -- he'll tell you that
7 the money is secondary to the feeling that
8 somebody cares that our members receives
9 when Manny, Christina, other officers and
10 directors of the foundation, go out there to
11 check on them and make sure they are okay.

12 Some of the statements that they've
13 heard is -- they'll be out there helping our
14 members, letter carriers, and they'll be,
15 naturally, clerks and other crafts and
16 they'll ask, Where is our union?

17 I can tell you where ours is -- I don't
18 know where APWU, mail handlers and rural
19 carriers are, but I'll tell you where ours
20 are. Ours are out there taking care of our
21 members, and that's what the NALC Disaster
22 Relief Foundation does, not only financially
23 but emotionally and making sure that they
24 are taken care of, that we understand what
25 their needs are and we're addressing them.

1 So, again, when it comes to that
2 foundation or when it comes time for you to
3 start divvying up your dollars, where you
4 want to contribute them, please keep the
5 NALC Disaster Relief Foundation in mind.

6 The last thing I'll say is I want to
7 give kudos to Manny. I've served with Manny
8 for many years now on the executive council.
9 I've known Manny for many years prior to the
10 executive council. He had been in Region 9
11 when I was at the NBA's office for events
12 like this.

13 You know, Manny is awesome leader, an
14 awesome director of safety and health,
15 represents not only California, Region 1,
16 which is where he hails from, but all the
17 regions equally well, as well as Region 9 in
18 the state of Georgia.

19 So, Manny, I appreciate all that you do
20 and our friendship.

21 (Applause.)

22 MR. BARNER: I want to congratulate
23 whoever wins the election because that's
24 your voice. You decide who you want to
25 represent you. And that's very important.

1 That's one of the great things about this
2 union. One vote/one voice for every one of
3 our members no matter if it's this election
4 or the national election.

5 So, again, the important thing is that
6 your voice be heard and so whoever wins this
7 election, I want to congratulate them
8 because you've elected them and that means
9 you have confidence and faith in them and
10 their abilities moving forward. That
11 doesn't necessarily mean you don't have
12 confidence and faith in the ones that don't
13 win. It's just that you have more
14 confidence and faith in the ones that do.
15 Okay?

16 So, again, I want to congratulate those.
17 I want to thank Don and the rest of the
18 executive board. As I said, I've served on
19 this board with I think everybody that's
20 currently on the board minus maybe some of
21 the executive board members.

22 And, again, I appreciate their
23 friendship, their mentorship and what
24 they've done for the board and for the state
25 association for all of these years.

1 So with that, you've got a great NBA.
2 Eddie came in here and hit the ground
3 running three and-a-half years ago when you
4 elected him. He's doing a great job, so I
5 give kudos to him.

6 Other than that. Thank you-all for
7 having me speak to you. I am a delegate, so
8 I would have been here no matter what, but
9 you didn't have to listen to me, so I
10 appreciate that. And I hope everyone has
11 safe travels going home and God bless
12 everyone. Thank you.

13 (Applause.)

14 MR. GRIGGS: Thank you, Paul. As
15 always, you have important information for
16 us.

17 Members fill out the vouchers for
18 traveling to the meeting. Meet at the sign
19 up table with Treasurer Milton Moore.

20 We await the election committee to
21 report. Manny is going to come and finish
22 up his presentation.

23 (PRESENTATION BY MANNY PERALTA CONTINUED)

24 MR. PERALTA: This will be not be that
25 long. I promise. But I'm going to start

1 out with a Spanish letter. The word
2 "derecho" means a straight-liner. When that
3 big-ass wind comes in at a 100 miles an hour
4 and it's not a tornado, it's not a
5 hurricane, it's a straight-liner that's what
6 is that means.

