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BRANCH 546

Welcomes the

GEORGIA STATE ASSOCIATION

OF

LETTER CARRIERS

to the

98TH BIENNIAL CONVENTION

JUNE 6-8, 2024

DOUBLETREE HOTEL COLUMBUS

COLUMBUS, GEORGIA

Volume: One

ACCREDITED COURT REPORTERS

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1 PRESIDENT GRIGGS: Good morning.

2 AUDIENCE: Good morning.

3 PRESIDENT GRIGGS: Welcome to the Crescent  
4 City --of city of Columbus, Georgia. Savannah's still on  
5 my mind. I pray that everyone enjoyed their self on  
6 yesterday and last night. I want to give a shout out right  
7 quick for Beau, and his crew, and members of Branch 546.

8 (applause)

9 PRESIDENT GRIGGS: They stepped up at the last  
10 moment and they really went overboard. Really have to give  
11 them a big shout out.

12 (applause)

13 PRESIDENT GRIGGS: Before we get started, I want  
14 to encourage you or ask that you put your phones on  
15 vibration. Anyone's phone goes off, we're going to ask for  
16 \$10 for the Disaster -- \$10.

17 (applause)

18 PRESIDENT GRIGGS: \$10 for the Disaster Relief  
19 Fund. So please put them on vibration, silent, however you  
20 want to do it. But that's where we going to be. I'm going  
21 to turn it over to Beau.

22 MR. CADIEN: As Don was saying, it was a hell of  
23 a turn out last -- yesterday. Could I ask everybody in the  
24 pink shirts please stand?

25 (applause)

1 MR. CADIEN: This was just a handful of the  
2 people that made it happen. Okay. We all worked hard. If  
3 y'all have any questions about Columbus, please find  
4 somebody in a pink shirt, okay, or not. But with that  
5 being said, thank y'all for all coming. This is Columbus,  
6 Georgia. We do treat our people well. And with that, I'm  
7 going to ask retiree Kurt Rohn to lead us in invocation.  
8 Please remove your hats.

9 (Thereupon, an invocation was given)

10 (applause)

11 MR. CADIEN: Please remain standing. Carol  
12 Bailey will lead us in the Pledge of Allegiance.

13 (Thereupon, the Pledge of Allegiance was recited)

14 MR. CADIEN: And we will have the National Anthem  
15 sung by Sandra Rohn.

16 (Thereupon, the National Anthem was sang)

17 (applause)

18 PRESIDENT GRIGGS: May we have a moment of  
19 silence for those of our members that have gone on from  
20 convention to convention. So may we have a moment of  
21 silence for those that our Brothers and Sisters that have  
22 passed on from convention to convention.

23 (Thereupon, a moment of silence was had)

24 PRESIDENT GRIGGS: Thank you very much. And I  
25 want to ask you all to have a special prayer for our

1 Sister, Sister Carol Bailey of our Executive Board. She  
2 laid her husband to rest this week on Monday. Am I correct?  
3 So we just want you to keep her lifted up in your prayers,  
4 as well.

5 MR. CADIEN: This may be out of place, but  
6 tonight we have a corn-hole tournament 9:00 p.m. All  
7 right. So tonight at 9:00 p.m. we'll be having a corn-hole  
8 tournament. It's \$10 donation to NBA. Please sign up as  
9 soon as possible. We've got 200 people in here, at least.  
10 We should have a nice -- everybody can throw a beanbag.

11 Okay. With that being said, thank y'all for coming.  
12 I'm going to introduce the Mayor's Office Councilman Tyson  
13 Begly. Please come up. Please give him a round of  
14 applause. Thank y'all.

15 (applause)

16 MR. BEGLY: Good morning, everyone.

17 AUDIENCE: Good morning.

18 MR. BEGLY: I'm thrilled to have you in Columbus.  
19 I know you don't -- you've had your convention in other  
20 locations in the past. I am not from Columbus, originally.  
21 I've been here for 11 years, and I love it.

22 I spent a couple of years in Atlanta before I moved  
23 here. I moved my family here. And so all I need to do is  
24 walk me to Columbus and tell you I love it, so I can do  
25 that.

1 I know you hear a lot about the Whitewater and the  
2 Zip-line. It is absolutely amazing, you know, Class 5  
3 Rapids in an urban setting. But I know that's not for  
4 everyone. If you do get Downtown, I encourage you just to  
5 check it out. We'll do bike rides. Everyone can still  
6 ride a bike, hopefully. It's enjoyable.

7 If you don't, if you're not up for that my family and  
8 I got a couple little ones; we just grab a coffee, go  
9 Downtown, walk on the Riverwalk. It's peaceful. It's  
10 nice. It's nice just to be in nature and see the rapids  
11 and so I hope you'll check it out.

12 There's lots of places to check out Downtown. There's  
13 a couple coffee shops. You can check something out.  
14 There's adult beverages if you want. There's plenty of  
15 options where you can get on a rooftop, overlook the water.  
16 Lots of dining options.

17 I'm sure everyone in the pink shirt has already showed  
18 you what we have to offer, but we hope you have a great  
19 time. If you're the museum type, there's the National  
20 Infantry Museum. It's the top free museum in the US and  
21 everyone who's been says it's well worth it.

22 And so, we hope you come back. There's not enough  
23 time to see everything. I know it sounds like y'all had a  
24 good time last night, but I hope you come back. There's a  
25 whole booklet of things to do. There's lots of dining

1 options, and it really is a nice weekend.

2 And then, in the future, we're going to have the  
3 Braves AA Team here. And so, for future conventions, I  
4 hope you can look at that, and maybe come back, and make  
5 that part of your experience, as well. With that, I'll  
6 hand it back over to Don.

7 (applause)

8 PRESIDENT GRIGGS: How many first-timers do we  
9 have at the convention? First-timers, will you standup?  
10 Standup.

11 (applause)

12 PRESIDENT GRIGGS: Well, I hope this is not your  
13 last convention. This is where we take care of the  
14 business of this association every two years. And we're  
15 happy that you're here and pray that you will get --  
16 continue to get involved because you all are the future of  
17 this organization. So glad you're here.

18 (applause)

19 PRESIDENT GRIGGS: Our guest here this morning.  
20 Our National Officer is Stephanie Stewart, which is the  
21 Director of Health Benefits.

22 (applause)

23 PRESIDENT GRIGGS: Next to her, I'm sure everyone  
24 knows is our National Business Agent for Region 9, Eddie  
25 Davidson.

1 (applause)

2 PRESIDENT GRIGGS: On the end, to our extreme  
3 right is James Williams. He is the Secretary of Treasury  
4 for the Georgia AFL-CIO.

5 (applause)

6 PRESIDENT GRIGGS: I was looking at some things  
7 online. He's the youngest Financial Secretary in the  
8 history of the Georgia AFL-CIO.

9 (applause)

10 PRESIDENT GRIGGS: Young people are stepping up.  
11 Branch 1119 Member, but also Special Assistant to our  
12 National President, Greg Dixon.

13 (applause)

14 PRESIDENT GRIGGS: And I'll let Eddie introduce  
15 his staff when he comes up. Next, we're going to have a  
16 friend of Letter Carriers, a staunch supporter of Letter  
17 Carriers in everything that we have asked of him.

18 I can remember back in 2003, the very first time I  
19 went to Washington to lobby on behalf of Letter Carriers.  
20 And a strange thing about it is, most time when I have gone  
21 to Washington and had appointments with our Congressional  
22 delegation, normally you would meet with someone from the  
23 staff. This gentleman, here, every time I have gone to  
24 Washington, he's always made time to personally meet with  
25 me and whoever was with me.





