



Sisters and Brothers,

On April 16, 2025, President Renfroe convened the Executive Council of our union via Webex to discuss charges brought forth by Brother Michael Rivera of NALC Branch 70, San Diego, CA. We were given about a days notice of the meeting, and we were provided a link to view the charges ahead of time. The one charge that stood out at the time was this:

Brother Rivera alleged our Constitution doesn't allow the president of the union to enter into a contract with the Postal Service without it first being **ratified** by the active carriers. Rivera alleged that this is what happened when Renfroe met with the Postal Service and Arbitrator Nolan on March 17-18, 2025. The result of that meeting was the near identical terms of the Tentative Agreement we had overwhelmingly rejected being implemented just a few days later. Simply put, the minor changes were agreed to and accepted, but there was never a second ratification vote.

To be clear, Article 16, Section 3 of our Constitution says that **"Any National Collective Bargaining Agreement entered into between NALC and USPS shall be ratified by the regular members who shall be nonsupervisory employees in the Postal Service."**

Clearly, this was an allegation that an officer of our union had violated the terms of the Constitution. Article 10 says, *"Any member may file with the Executive Council a charge that an officer of the National Association... has been guilty of... violation of this Constitution. Upon the filing of such charge, the (officer of the union) **shall**... appoint a member... to investigate the same and make a report in writing within 30 days to the Executive Council on the results of their findings."*

Pretty clear what the charge was, and also pretty clear what the member's rights are under the Constitution. There's supposed to be an investigation. Let's be honest here, a LOT of us letter carriers were wondering if that **"stipulated award"** was kosher. **How can we vote** on a Tentative Agreement, **reject it**, and **our vote doesn't count?**

At the Executive Council meeting, a motion was made to send Rivera back a letter informing him that an investigator would NOT be appointed. We had some discussion, and I called for a public roll call vote and I stated very emphatically for all to hear, **we were about to violate the terms of the very oath that we had all made to "faithfully execute the laws of the National Association of Letter Carriers"**. Yet still, the result was 14-11 in favor of violating the Constitution. Two members were not present, and a third member lost connection and wasn't able to vote. There are 28 members total on the Executive Council. The 14 members (at the time) of the Council that voted in favor of the motion are as follows:

Brian Renfroe, President
Paul Barner, Executive Vice-President
Nicole Rhine, Secretary-Treasurer
Stephanie Stewart, Dir. HBP
Dan Toth, Dir. Retired Members
Nick Vafiades, NBA Region 2
Dan Versluis, NBA Region 4

Steve Lissan, NBA Region 8
Brian Thompson, NBA Region 12
Vada Preston, NBA Region 13
Rick DiCecca, NBA Region 14
Bruce Didriksen, NBA Region 15
Sandy Laemmel, Trustee
Charlie Heege, Trustee

We are now in the process of electing new officers for the 2026-2030 term. By far, our biggest decision is who is going to be our next president. Two of the president's main duties are "carrying out the collective bargaining duties of the Union" and to "enforce all laws" on behalf of the membership. Shouldn't we at least make sure that our new president is prepared to perform those two core duties? I think so.

Fraternally,

Mike

Michael B. Caref