7 MR. BARNER: I took a lot of Spanish in
8 high school, but I didn't learn worth a
9 shit --

10 MR. PERALTA: That's because you weren't
11 straight. You've got play it when it's
12 served.

13 Paul talked about the Disaster Relief
14 Foundation, I wanted to add something
15 because that was President Rolando's baby.
16 And during the 2012 to 2018, Fred sent me
17 out to a number of natural disasters to get
18 feedback from employees. So the last one I
19 went to before we created the foundation was
20 Hurricane Harvey in Texas and that was a
21 pretty big butt-kicker.

22 And I came back and I filled Fred in,
23 look, just the fact that we're there, the
24 membership appreciates because we care about
25 our members and we do things that other

1 unions don't do. That's just the nature of
2 it. But that's one common theme in all of
3 the disasters that I went to that blew me
4 away and it's really simple. As you talk to
5 a carrier, you ask them, What do you need to
6 contribute to the welfare of other letter
7 carriers.

8 They said, A promise that that son-of-a
9 bitch that supervises me doesn't get a
10 penny. And everywhere we went it was
11 common: If you can promise that what we
12 donate goes to letter carrier members only,
13 we will gladly donate.

14 The perk is to everybody, but the
15 reality is it's reaching out, it's
16 connecting with our membership. And the
17 grant, as Paul said, is up to \$5,000. And
18 it has to be documented and it has to be
19 verified. We get a lot of inappropriate
20 requests that you kind of go, Hmmm, this is
21 not a natural disaster. You've got a
22 kitchen fire because you cooked very poorly,
23 you didn't bother to cover things up and you
24 didn't have any fire extinguisher. That is
25 not a natural disaster. So we have to

1 screen that out.

2 And I work with Sandra LaMelle, the
3 president of Branch 1 in Detroit; Maddie
4 Rose, retired business agent from your
5 region; Gary Mullins, retired executive vice
6 president from Texas; Anita Guzik, a retired
7 officer from Branch 24 in Los Angeles; and
8 Richard Thurman. Richard Thurman is a
9 letter carrier now retired out of St. Louis.
10 These folks, plus Antonio Shields, the
11 president of Birmingham, Alabama, Branch
12 530, they all work on this. We screen. We
13 review.

14 So if you're not familiar with it and
15 you suffer a natural disaster, we ask you to
16 let your brothers and sisters know that we
17 do have that. It's under community services
18 on our web pages and whatnot.

19 Now, I am going to, if possible, I want
20 to open it up. Let's see if I don't screw
21 it up.

22 (Technical issues.)

23 MR. PERALTA: Background, we had never
24 before, to our knowledge, had a letter
25 carrier suffer a heat related death on duty

1 as a city carrier. And so when we looked
2 into it -- and this is John Watzlawick from
3 July the 24th, 2012. We were at a
4 convention in Minneapolis.

5 I got a notification that a letter
6 carrier had died on duty as a direct result
7 of the heat. I got ahold of the business
8 agent at the time, Dan Pitman, and I asked
9 him and his team, When we get done with this
10 convention, send your team into
11 Independence, Missouri, and investigate what
12 happened that led up to this death. Since
13 we never experienced something like that, I
14 wanted to know: What management did, what
15 should we be doing, why did we lose a
16 brother?

17 So John Watzlawick was about 58-59 years
18 old. He had been a letter carrier for about
19 36 years. He had been off of work for six
20 weeks. And while off of work for six weeks,
21 management had no clue when he was going to
22 return. They didn't have a training program
23 back at that time.

24 John returns to work on July the 23rd in
25 the middle of a heat wave. By the time John

1 returned to work, there had been seven
2 letter carriers, seven carriers in the
3 Independence, Missouri area that had been
4 hospitalized for heat exhaustion and heat
5 stroke.

6 As an employer, do you think that that's
7 a warning that seven people were already
8 hospitalized? Well, they did nothing for
9 John.

10 John, on the 23rd of July, calls his
11 supervisor, a guy named Herb Harvey, who
12 says, I can't make it. This heat is killing
13 me.

14 Harvey says, Well, you know, we don't
15 have any help. If somebody comes in early,
16 I'll send them out to you. Drink water.
17 Good luck.