1 (applause)

2 CONGRESSMAN BISHOP: It is indeed a privilege and  
3 an honor for me to be with you this morning. I had a  
4 wonderful opportunity to get out of the office yesterday  
5 and play golf with some Letter Carriers, and I had a lot of  
6 fun. I tell you, I don't get to do it too often, but thank  
7 you for that opportunity.

8 I'm just delighted to welcome all of you to Columbus.  
9 You are in the Second Congressional District of Georgia.  
10 It's where I call home and we say this is God's country.  
11 You know, for the Georgia State Association of Letter  
12 Carriers to have your meeting here again is really, really  
13 good, and I'm so glad to see all of you, and look forward  
14 to chatting with you.

15 The history of the United States Postal Service dates  
16 back to July 26, 1775, when the Second Continental Congress  
17 appointed Benjamin Franklin as Postmaster General of the  
18 United Colonies, which at the time was under the control of  
19 the British Crown. Nearly a year later in 1776, those  
20 colonies declared themselves free and independent states,  
21 and it was evident that the new nation needed to quickly  
22 begin piecing together a new Postal Service tailored to the  
23 needs of the American people.

24 By 1789, the United States had ratified the U.S.  
25 Constitution, which granted to Congress the power to

1 establish post offices and post roads, making the Postal  
2 Service the only federal government agency to be explicitly  
3 authorized by the Constitution. And while Congress was  
4 responsible for establishing and maintaining the Postal  
5 Service, Postal Workers and Letter Carriers were the  
6 backbone of the organization.

7       The occupation of Letter Carrier spans back centuries  
8 across the globe, but United States Letter Carriers first  
9 appeared in our major cities around 1794. According to the  
10 research conducted by the Thomas Jefferson Foundation, in  
11 lieu of salaries Letter Carriers collected \$.02 plus  
12 postage for each letter that they delivered. At the time,  
13 postage rates ranged from \$0.06-\$0.25. Today, our nation's  
14 Letter Carriers make just a little bit more than that, but  
15 your job is still an essential public service.

16       Letter Carriers are vital to holding together the  
17 interwoven fabric of our country and you are some of the  
18 most trusted and beloved public servants in America. The  
19 official mission of the U.S. Postal Service is laid out in  
20 the Postal Re-organization Act of 1970, and it reads as  
21 follows:

22       “To provide Postal Services to bind the nation  
23 together through the personal, educational, literary, and  
24 business correspondence of the people.”

25       One could argue that Letter Carriers are the most

1 vital component in this mission. As I'm sure many of you  
2 know, in order to deliver the mail for the day many Letter  
3 Carriers begin their day very, very early in the morning  
4 starting deliveries before most of us have even rolled out  
5 of bed.

6 This year in Georgia, you'll deliver the mail through  
7 searing summer heat and other hazardous weather conditions  
8 including thunderstorms, tornadoes, hurricanes. Now,  
9 during my time representing Middle and Southwest Georgia,  
10 particularly in our rural communities, I've met countless  
11 Letter Carriers who love their jobs and have special  
12 relationships with the consumers that they serve.

13 Many longtime-rural Letter Carriers can drive their  
14 mail routes in their sleep, and they can sometimes recite  
15 the names and the addresses of each household or business  
16 that they delivered to long after they've retired. Rural  
17 Letter Carriers have a personal relationship with the  
18 people that they serve.

19 Rural Letter Carriers are often seen as the lifeblood  
20 of America's rural communities because they deliver  
21 essential supplies and documents to households and  
22 businesses that the commercial shipping industry would  
23 otherwise deem unprofitable to serve or charge families  
24 high, unaffordable rates in order to meet the basic need.

25 We cannot forget that there are many households in

1 Georgia that still don't have access to broadband or to the  
2 internet. While many think that the internet will lead to  
3 a declining need for Letter Carriers, there will always be  
4 essential products shipped through the mail like  
5 prescription drugs, medical devices, and election ballots  
6 that cannot be received digitally.

7 As such, we in this country have got to do more to  
8 recruit and to retain Letter Carriers. Right now, we're  
9 seeing noncareer, part-time Rural Letter Carriers leave the  
10 Postal Services in droves because they have little  
11 incentive to stay because their years of part-time service  
12 does not currently count towards their retirement benefits.

13 H.R.5995 is bipartisan legislation that would allow  
14 Rural Letter Carriers to effectively buy back their time as  
15 noncareer employees and be credited with all their years of  
16 service upon retirement. I look forward to being able to  
17 vote for this legislation when it comes to the floor.

18 As I mentioned previously, Letter Carriers are tasked  
19 with delivering essential products to customers regardless  
20 of hazardous conditions. Sadly, Letter Carriers have to  
21 face real threats as you deliver to the various  
22 communities. Mail theft, robberies, and other violent  
23 crimes, let alone bad dogs.

24 H.R.7629, the Protect Our Letter Carriers Act, is a  
25 great first step that Congress can take to help keep our

1 Letter Carriers safe as you simply do your jobs. By  
2 investing more in security, cracking down on mail crimes,  
3 and crimes against Postal Workers the U.S. Postal Service  
4 can stave off profit losses and can provide better service  
5 to your customers everywhere.

6 Another important piece of legislation that I know  
7 many of you are concerned about is H.R.82, the Social  
8 Security Fairness Act, which I've cosponsored in the House.  
9 As many of you know, the government pension offset reduces  
10 or eliminates the Social Security's spousal or survivor  
11 benefits for which a federal retiree may be eligible based  
12 on Social Security record of his or her spouse.

13 Additionally, the Windfall Elimination Provision  
14 reduces Social Security benefits for those who also receive  
15 an annuity from an employment system in which they did not  
16 pay Social Security taxes. The government pension offset  
17 and the Windfall Elimination Provision are unfair to  
18 federal workers like our Letter Carriers and other Postal  
19 Workers, and they should be repealed.

20 If we want the U.S. Postal Service to remain the best  
21 in the world, we've got to attract and we've got to retain  
22 dedicated public servants and provide them the benefits  
23 that they deserve, so that you can retire more comfortably  
24 with less financial stress.

25 I'll conclude my remarks by addressing the serious

1 financial problems the U.S. Postal Service has been facing  
2 for some time now and how that has affected the overall  
3 operations. Congress has been working hard to alleviate  
4 some of these issues by passing the Postal Reform Act of  
5 2022.

6 This law will help to alleviate some of the financial  
7 issues with the Postal Service, in that it removes the  
8 burdensome policy of having the Postal Service  
9 to fully prefund retirement benefits of its retirees'  
10 health benefits years into the future.

11 Instead, the legislation creates a Postal Service  
12 Health Benefit Program within the Federal Employee's Health  
13 Benefit Program. It also requires most new retirees from  
14 the Postal Service to enroll in Medicare Part B when  
15 they're eligible in order to keep their health coverage.  
16 These provisions go into effect -- and I understand you're  
17 going to hear about that a little bit later -- in 2025.

18 No other federal agency was required to engage in such  
19 an unfair and financial burdensome requirement. And as I'm  
20 sure that all of you are aware, the Postal Service has  
21 recently undertaken efforts in Georgia and some other  
22 states to modernize and to streamline operations at the  
23 processing and distribution facilities in an effort to cut  
24 cost and keep the organization afloat.

25 Before these consolidation efforts were implemented,

1 my colleague Austin Scott and I -- Austin represents Middle  
2 Georgia, also, over in the 3rd Congressional District. He  
3 and I wrote to the Postmaster General Louis DeJoy  
4 expressing our concerns that the action would have  
5 disastrous effects on rural Americans and especially the  
6 most vulnerable populations among us, our seniors, who rely  
7 on the Postal Service for bills, for checks, prescription  
8 drugs.