18 That was it. The next day John comes
19 back to work. Supervisor Harvey, again,
20 greeted him at the door as he walks in and he
21 says, You looked like hell yesterday. I
22 figured you were going to call in sick
23 today.

24 Now, how many of your supervisors ever
25 talk to you like that: You looked that bad,

1 that I don't expect you in. So you're here
2 and since you're on the overtime desire
3 list, here's your overtime.

4 So John goes out, delivers his route.
5 Calls in three times that day. Says he is
6 suffering, I can't make it, I am ill.

7 What happens? "I don't have any help
8 for you." Three o'clock, he passes out.
9 They get ahold of an ambulance, get him to
10 the hospital. His body core temperature --
11 think about this. Anybody that has kids, we
12 know what happens when our little ones start
13 to heat up. His body temperature was
14 108 degrees.

15 He dies. Management doesn't know what
16 to do. So their whole process now is trying
17 to cover up what they failed to do.

18 So we investigated. We got our hands on
19 as much information as we could. We got a
20 hold of OSHA. OSHA came in and
21 investigated. They submitted a bunch of
22 subpoenas and got all of the E-mail between
23 every supervisor, postmaster, all the way up
24 to the district manager Gail Hendrix. And
25 it was a matter of pinning down what

1 happened back in the background.

2 OSHA issued the citation. The post
3 office challenged that citation. The
4 citation goes before a court called the OSHA
5 Review Commission, OSHRC.gov, if you're
6 interested. And it was created as the court
7 of appeals when a citation is issued when
8 the law was passed in 1970 creating OSHA.

9 So there's a hearing held in February of
10 2014. I met the medical specialist and the
11 scientific experts and I met the family and
12 I met Kay Watzlawick. And the hearing was
13 just as regular court hearing where one side
14 puts on their case. The other side puts on
15 their case.

16 As I'm sitting there in the hearing,
17 what impressed me is the seven letter
18 carriers that testified. They were candid.
19 They were honest. They were forthright.
20 They told the truth about what happened.
21 And then you've got those lying, cheating
22 thieves from management who sit on the
23 witness stand, raise their right hand and
24 promise to lie as much as they can to avoid
25 any kind of responsibility.

1 You can tell I don't care for these
2 assholes that kill you. And I think we
3 should all keep them honest as best we can
4 by holding them feet to the fire and not let
5 go, not let go -- but don't get caught, no.

6 So at the conclusion I offered --
7 because I have been an arbitration advocate
8 for most of my career. I've presented 275
9 cases. I figure I can do a post-hearing
10 brief without a problem.

11 I spoke to the solicitor for the
12 Department of Labor and I said, Look, give
13 me those E-mails. I'd like to string them
14 together and show how one communication was
15 followed up on and it's all of those liars
16 behind the scene that don't think we're
17 going to see that E-mail later.

18 Well, when I put it together, it was
19 atrocious because it shows the supervisor
20 went to his postmaster, the postmaster went
21 to the safety manager, the safety manager
22 went to the district manager: These
23 carriers are taking extra time. We buy them
24 uniforms. They shouldn't need any extra
25 time.

1 That's what Gail Hendrix wrote. The
2 district manager said, because we buy you
3 uniforms, you should never suffer from the
4 heat. And then they promoted her, which is
5 the norm for the company.

6 So when you read the decision from Judge
7 Ball, which was issued in October of 2014,
8 she very clearly indicates that the fantasy
9 post office, which the employer testified
10 about, didn't care about the people because
11 it was proven by those letter carriers that
12 provided the truth and it held management
13 responsible from the top of the organization
14 down to the frontline supervisor. They did
15 not care about your safety at all.

16 Now, we won that case. The Postal
17 Service appealed it to the Eighth Circuit
18 Court of Appeals seeking to vacate the
19 decision of the judge. President Rolando
20 started a press management to try to bargain
21 something and we ended up with creating a
22 settlement that is solely confined to
23 Independence, Missouri, but there's one
24 sentence that says: However, the employers
25 are responsible to provide a safety program

1 anywhere carriers are exposed to the heat.
2 That's backgrounds. And in exchange for
3 that settlement, management had to withdraw
4 their appeal to court of appeals, so the
5 citation issued from John Watzlawick
6 survives.