9       Following the consolidation of the Macon Processing  
10 and Distribution Center into the Atlanta Regional Facility  
11 in Palmetto, earlier this year, people in Georgia saw  
12 serious service disruptions due to mismanagement and lack  
13 of foresight by the Postmaster General Mr. DeJoy. I've  
14 heard from constituents from all walks of life to include  
15 veterans, seniors, and small businesses who are all  
16 suffering because of these actions.

17       My colleague in the Senate, Senator John Ossoff, and  
18 my colleagues in the House, we've led the charge in  
19 demanding accountability for serious disruptions of  
20 services to all Americans. The Financial Services and  
21 General Government Subcommittee of the Appropriations  
22 Committee, on which I serve, we recently held a roundtable  
23 discussion with Postmaster DeJoy, in which my colleagues  
24 and I expressed our deep concerns to him in an unfiltered  
25 conversation.



1           Some voices got raised on both sides and I have to say  
2 that Postmaster DeJoy was not the best, well-received  
3 witness that we've had for our committee and he pushed  
4 back. But as a result, the Postal Plant consolidations  
5 have been put on hold until January 2025. Our Letter  
6 Carriers have carried on through the chaos, and through  
7 these massive disruptions, and changes.

8           Your perseverance is appreciated and believe me, it  
9 has not gone unnoticed and unappreciated. Without the grit  
10 and the hard work of our nation's Letter Carriers, our  
11 nation would be in a world of hurt. America truly needs  
12 its Letter Carriers and that is not going to change anytime  
13 soon.

14           So I'm so glad that the Georgia State Association of  
15 Letter Carriers chose the city of Columbus for this  
16 Biennial Convention and I look forward to hearing from you  
17 going forward on ideas and recommendations for how we can  
18 improve the U.S. Postal Service for both its customers and  
19 its employees.

20           I want to thank you all for being here today, and  
21 don't hesitate to contact me or my office for any ways that  
22 we can be of help to you. We run a help office. Yes,  
23 Congress is charged with making laws and creating policies,  
24 but my first and foremost responsibility is to the people  
25 that I represent, and you have problems with federal

1 agencies.

2       You know, we were told growing up that the government  
3 was of the people, by the people, and for the people.  
4 That's not always the case and sometimes the government  
5 gets in the way. And so my office, I've sought over these  
6 last 32 years to make sure that we are a help office to cut  
7 through the red tape, to help you whether it's veterans or  
8 ag producers or students or teachers or postal workers, to  
9 help you cut through that red tape and get what you need  
10 and what you deserve from your government.

11       So I'm happy to serve you. I work for and in your  
12 behalf. And as I conclude my remarks, I want to leave you  
13 with one of my favorite poems. It's called "A Bag of  
14 Tools" and it goes like this:

15               Isn't it strange  
16               how princes and kings,  
17               and clowns that caper  
18               in sawdust rings,  
19               and common folks  
20               like you and me  
21               are builders for eternity?  
22               Each is given a bag of tools,  
23               a shapeless mass,  
24               and a set of rules;  
25               and each must make -

1           ere life is flown -

2           a stumbling block

3           or steppingstone.

4           I want to thank you Letter Carriers for not being  
5 stumbling blocks, but for being steppingstones for our  
6 better essential quality of life for the American people.  
7 Thank you for what you do and may God continue to bless you  
8 in the years and days to come.

9   (applause)

10           PRESIDENT GRIGGS: I didn't know that he was a  
11 poet, but I do know that he can raise a hymn. A couple of  
12 years ago he was at my church. And he came up and he  
13 spoke, but then before he left he raised a hymn. Let's  
14 give Congressman Bishop a Letter Carrier Salute.

15   (Hip-hip Hooray, Hip-hip Hooray, Hip-hip Hooray)

16   (applause)

17           PRESIDENT GRIGGS: Senator Ossoff and Senator  
18 Warnock were invited, but because of conflicts in their  
19 schedule they couldn't be here. But they do have video  
20 messages for us.

21           SENATOR WARNOCK (prerecorded video): Hello, and  
22 welcome to the Georgia State Association of Letter Carriers  
23 Biennial Convention. Letter Carriers have long played a  
24 vital role in making sure that important information,  
25 medicine, and news reaches every community and every part

1 of our country, especially in the rural areas.

2 The proud tradition of your important work has  
3 continued through the present day. Where would we be  
4 without the Postal Service? Despite rain, sleet, snow, or  
5 even a global pandemic you show up and liberate, literally  
6 delivering to those who need you the most.

7 That's why I was proud, during my first term in  
8 office, to pass landmark legislation to make USPS more  
9 reliable, efficient, and transparent. And I'm still hard  
10 at work in Washington holding USPS leaders accountable to  
11 make sure they give you the Letter Carriers the resources  
12 you need to get the job done for your community.

13 The job our Georgia Letter Carriers do isn't always  
14 easy, but it is always important. As a Georgia resident  
15 and a beneficiary like all of us, what you do each and  
16 every day, you always have a partner in me in the United  
17 States government. Thank you for everything you do and  
18 enjoy the convention. Keep the faith and keep looking up.

19 (applause)

20 SENATOR OSSOFF (prerecorded video): Greetings.  
21 This is U.S. Senator John Ossoff. And to the Georgia State  
22 Association of Letter Carriers, President Don Griggs,  
23 Georgia AFL-CIO President Yvonne Brooks, Congressman  
24 Bishop, and Mayor Henderson congratulations on this  
25 Biennial Convention in Columbus.

1 I want to express my gratitude and appreciation for  
2 hard-working Postal Workers across the state of Georgia.  
3 And as I have made clear, repeatedly throughout our  
4 difficulties this year, I know that Postal Workers are  
5 working their hearts out every day to serve the public and  
6 to do your jobs.

7 You deserve management. You deserve a headquarters  
8 that equips you with the infrastructure to succeed. I will  
9 continue to work to hold Postmaster General DeJoy  
10 accountable for the quality of management and to you as  
11 valued employees and public servants. Thank you for your  
12 continued efforts and let's continue working together to  
13 make sure that every Georgian is well served.

14 (applause)

15 PRESIDENT GRIGGS: We all know the disaster  
16 that's happening in Palmetto. We had -- I thought we was  
17 going to really have a disaster as far as getting our  
18 programs together. I faxed them down to the printer on  
19 April 22nd, and he said he never received them. Last week  
20 I emailed him and asked him for proof of the convention  
21 booklet.

22 He said, "Well, Don, I didn't receive them." So I  
23 tried faxing him again, and because of poor line connection  
24 I decided I'd take them and overnight them express mail.  
25 Disaster again. I sent them off Thursday. Friday,

1 Saturday, and Sunday they sat in Palmetto. I was tracking  
2 them.

3 And I got a really frantic then, so I had to turn to  
4 our IT guy. And he got everything going and got it down  
5 there. Monday morning, they started working on the  
6 booklet. The express mail didn't get there until Monday  
7 afternoon. It should've gotten there Friday.

8 We've been facing similar problems with our vouchers  
9 that we mailed. Bob Johnson --

10 (phone ringing)

11 Who owes the \$10? \$10 to Disaster Relief Fund. Tim,  
12 collect that \$ please.

13 Bob Johnson mailed some vouchers in March. We finally  
14 got them in May. So you see -- you getting the money? I  
15 know that you all are hard-working. I get calls all the  
16 time from neighbors, and church members, and folks that  
17 know me wanting to know what I'm I going to do about it. I  
18 say, "That's beyond my pay grade."

19 But what I do inform them is, is that the Postmaster  
20 General is our biggest problem. And the thing they say,  
21 "Well, why don't you fire him? Why don't the President  
22 fire him?" The President does not have the authority to  
23 fire him, only the Board of Governors has that authority.

24 We all hoping that -- and I'm sure that Stephanie and  
25 Eddie, and the Executive Council, along with the President

1 are diligently working with him trying to get things  
2 improved. It's different now, I'll be honest with you. I  
3 don't know whether or not if I was still working I could  
4 survive what you all are going through.

5 All the old heads realize it was just a matter of  
6 reporting to work, doing your job, and going home. Now, we  
7 really don't know when we're going to get mail, what time,  
8 whether or not the mail that's informed delivery that says  
9 it's going to be delivered that day and doesn't show up.  
10 Those are the type of things that you all are facing, and I  
11 understand.

12 And we have to inform the public, when we meet with  
13 them, that it's not our fault. We're doing the best we can  
14 with what we have to work with. So we'll just have to keep  
15 our nose to the grind, continue to do the best we can, and  
16 serve the public.

17 What I've always said before I retired was, in dealing  
18 with the management was that it says United States Postal  
19 Service. It seems to me you've taken service out of it.  
20 They're more concerned with making numbers so they can get  
21 their bonuses. We're supposed to be in the business of  
22 providing service, but it's gone away.

23 And this comes from businesses saying about our pay  
24 and how much these stamps cost. \$.06 -- how many of you  
25 all remember when stamps were \$0.06? I do. And whether

1 you realize it or not July, I believe it's 16th, stamps  
2 will go up to \$0.73. Postal Regulatory Commission approved  
3 it last week.

4 So the price of stamps are going up, but the service  
5 is going down, and that's where our Letter Carriers are  
6 getting negative reports. First of all, they blame us and  
7 it's really not our fault. But we're going to do the best  
8 we can, and we're going to keep on keeping on.

9 Our next speaker for this morning is a friend of ours.  
10 And when I say a friend of ours is because the majority of  
11 AFL-CIO is supportive of all Unions. And especially, when  
12 they have an issue, Letter Carriers support them. We have  
13 gone on picket lines. We've gone on rallies to support  
14 Unions within the Georgia AFL-CIO.

15 And if there's ever a time that Letter Carriers need  
16 support, you can rest assure that Georgia AFL-CIO will be  
17 right there. So I introduce, my brother, James Williams  
18 Secretary Treasurer to the Georgia AFL-CIO.

19 (applause)

20 MR. WILLIAMS: Good morning, everybody.

21 AUDIENCE: Good morning.

22 MR. WILLIAMS: First, I want to thank President  
23 Griggs, and the Executive Board, and all the Members for  
24 inviting me down today. It's been a busy week. It's been  
25 a busy year for the Georgia AFL-CIO and it's going to



1 continue to be a busy year for the Georgia AFL. I don't  
2 know if you guys know, there's a little bit of an election  
3 going on in November this year.

4 President Brooks sends her regards. She would love to  
5 be here. Sometimes Yvonne and I, we call it divide and  
6 conquer. We're currently doing a three-day Organizing  
7 Institute down in Albany, Georgia, and President Brooks  
8 down there for the graduation ceremony for those folks that  
9 went through the three-day Organizing Training. But she  
10 would also -- sends her regards and she would love to be  
11 here.

12 And yeah, I'm the youngest Secretary Treasurer of the  
13 Georgia AFL-CIO. Yvonne was the youngest Secretary  
14 Treasurer of the Georgia AFL-CIO. But Yvonne is now the  
15 first woman President of the Georgia AFL-CIO and the first  
16 minority President of the Georgia AFL-CIO.

17 (applause)

18 MR. WILLIAMS: And I've known Yvonne for as long  
19 as I've been in Georgia. And she's been a mentor and a  
20 good friend, and I'm glad to work with her and be at her  
21 side. So when I talked to President Griggs, a little while  
22 ago, I asked him, you know, what he would like me to hit  
23 on. He said, "Tell us about the value of the Georgia  
24 AFL-CIO and tell us the importance of the election coming  
25 up."

1           So the value of the Georgia AFL-CIO. First of all, I  
2 don't know if you guys know this, but the National Letter  
3 Carriers Union has been around for 135 years. 1889. Now,  
4 they didn't join the AFL-CIO -- or back then it was just  
5 the American Federation of Labor. They didn't join the  
6 American Federation of Labor until 1917. So I'm going to  
7 go over some reasons why that's important. I'm glad that  
8 you guys decided to affiliate with AFL-CIO.

9           Earlier this year, we had Senate Bill 362. I'm sure a  
10 lot of you got emails and made phone calls and stuff like  
11 that on it. What the Governor of Georgia was trying -- is  
12 doing with that bill, because it did pass, is if we go in  
13 and Organize a company that received state tax incentives  
14 and they do voluntary recognition where we don't have to go  
15 through the lengthy election process for it; the state can  
16 claw back every penny that they gave them in tax  
17 incentives.

18           Also, if the company gives personal contact  
19 information for any of their employees to a Union Organizer  
20 without express written permission from that employee, the  
21 state can claw back every penny in tax incentives. Now,  
22 this bill passed in Tennessee. It just passed in Georgia.  
23 We put up one hell of a fight. It's now moved on and  
24 passed in Alabama. It's going to Mississippi. It's going  
25 to Louisiana, North Carolina, South Carolina.

1           Who here has ever heard of the acronym ALEC, The  
2 American Legislative Exchange Commission? They are a group  
3 that's funded by corporations and their job is to draft  
4 pro-business, which means anti-worker less government,  
5 definitely had attacks on government employees, and they  
6 draft this legislation.

7           You can go to their website and it's called Model  
8 Legislation, and if you scroll through you'll see probably  
9 about 150 Bills that they've got drafted. And the Bill in  
10 Georgia is almost word for word what's on ALEC's website.  
11 And it's the same thing in Tennessee. It's the same thing  
12 moving throughout the South.

13           So we fought hard. We knew this was coming, and the  
14 last week of the legislative session on Monday it went up  
15 for a floor vote. At that moment, we knew we had 99 votes  
16 against. They need 93 votes to pass the bill. So the  
17 Speaker of the House tabled the bill and gave the Governor  
18 48 hours to whip his votes on the Republican side. We had  
19 9 Republicans that were going to vote with labor on this  
20 bill.

21           In that 48 hours the Governor, who doesn't have the  
22 constitutional right to do this, but gave away committee  
23 assignments. He gave away -- he has a very large fund in  
24 his Leadership PAC, it's got about \$4 million in it. So he  
25 threatened the Republicans that were against the bill that

1 he was going to cut off all funds from their campaign. He  
2 threatened to veto every piece of legislation that the  
3 Republicans drafted that were going to vote against this  
4 bill. He even went so far as to threaten one of our  
5 elected State House Members with an investigation into his  
6 homestead exemption tax.

7 So 48 hours later, we had the bill dead on Monday.  
8 Comes up for a floor vote, we had some friends that were  
9 going to take a convenient bathroom break during the vote,  
10 so that way their vote wouldn't be counted. They had folks  
11 standing at the doors telling them to turn around and go  
12 back to their seat and vote.

13 They told everybody, asked them, "Is this the hill you  
14 want to die climbing?" And so those folks went back and  
15 voted. We did have one Republican that stuck to their guns  
16 and voted against the legislation, but it still passed. So  
17 we're working on litigation on that right now.