7 That information is available. If go to
8 my main page, right below the photo section,
9 there's this information on heat safety,
10 extreme weather. And I have the OSHA
11 citations that were issued that are
12 available for you to look at to read and to
13 understand.

14 So now this is 2014. So we finally
15 create a program in 2015, not to our
16 satisfaction but light years ahead of what
17 we had before. And they issue it and we
18 start pushing it and we start pushing it and
19 we start pushing it and we start pushing it.

20 So you've got to ask yourself, if we had
21 nothing in 2012 and now we have something in
22 2015, the problem should be resolved. Well,
23 John Watzlawick died in 2012. We have a
24 nonmember -- I don't use his name -- who
25 died in 2013 where in Boston they had a heat

1 wave that did 110 degrees and they did no
2 training, no preparation and this man died
3 on his route in the heat.

4 And then they come up with a program in
5 2015. So now in 2015 we have a program.
6 2016 nobody dies, thank God, but we had 200
7 hospitalizations. 2017, again, no deaths.
8 And then we have a letter carrier names
9 Daniel Rosenbach out of Georgetown,
10 Kentucky, who hired into the post office in
11 June of 2018. He had just retired from the
12 Army. He had just retired. He was
13 physically fit.

14 He goes into Georgetown, Kentucky. They
15 do the training. He goes on his route. His
16 very first day on his route by himself he
17 succumbs to the heat.

18 Paramedics come out, take his body
19 temperature, do a write-up, take him to the
20 hospital and he dies that afternoon. The
21 coroner in that vicinity decided it was a
22 heart attack, nothing related to heat. That
23 coroner was later indicted for falsification
24 of autopsies.

25 See, when you think things go bad, they

1 just compound on each other. It took us
2 four years for a medical expert to use the
3 paramedic report to establish that the body
4 core temperature and these other symptoms
5 was a sign of heat distress, that the
6 Department of Labor finally accepted their
7 claim so the family gets something. But
8 since he was brand-new, they are getting
9 compensation based on his rate of pay as a
10 CCA.

11 And then we've got a letter carrier
12 named Peggy Frank. I think I talked about
13 her yesterday out of Woodland Hills,
14 California. She also -- gone from work,
15 come back to work, not prepared, not
16 trained, they lied about it, so she dies in
17 July of 2018.

18 And then we have Roslyn Westfall in
19 January of 2019, she hires into the post
20 office. So now in the summer of 2019, it's
21 her first summer carrying mail. The first
22 heat wave, she drops dead out on the route.
23 Left three kids under nine years old.

24 These are the things that we should be
25 thinking about when we ask ourselves: Is it

1 worth my time to get involved in safety and
2 health? Oh, yeah.

3 Then we have a letter carrier named
4 Valdere Bossy out of San Jose, California.
5 Valdere begins his career in June of 2021.
6 We're in the middle of Covid. The very
7 first day on his route by himself, his OJI
8 is one street over. He succumbs to the
9 heat.

10 They hadn't trained him at all.
11 Although, now we have a training program
12 that has existed four years. They got it on
13 paper. They don't distribute it. They
14 don't make the stand-up talks they don't
15 make you understand how it can kill you.
16 And, sadly, think about this: Valdere's
17 brother was the supervisor in San Jose. And
18 his own brother hadn't even bothered to tell
19 him because they didn't pass it on to other
20 employees.

21 Then we've got a letter carrier named
22 Eugene Gates out of Dallas, Texas, who died
23 on June the 20th of 2023. Many of us are
24 very familiar with Eugene Gates because
25 we've used his name in the media a lot. The

1 sad part is Eugene had been a carrier for 36
2 years. When I spoke to his wife Carla and I
3 met her in September of 2023, she tells me
4 he had just come back from a two-week
5 vacation.