18 About a year ago, the United Steelworkers were  
19 organizing a bus company, in Fort Valley, Georgia, Bluebird  
20 Buses. I know you've seen them around the state. They  
21 called us in two weeks before their election to help out.  
22 So we sent our entire team of staff down to Fort Valley,  
23 Georgia.

24 We canvassed. We phone-banked. We even went to the  
25 churches, which they had never even thought of before, but

1 everybody -- almost everybody goes to church on Sunday.  
2 Your community's in church on Sunday, so we reached out to  
3 Pastors in the area, and we were able to speak in front of  
4 three congregations.

5 And that vote went 78% for labor. That was  
6 overwhelming for that company. That was the 3rd time they  
7 tried to organize it, and we won it with 78% of the vote.  
8 So they are now a Union Company, and they actually just  
9 ratified their contract. So that's great.

10 (applause)

11 MR. WILLIAMS: We didn't stop helping United  
12 Steelworkers out while they were doing their campaign.  
13 Once they won the election, that's the first phase. Now,  
14 you go into contract negotiations. So we sent our team  
15 down to Fort Valley, again, and we trained them.

16 We trained them on contract negotiations. We trained  
17 them on labor law. We trained them on internal organizing  
18 to keep the pressure on the company to get a fair contract,  
19 and they just did that last month. So that's absolutely  
20 amazing.

21 We -- they're building a very large Hyundai plant down  
22 in Bryan County. Last year, there was a non-union steel  
23 erectors company, Eastern Construction, they had a fatality  
24 on the job. It was an undocumented worker that fell to his  
25 death. The company went to his spouse and said that they

1 would continue paying her his wage for a year and they  
2 would pay to have his body shipped back to Mexico to be  
3 with his family.

4 As soon as that casket left U.S. soil, those payments  
5 stopped. Two weeks after that fatality, ICE raided that  
6 plant, but we did not stop the fight. Ironworkers, United  
7 Steelworkers, a lot of our affiliates got together and put  
8 pressure on OSHA and now Eastern Constructors is on the  
9 egregious-violators list.

10 That means they cannot bid on any federal contracts or  
11 any contracts that have government funding through states  
12 or municipalities because they've had 6 fatalities in 4  
13 years. And you'd think they would have been on that  
14 earlier, but no. It took pressure from Organized Labor and  
15 AFL-CIO to make that happen. So that's some of the things  
16 that we do.

17 And I talked to y'all's Training Director earlier. We  
18 have a slew of trainings that we can offer you all. We can  
19 do Common Sense Economic Training, Why It's Better in a  
20 Union, Difficult Conversations. We have an entire list.  
21 So if you guys want those trainings, reach out to me.

22 We got two Trainers in this state, and they are the  
23 entire state of Georgia. They go anywhere you guys want.  
24 If you want us to do a presentation in front of your Union  
25 meetings, we will do that. If you want us to do a

1 presentation at your job site, we will do that. We are a  
2 resource for you. You all pay my salary, so I work for  
3 every single person in this room.

4 Now, I'm going to move on to why voting matters. I'm  
5 really glad you guys had Congressman Bishop here today  
6 because the Protect the Letter Carriers Act, he's the only  
7 one from Georgia to sign on to that bill. I looked at the  
8 bill last night and the only sponsor from Georgia is  
9 Congressman Bishop.

10 So when I get back to Atlanta -- we have our Political  
11 Conference in July, so we'll be interviewing and screening  
12 all of the Congressional Candidates in the state of  
13 Georgia. And I will be bringing it up to Nikema Williams,  
14 to Hank Johnson, to Lucy McBath, to all of our elective  
15 Congressman why they have not signed onto this important  
16 bill.

17 Because in 2023 alone, there's 1,198 crimes committed  
18 against Letter Carriers in this country. 600 robberies,  
19 200 burglaries, assaults, and 4 homicides against Letter  
20 Carriers in this country. And that's just unacceptable  
21 because you all provide an essential service for this  
22 country.

23 And the old phrase, you don't know what you got until  
24 it's gone. If they keep messing around, there's another  
25 way to say it, but they're going to mess around and find

1 out. Now, I can't say that I always love the mail that  
2 comes to me. I got a letter in 2015 from the IRS wanting  
3 to do a deeper dive into my tax returns, but that's okay.  
4 I cleared that up, everything was fine.

5 One of the favorite things I like to get in the mail  
6 is my absentee ballot. I don't have to wait in line. I  
7 don't have to drive all over, comes to my house. I can  
8 open up my ballot, crack open a beer, turn on the TV, and I  
9 can vote. And then I put it back in the mail, and I trust  
10 that it's going to get where it needs to go.

11 But we went through a pandemic in 2020 and the Letter  
12 Carriers were probably the most essential part of that  
13 election cycle. So I want to thank you all for the hard  
14 work that you guys put in and continue to put in.

15 But because of the hard work that you all did to get  
16 those absentee ballots out to folks so they can fill them  
17 out and get them back in, Georgia General assembly decided  
18 that that was too easy. So they passed another bill in  
19 2022 to reform elections, to change the timeframe that you  
20 can request an absentee ballot, change the timeframes that  
21 that ballot needs to be put back in, eliminating drop-boxes  
22 as well.

23 That's voter suppression, folks. You can't have a  
24 Representative Democracy when you have voter suppression  
25 like that. And we've got, you know, a Presidential



1 Election coming up this year. The AFL-CIO has endorsed Joe  
2 Biden. Joe Biden is and has been the most Pro-union  
3 President in the United States. He's the first President  
4 to walk a picket-line in this country.

5 When he first got elected, the multi-employer pension  
6 plans across the country were going insolvent. Through no  
7 fault of those pension plans, companies filed for  
8 bankruptcy and the first thing the bankruptcy judge did was  
9 wipe out their obligations to that pension fund. One of  
10 the first spending bills that President Biden passed shored  
11 up the pensions for 20 million Americans in the United  
12 States and he's going to continue fighting for us.

13 He was here in Georgia. I wasn't at that rally, but  
14 Eric Taylor from United Food and Commercial Workers was  
15 there. He was up close enough Biden saw him, saw his UFCW  
16 pin, and went down to shake his hand. Well, Eric took that  
17 opportunity to give him a UFCW lapel pin. Biden put it on  
18 and went outside and talked to the press, proudly, with a  
19 Union pin on his lapel.

20 So voting definitely matters, especially with federal  
21 employees because your pay raises, your pensions, the bills  
22 that were put forth, the Social Security Fairness Act, the  
23 Federal Retirement Fairness Act, and the Protector Our  
24 Letter Carriers Act that's all done in Congress. So we  
25 will be following up with the Georgia Delegation and making

1 sure that they're making you all whole and taking care of  
2 our Letter Carriers in the state.

3 So with that, I want to leave with a quote that  
4 President Brooks tells me all the time. First of all, she  
5 always tells me to stay in my lane. As the youngest ST in  
6 the state of Georgia, "adulthood" is another thing she tells  
7 me a lot. I ask her when a meeting is and she says, "Check  
8 your email. It's called adulthood, James." But one of the  
9 quotes that I love from Yvonne, and this matters especially  
10 in this time, "Our lives begin to end the day we become  
11 silent about things that matter."

12 So I've met a number of you here, learned to play a  
13 new card game last night. I didn't play. I'm not good  
14 enough. Didn't put any money down on LCR, either. I'd  
15 lose all my money on LCR. But I appreciate showing up at  
16 rallies, and days of action, and things like that and  
17 seeing your Letter Carriers Sisters and Brothers there.