6 Think about this -- and, please, focus
7 on this with everyone. It takes a while to
8 get used to the heat. And when I say it
9 takes a while to get use to the heat, think
10 about your body as a radiator whose whole
11 function is to get rid of the heat when
12 you're in heat waves.

13 If your radiator isn't functioning at
14 optimum, you're not able to get rid of the
15 heat. Once you get to a certain level, you
16 can't get rid of it at all because once the
17 external temperature is 95 degrees or
18 higher, your body cannot get rid of the
19 heat. You have to find a place to cool off
20 and it's not in the middle of a Suzy
21 Homemaker Easy Bake Oven, which we call our
22 LLVs. It's not cooling off because it's too
23 dam hot.

24 And so when all of these things take
25 place, it's bad.

1 Now, what's the background with Eugene
2 Gates? One month earlier, he got a letter
3 of warning for stationary time. So he was
4 afraid of taking the extra time because of
5 the heat. He was afraid.

6 So I want you to be aware of some of the
7 stuff. So I'm going to go to this heat
8 safety communications and I want to open up
9 this mailer that is sent to your home. When
10 you get this mailer from the post office,
11 please don't throw it away. Keep it
12 available, read it and make sure that they
13 cover it at work and stand-up talks.

14 There's a beautiful part that these
15 assholes didn't realize they were financing.
16 Give me a moment. How many times have you
17 seen management say: Take breaks to cool
18 down as needed?

19 Excuse me? I've written about it. And
20 you have not read the articles that are
21 there to train you on how to protect each
22 other. Please take that mailer, which I
23 make available for you. Your union makes it
24 available for you, even if those asshole
25 managers don't make it available for you and

1 download it; it's a PDF. I guide you. You
2 decide whether you're going to follow that
3 guidance.

4 I can't make you read it. I ask you to.
5 I embarrass you when you call me. I piss a
6 lot of people off, but my goal is to get
7 those assholes on the other side to stop
8 killing us.

9 So how important is that "take breaks as
10 needed"? It's extremely important. You
11 have to do what you can.

12 Then after Eugene Gates one year
13 later -- well, actually, when I went to
14 visit the family in September of 2023, I
15 made a station visit to Eugene's office.
16 The postmaster was afraid I was going to
17 raise hell, so the postmaster and a couple
18 of people from labor relations went in to
19 join us.

20 National business agent, Shawn Boyd, and
21 I did a stand-up talk. At the stand-up
22 talk, I asked everybody: How many of you
23 have had a heat safety training this year?
24 This is three months after Eugene died. No
25 hands went up.

1 In spite of Eugene dying, at Inglewood
2 Station in Dallas, Texas, they still
3 conducted no training. So I told the
4 postmaster -- I said, You know, you dropped
5 the ball here, so I'm going to take over for
6 20 minutes and I gave a 20-minute stand-up
7 talk on heat safety and I went over some of
8 the material that existed back then.

9 Bottom line is sometimes we have to be a
10 little more assertive than management is
11 willing to put up with. But if we're union
12 activists, you request time to meet with
13 management over safety issues. You put them
14 on notice that they are failing to properly
15 train us. We don't have to file grievances.
16 We have to approach them and say, Look, I
17 have a need to train my brothers and sisters
18 so that they don't die. That's what you've
19 got to do. And if that's what you've got to
20 do, do it. So one year later, Dallas "JT"
21 Taylor dies from the heat, one station
22 that's just three miles where Eugene Gates
23 died at.

24 And then we have a nonmember out of
25 Phoenix, Arizona. If you live in the heat

1 in Phoenix, you figure you're used to it.
2 But if you're a desk jockey and you become a
3 letter carrier in the middle of the heat,
4 you better get used to it.

5 So that term is called
6 "acclimatization." And as Eugene's wife
7 told me, when you're gone for a while, the
8 body's ability to dissipate heat reduces.
9 The National Institute for Occupational
10 Safety and Health, NIOSH, is the scientific
11 research branch of OSHA.

12 When the law was created in 1970, it
13 created OSHA to enforce rules and NIOSH to
14 do the scientific research on what rules do
15 we need. NIOSH's recommendation is if you
16 are not working in a hot environment, you
17 lose the ability, acclimatization, within
18 five days. That means every time we take a
19 one-week vacation, we ought to be cautious
20 when we return.

21 Paul knows that we have been working
22 with the Department of Labor. We have a
23 series of about 10 citations throughout the
24 country that are scheduled for hearing. A
25 judge noticed that we have a backup with

1 heat safety cases throughout the country and
2 ordered the Postal Service, the Department
3 of Labor and NALC to sit down and try to
4 negotiate a settlement.

5 We tried. We were ordered to do so
6 starting September of last year and we had a
7 series of face-to-face meetings. The first
8 promise that was made, the judge says: I
9 will not move this a single inch until
10 management puts the decision-makers in this
11 room so that they have the authority to make
12 the decision.

13 So we were working with the people that
14 management claimed were the decision-makers.
15 We got very close. I was stunned how close
16 we were to a package that I could personally
17 endorse. And on the last day of
18 negotiations, management says: The boss
19 said no.

20 We were in agreement on every step. We
21 were getting ready to sign off and the boss
22 said no. They admitted that they had lied
23 about the people in the room had the
24 authority.

25 So where we are right now, these

1 10 cases have to go to hearing. The
2 hearings are starting in the fall of this
3 year and early next year, but the reality is
4 we have a department, OSHA, that has not
5 created a heat safety rule in its 56 years
6 of existence. We have Congress who doesn't
7 want to spend an extra penny for working men
8 and women in this country because it takes
9 away from their corporate income.

10 You have to always look at safety and
11 management's eyes it's a cost and in our
12 eyes it's an absolute need to protect us
13 from the environment. So all of this stuff,
14 I urge you: Take the time and read what we
15 posted in our safety pages.

16 And thank you for your attention.

17 MR. GRIGGS: Thank you, Manny. Well, I
18 see the election committee has come in.

19 Okay. We got the results.

20 (ELECTION RESULTS)

21 UNIDENTIFIED MALE:

22 (Incomprehensible) -- Roswell and my two
23 compadres.

24 UNIDENTIFIED MALE: Steve -- 4516,
25 Forest Park, retired.

1 MR. GILBERT: Wayne Gilbert, 457.

2 UNIDENTIFIED MALE: Dinosaur.

3 UNIDENTIFIED MALE: You ain't kidding
4 me.

5 UNIDENTIFIED MALE: Okay. For
6 president: Bobby Moore.

7 (Applause.)

8 UNIDENTIFIED MALE: Vice president:
9 Ronney Buie.

10 (Applause.)

11 UNIDENTIFIED MALE: Secretary: Beau
12 Cadien.

13 (Applause.)

14 UNIDENTIFIED MALE: Treasurer: Pierre
15 Shiver.

16 I know this is the long awaited part.
17 Executive board: Reko Santana. Tammy
18 Swainey. Jerry Terrell. And Zipporah
19 White.

20 Congratulations to all of the winners
21 and we'll see the losers next time.

22 MR. GRIGGS: Okay. Congratulations to
23 all of the winners. You have the
24 installation of officers and then following
25 that, we'll have the drawing and then we hit

1 the road.

2 UNIDENTIFIED FEMALE: All right.

3 (Brief pause.)

4 MR. BARNER: All right. I'm going to
5 give you-all the results. So -- so for the
6 position of president, Ben Jackson received
7 89 votes; Bobby Moore received 130 votes.

8 For the position of vice president, Buie
9 received 134 votes; Smith received 87 votes.

10 Secretary, Beau Cadien received 132
11 votes; Carol Bailey 88 votes.

12 Treasurer, Rich received 74 votes; White
13 received 37 votes; Shepard received 80
14 votes; Chapman received 29 votes.