18 So I want to thank you all for giving me the time and  
19 inviting me down to y'all's convention and having the  
20 opportunity to speak to y'all. I love Columbus. My nephew  
21 was born in Columbus. He was baptized in Columbus and then  
22 my brother shipped out to Kansas, in the military. But  
23 I've spent a lot of time in this town and I do love it down  
24 here. Get's a little hotter than it does in Atlanta, but  
25 that's okay.

1           So I hope y'all enjoy your convention. I hope you  
2 handle your business and have a good time. I'm looking  
3 forward to getting to know everybody more and more in depth  
4 in the future. So thank you, everybody.

5   (applause)

6           PRESIDENT GRIGGS: All right. Let's give James a  
7 Letter Carrier Salute.

8   (Hip-hip Hooray, Hip-hip Hooray, Hip-hip Hooray)

9           PRESIDENT GRIGGS: Brother Bob Johnson, will you  
10 read the minutes of the previous convention.

11           MR. BUIE: Brother President, Ronnie Buie, and I  
12 propose a motion that we suspend the reading of the  
13 minutes, as they are posted on our website.

14           MR. SANTANA: Brother Reko Santana, I second.

15           PRESIDENT GRIGGS: We have a motion and a second  
16 that we suspend the reading of the minutes from the  
17 previous convention because they are posted on our website.  
18 Any discussion?

19           AUDIENCE: (no response)

20           PRESIDENT GRIGGS: Any discussion?

21           AUDIENCE: (no response)

22           PRESIDENT GRIGGS: Hear none. All those in favor  
23 say aye.

24           AUDIENCE: Aye.

25           PRESIDENT GRIGGS: Opposed?

1 AUDIENCE: (no response)

2 PRESIDENT GRIGGS: Hear none. Motion upheld.

3 Now, we're going to be blessed with -- I think she's new to  
4 the Executive Council. Am I right? No? You've been there  
5 a while. All right. Our Health Benefit Representative,  
6 Stephanie Stewart, will come and bless us with whatever she  
7 has to give us. Stephanie Stewart.

8 (applause)

9 MS. STEWART: Thank you. So I bring these notes  
10 up here with me and then I never use them. But, hey, we're  
11 going to give it a try again today. First of all, good  
12 morning, everyone.

13 AUDIENCE: Good morning.

14 MS. STEWART: It's so great to be here with all  
15 of you. It truly is one of my favorite things to get out  
16 with all the members, rather than being stuck in an office  
17 all day. It truly is a pleasure. It's very rewarding for  
18 me and I feel very blessed to have this opportunity to be  
19 here with you.

20 And I also want to say thank you to Don -- he ran out  
21 of the room already -- and all the Officers of the Georgia  
22 State Association for the invitation to come, and also to  
23 Columbus the host branch. I remember in my days of being a  
24 State Officer and a Branch President hosting a convention,  
25 and I truly can appreciate all the work that you had to do

1 to make all of this happen. So thank you.

2 Also, I know Don did some introductions, but I want to  
3 thank Eddie, your Business Agent, for all the hard work  
4 that he does to make sure that your fights are a little  
5 less strenuous that you have to do every day, and all of  
6 his staff.

7 I'm going to try to go through names, but I know I  
8 will miss some and it is by no means intentional. I know I  
9 see Misty back in the back. Dexter's somewhere around  
10 here, as well, and I know you also have Anthony. At least  
11 one of your RAAs, I know I'm missing them. Who am I  
12 missing?

13 MR. DAVIDSON: Jeanette Triana.

14 MS. STEWART: Jeanette Triana.

15 MR. DAVIDSON: Ben Paul.

16 MS. STEWART: Ben Paul.

17 MR. DAVIDSON: And RGA Eric Sloan.

18 MS. STEWART: And RGA Eric Sloan.

19 MR. DAVIDSON: Felicie's out there, ROA.

20 (applause)

21 MS. STEWART: It truly does take an army to  
22 represent Letter Carriers and I know I'm proud to have an  
23 army such as this Business Agent's Office and everyone that  
24 works there on our side. I know that they are very  
25 dedicated. They were very hard and their goal is really

1 just to be here to support you guys' issue in whatever way  
2 that they can.

3 Also, just want to give a shout out to Eileen. I  
4 think she's running around here as your Legislative  
5 Political Organizer. Also, to Greg and to Christina for  
6 doing all the hard work that they do on behalf of Letter  
7 Carriers across the country too. And I also have one last  
8 group to thank, and that's to all of you for being here.

9 All of us are here because we have one common goal and  
10 one thing that drives us to do what we do, and that is  
11 representing our fellow Letter Carriers. That is the true  
12 mission of what we are put here to do as Officers, as  
13 Representative, as leaders of this Union. And it is at  
14 times challenging, and very rewarding, and it's wrapped up  
15 all into one. And that is why we do what we do.

16 And what are the things that we deserve as Letter  
17 Carriers? We deserve to have a living wage. We deserve to  
18 be able to go to work every day and do our jobs without the  
19 fear of being assaulted, being robbed. We have the right  
20 to a safe work environment. We have a right to good  
21 benefits -- wonderful benefits. We have a right to have a  
22 retirement and have a retirement at a wage that means  
23 something that we'll afford to live on.

24 I can keep going with that list, you all know, but I  
25 just want to remind everyone these are things we deserve,

1 but they are not things that we're just entitled to. We  
2 have to fight, and we have to work to ensure that all of  
3 those things continue to be things that we achieve. And  
4 that is what representing Letter Carriers means.

5 When we serve the American public, that's why we  
6 deserve these things. And it takes all of us working  
7 together to be able to accomplish all of those things.  
8 They don't just happen by themselves. But you know what?  
9 I have a lot of faith in Letter Carriers. I have a lot of  
10 faith in what we can do when we face these challenges  
11 together.

12 And we're driven by one simple thing. Doing the right  
13 thing and fighting the right fights. A perfect example of  
14 that is when we worked to pass the Postal Reform Act. It  
15 took us decades of hard work. It took many of you reaching  
16 out to Congress, your Senators, your Representatives, the  
17 American public. It was a long and tiresome task, but we  
18 did accomplish it.

19 And one of the things that I really want to focus on  
20 is related to that because I'm the Health Benefits  
21 Director, so what better topic for me to talk to you all  
22 about. So part of that legislation was the Medicare  
23 Integration Requirement. Now, I can stand up here and I  
24 can talk to you all about what that integration requirement  
25 is, but we've been talking about it for quite some time

1 now, a couple of years.

2 So I hope everyone understands what the requirements  
3 are with that Medicare Integration. But believe me, if  
4 there's anyone in here that doesn't, I want to run through  
5 it. So I'm asking you guys to help dictate what I talk  
6 about. Do you want me to go through a very short synopsis  
7 of what that Medicare Integration Requirement is?

8 AUDIENCE: Yes.

9 MS. STEWART: Okay. So essentially, if you are  
10 already retired or if you will be retired before January 1,  
11 2025, you are not required to enroll in Medicare Part B.  
12 It's an option for you. Now, put a pin in that because I'm  
13 going to talk about something else with that.

14 I want to cover the other group and everybody who is  
15 still actively working. Wait, there was one more person in  
16 that other group. If you over the age -- if you are 64 and  
17 you are actively working, you also do not have a  
18 requirement to enroll in Medicare Part B once you become  
19 eligible, which is typically at age 65. Okay.

20 So for everyone else in the room, so we are either  
21 actively working under 64. Okay. We are required to  
22 enroll in Medicare Part B once we retire and we become  
23 eligible for Medicare Part A, which is Medicare  
24 eligibility.

25 That's how it's determined, is when you're eligible



1 for Part A, which is typically at the age of 65. So  
2 retired and 65, we're required to enroll in Part B to  
3 continue our Federal Employees Health Benefit Program  
4 benefits, so our health insurance package. Okay.