15 For the E board, Santana 154 votes;
16 Steel 91 votes; Swainey 183; Clark 120
17 votes; Terrell 148; White 126.

18 All right? Anybody got any questions.
19 They need me to repeat anything?

20 (No audible response.)

21 (SWEARING IN OF NEWLY ELECTED OFFICERS)

22 MR. BARNER: Good deal.

23 Okay. So as I call your name -- I'm
24 going to call it in reverse order. If
25 you'll line up in front of me. All right.

1 So White, Zipporah. Beau if you get out
2 of the way, so they can come down aisle,
3 that will be helpful. Terrell. Tammy
4 Swainey. Santana. Pierre Shepard. Beau
5 Cadien. Now, Beau, you can come up there.
6 Buie and Bobby Moore.

7 (Applause.)

8 (Brief pause.)

9 MR. BARNER: You-all ready? All right.
10 Officer selected, do you each and every one
11 of you accept the office to which you have
12 been elected?

13 ELECTED OFFICERS: I do.

14 MR. BARNER: Brothers and sisters of the
15 Georgia State Association of Letter
16 Carriers, these are the officers whom you
17 have elected. If anyone has any valid
18 objection to the installation of these
19 officers, let them now speak or forever hold
20 their peace -- seeing none.

21 Please raise your right hand and repeat
22 after me the following obligation.

23 (Whereupon, newly elected officers were
24 duly and solemnly sworn in.)

25 MR. BARNER: Bobby, if you'll come up

1 here, please. I now have the pleasure --

2 AUDIENCE: Wooo...

3 MR. BARNER: What are you-all hollering
4 about out there? I ain't done.

5 I now have the pleasure of introducing
6 your president.

7 Brother Moore, your election to the
8 office of president of this state
9 association is an indication of the highest
10 esteem in which you are held by your
11 associated members.

12 Your duties are many and chief among
13 them is to be at all times ready to promote
14 the welfare of the association and enforce
15 the laws with firmness and impartiality so
16 that when the sound of this gavel, the
17 symbol of authority, which I now present to
18 you is heard and will be cheerfully obeyed.

19 May you continue in the good work begun
20 and may success crown your efforts.

21 Congratulations.

22 (Applause.)

23 MR. BARNER: I now, by the power
24 invested by the National Association of
25 Letter Carriers, do declare the officers of

1 the Georgia State Association of Letter
2 Carriers duly and legally installed for the
3 length of their term or until their
4 successors are elected and installed.

5 Congratulations.

6 (Applause.)

7 (Meeting concluded at 10:51 a.m.)
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CERTIFICATE

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STATE OF GEORGIA:

COUNTY OF FULTON:

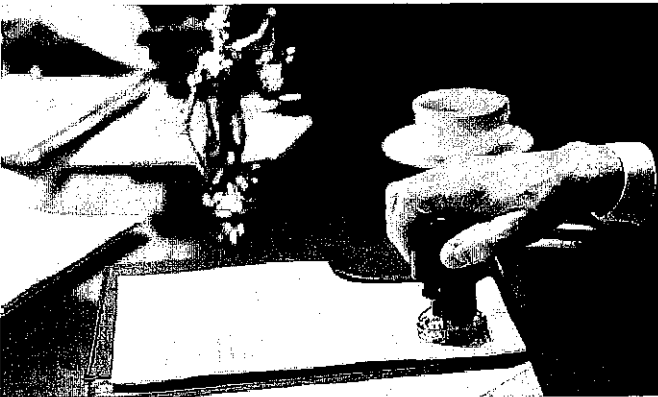
I hereby certify that the foregoing transcript was taken down, as stated in the caption, and the colloquies, questions, and answers were reduced to typewriting under my direction; that the transcript is a true and correct record of the evidence given upon said proceeding.

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 19th day of August, 2026.

Marsi Koehl

Marsi Koehl, CCR-B-2424



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