5 There are exceptions for any of you in that group. So  
6 either you live somewhere where you cannot use Medicare, so  
7 you live out of the country, or you have other insurance  
8 such as VA Coverage, Indian Health Services. That would  
9 make your Medicare Part B enrollment unnecessary because  
10 you already have coverage through those entities.

11 You can apply for an exception to that Medicare Part B  
12 requirement, and that has to be done through the Postal  
13 Service. Okay? And then they take it from there. So  
14 everybody good there? I tried to make that as short and  
15 sweet as I could, but I want to make sure everyone  
16 understands which group that they fall under.

17 You guys good? Okay, perfect. So now let's talk a  
18 little about that group who is already retired and they're  
19 already age 65 or older, so they're already eligible for  
20 Medicare Part B. There's no requirement that they enroll  
21 in Part B. However, if you are eligible for Medicare and  
22 you choose to not enroll, you can always enroll at a later  
23 period in your life if you choose to.

24 However, you will be incurring a 10% penalty per year  
25 after your 65th birthday. So if you wait 10 years, you're

1 75, and now you decide I really wish I would've enrolled in  
2 Medicare; you're going to pay 100% penalty on top of your  
3 Medicare Part B basic enrollment costs.

4 So typically, I think right now, they're about \$175 a  
5 month to enroll in Part B. So take that number times two.  
6 That's pretty -- that's a lot of money for a lot of our  
7 members who are 75 in this example. And many people could  
8 not, then, afford to enroll in Part B even though they  
9 wanted to.

10 So one of the things that we did in the Postal Reform  
11 Act was we made sure that there was an opportunity for  
12 those individuals to enroll in Medicare Part B and we are  
13 in that process right now. It's a one-time special  
14 enrollment period for any of those individuals. They can  
15 enroll in Medicare Part B and the Postal Service will pay  
16 that penalty.

17 So they would still continue to pay the \$175 and the  
18 Postal Service would pick up that 100% penalty for the  
19 person in the case I just described. Okay. So this is not  
20 a requirement that anyone participate in this special  
21 enrollment period who's eligible, but it's an option that  
22 is out there.

23 Most of our members, about 80%, pick up Medicare when  
24 they're eligible, anyway, so we have 20%. Many of that 20%  
25 live in areas they can't use Medicare or they have that

1 other coverage. That's the reason they didn't pick up the  
2 Medicare. But there is a percentage of that 20% who fell  
3 into the situation where at 65 they were healthy. They did  
4 their assessment. They didn't think they needed Medicare  
5 and then later in life they regretted that decision.

6 That is who this special enrollment period, that we  
7 are in right now started in April runs through the end of  
8 September, is there for. It's there for anyone who has had  
9 regrets on not getting that Part B enrollment and now wish  
10 they could. So we need to make sure the Postal Service has  
11 notified all of those individuals who are eligible for that  
12 special enrollment period, they've supplied them with  
13 instructions on how to enroll.

14 And we just need to make sure that the right people  
15 are utilizing that and there's not misinformation or  
16 miscommunication that leads our members to believe they  
17 have to do it. Okay. But there is good news if we can  
18 educate everyone now. If someone enrolls in that special  
19 enrollment period and then they realize I did this because  
20 I thought I had to do this, there is still an opportunity  
21 for them to get out of that before January 1, 2025.

22 So they would have to contact Social Security and tell  
23 them that they do not want to participate in that special  
24 enrollment period. Anyone who signs up, the Medicare Part  
25 B is not effective until January 1, 2025, from that special

1 enrollment period that's up. So if they notified them  
2 before the end of this year and before the Medicare  
3 enrollment starts, they can back it out and not pick up  
4 Part B. Okay

5 But if they continue on -- and this is for anyone who  
6 is retired and they're already 65, they have Part B or they  
7 sign up during the special enrollment period. If it goes  
8 beyond January 1, 2025, there is a requirement to continue  
9 to keep that Part B coverage.

10 If you decide to cancel after January 1st, you will  
11 not be eligible to be in the Federal Employees Health  
12 Benefit Program. So this is very important information  
13 that we make sure all of our members understand, and it  
14 does take all of us, and it will take all of us spreading  
15 this word trying to get this information out.

16 Initially, the Health Plan was going to try to help  
17 distribute this information, but I backed off from that a  
18 little bit simply because feedback we were also receiving  
19 from our members, is they are simply overwhelmed with  
20 information. This is information overload for this  
21 particular group of Letter Carriers.

22 And so I'm waiting for the right time to get this  
23 information out to them where they're not being flooded  
24 with other information that's telling them something  
25 similar or something different. Make sense? Just trying

1 to make this easy for everyone, but make sure everyone has  
2 the information. Do you guys have questions on that  
3 special enrollment period? No?

4 AUDIENCE: (no response)

5 MS. STEWART: You guys are easy. Okay. So now I  
6 want to talk a little bit about our Health Plan and what we  
7 have to offer because eventually, either we're in Part B  
8 now or we will in the future be in Part B. Some of the  
9 things that the NALC's Health Plan has done to try to help  
10 our members financially, as it comes to their medical  
11 coverage and their ability to continue to be in the Federal  
12 Employees Health Benefit Program.

13 And I'm still saying Federal Employees Health Benefit  
14 Program because the Postal Service Health Benefit Program  
15 is still going to be within the federal program. Okay. So  
16 when I say that these are interchangeably because they are  
17 the exact same thing.

18 So our Health Plan does a really good job of taking  
19 care of our members, paying their benefits, making sure  
20 that they have access to care. But one of the things that  
21 I noticed, from the beginning when I came in as the  
22 Director of Health Benefits, is that we didn't necessarily  
23 do enough to put the tools and the resources into our  
24 members hands to allow them to take charge of their health  
25 and provide them options.

1           We are not all the same. Every single Letter Carrier,  
2 every single dependent has different needs and I don't  
3 believe that healthcare should be the same for all of us.  
4 We have to have some sort of diversity and options, so  
5 people can choose the things that are right for them, even  
6 within a Health Plan and that is what we've been focusing  
7 on for the last five years.

8           So specific for our Medicare enrolled members, a  
9 couple of years ago we introduced our Medicare Advantage  
10 Plan. It's the High Option Medicare Advantage Plan. So  
11 any of our members who are in the High Option Plan, who had  
12 Medicare A and Medicare B, were eligible to participate in  
13 our Medicare Advantage. You're still in our High Option.  
14 You're just in a group of people who want to have the  
15 Medicare Advantage.

16           Some benefits to being in that -- and I will say, we  
17 just have over 16,000 of our members who chose to do  
18 that. They get a \$900 Medicare Part B premium reduction.  
19 So \$900 a year, and it translates to \$75 per month that  
20 they pay for their Part B is reduced. So that brings their  
21 Part B, right now, down to just about \$100 a month.

22           And this applies for each individual on the policy.  
23 So if you have a member and you have a spouse, both  
24 enrolled in Medicare, both opting into the Medicare  
25 Advantage Plan; they each get that. So it would reduce

1 down that household's Medicare Part B expenses by \$150 a  
2 month. Okay.

3       There's some other perks that come with our Medicare  
4 Advantage Plan. There's a free gym membership with  
5 SilverScripts, not to be confused with what I'm going to  
6 talk about in a minute. There's some free at home meal  
7 delivery options. After being in the hospital, there's  
8 free transportation to healthcare appointments to make sure  
9 our members get the care that they need. There's also some  
10 basic dental, basic vision coverage that's included in  
11 that, as well as some additional items.

12       So it's a great program for the right people who want  
13 to participate in Medicare Advantage, but retain their  
14 Federal Employee's Health Benefit Program benefits and  
15 their NALC Health Benefit Plan. Now, if that's not  
16 something that our High Option members who are enrolled in  
17 Medicare A and B want to participate in, in January of this  
18 year we put in another program called SilverScript, not to  
19 be confused with SilverSneakers.

20       And part of the reason -- everything's called silver.  
21 I don't understand. It should be gold. Anyway, so one of  
22 the reasons we put this in, is there is a provision that we  
23 haven't really talked about a lot in the Postal Reform Act,  
24 which made it inherent upon health insurers that want to  
25 participate in the Postal Service Health Benefit Program to

1 incorporate Medicare Part D Option into their plan design.

2 So going into 2025, this was going to be a requirement  
3 if we wanted to participate in health insurance for Postal  
4 Employees, which obviously the NALC does. That's why we  
5 exist. We exist to represent our members from a healthcare  
6 perspective. So we went ahead and we did that a year early  
7 and put our SilverScript Program into place.

8 This is a Medicare Part D Plan and we built ours in a  
9 way to make sure that our members would never see something  
10 adversely happen to them when filling a prescription  
11 because they were in our SilverScript Program. This  
12 program is designed to be a benefit to our members who have  
13 Medicare A and B, not a disadvantage.

14 And the way that our SilverScript Program is  
15 structured, it has a Part D formulary, which is Medicare's  
16 formulary. But then, we took our benefits in our High  
17 Option plan and we wrapped them around that Medicare  
18 formulary. Okay.

19 So when you were to go to a pharmacy and you pick up  
20 your prescription, behind the scenes -- the easiest way  
21 that I can explain this to you, is they're going to see two  
22 costs. They're going to see the cost for your Medicare  
23 Part D and then they're going to see the cost for the NALC  
24 Health Benefit Plan prescription drug coverage. And if  
25 Medicare is the lowest of the two, that's the price you



1 will pay at the pharmacy. If the NALC's Health Benefit  
2 Plan's prescriptions benefits are less, that is the price  
3 you will pay when you get your prescriptions filled.

4 So that's a win-win for our members. You get the  
5 lower of those two costs. You're not choosing between a  
6 Medicare Part D formulary or the NALC's Health Benefits  
7 Plan formulary. You get the benefit of the two of them  
8 together and you get to have that lowest cost.

9 In addition for our members who are participating in  
10 this as well as their dependents that are eligible, we are  
11 providing a \$600 -- this is this year's benefit -- a \$600  
12 Medicare Part B reimbursement. Unfortunately, this is  
13 something that does have to be requested and you do have to  
14 provide -- we have a company that handles this for us.  
15 They're called Health Equity. They simply need a  
16 statement.

17 Typically, what members will use is their statement  
18 that they get for the end of the year that says what their  
19 Medicare Part B premiums will be each month for the  
20 following year. I cannot remember the name of it. It's  
21 the Social Security Annual Statement, something along those  
22 lines. You usually get it in the fall. That just has to  
23 be uploaded, sent to HealthEquity.

24 And the way that that \$600 reimbursement works is, if  
25 your payment is \$175 in January, we will reimburse \$175 for

1 January. Same thing for February, March, and April. So  
2 it's very frontloaded at the beginning of the year, versus  
3 being spread out across the whole -- month -- at \$50 a  
4 month. We set it up that way because it would be easier  
5 for our members to submit the documentation once.

6 And then from there, you can choose. Do you want it  
7 directly deposited into your account each month until you  
8 get to \$600? Would you like a check issued to you, sent  
9 via mail? Those are options each individual member is able  
10 to select when they set up their account with HealthEquity.  
11 And we do have a website that you can do that, but there is  
12 also a phone number you can call to help get set up for  
13 that.

14 So we're just trying to create options and doing  
15 something with those two programs to offset some of the  
16 future expenses some of our members will have when they  
17 pick up Medicare Part B. But also, our current annuitants  
18 for years have come to our Health Plan and asked for us to  
19 provide some relief to them.

20 Unfortunately, I've asked OPM if we could have two  
21 sets of rates. One, for our annuitants with Medicare B.  
22 One, for the rest of our membership. And the firm answer  
23 was, absolutely no. So this is the way around it, is to  
24 provide some sort of reimbursement, some sort of credit  
25 back to our members.

1 I really wish there was a different way, but this is  
2 the way that we can kind of work around it. And I can tell  
3 you, we will look at this. We do look at this every single  
4 year. And whatever we can do, whatever financially we can  
5 put into our plan to make things better and even make those  
6 richer for our population, that is something we are  
7 absolutely going to do every year.

8 As we come into 2025 and the changes that we're going  
9 to see there that affect all of us, is what I want to talk  
10 about next. So Health Plans, last fall, had to submit a  
11 request in an application to OPM if they wanted to  
12 participate in the Postal Service Health Benefit Program.

13 Obviously, we submitted our application, and our  
14 application was approved, and it's contingently approved  
15 based on OPM accepting the benefit and the rate package  
16 that we just recently gave them. That had to be submitted  
17 to them by the end of last month.

18 So just a few days ago, we made our initial  
19 transmission to them and with the NALC there are several  
20 other plans, the list has been published now for a few  
21 months, that have been conditionally approved to be in the  
22 program. I know initially there was a lot of anxiety and  
23 angst among our members because we just simply didn't know  
24 what health insurance options we would have.

25 So right now, we at least know what carriers will be

1 available for us to choose from this fall. All of the  
2 Postal Unions are in there. The large players are in  
3 there, Blue Cross -- can't even believe I had to say their  
4 name. There's Aetna. There's several regional plans,  
5 which may or may not be available to all of our members.

6 In total there were 32, I believe, going off the top  
7 of my head, that were listed as contingently approved. But  
8 as an example, Kaiser has regional HMOs and 10 of those 32  
9 were regional HMOs. So all 10, obviously, are not  
10 available to our members -- even though, I know you're all  
11 going to pick the NALC -- because you have to live in the  
12 specific place where those are.

13 There are 19 insurers that are going to offer plans to  
14 Postal Employees. Okay. But they are the biggest  
15 participating insurance plans in the Federal Employees  
16 Health Benefit Program today. So the vast majority of our  
17 members will still have a similar option to what they're in  
18 today, but this is a great opportunity for all of our  
19 members to review their health insurance options as we come  
20 up into the fall of this year, which is going to be very  
21 pivotal here.

22 We're going to be part of a historical change that we  
23 have not seen, which is the creation of that Postal Service  
24 Health Benefits. So I'm going to do my best to try to  
25 outline what I can tell you today. Like I said, we

1 submitted our benefit package. I'm going to go ahead tell  
2 you, we submitted for our CDHB Plan and our High Option  
3 Plan.

4 When I say that we know that there are 19 insurers,  
5 what we don't know today and what hasn't been published is  
6 what plan options they will each offer. So as example,  
7 that plan that ends in BS currently has three. Now, I'm  
8 not saying they will or they won't, but we don't know if  
9 they will carry all three over, they will carry one, they  
10 will carry two. We simply don't know that information  
11 today. Okay?

12 But I can tell you the NALC Plan has submitted for  
13 both our High Option and our CDHP Plan. And there's been a  
14 lot of questions from members on, "We need to know what  
15 those benefits are going to look like." Unfortunately,  
16 until OPM releases that, we cannot tell you what the  
17 benefits of each of those plans exactly will be, even  
18 though we submitted our submissions a few days ago.

19 There's a lot --

20 (phone ringing)

21 Somebody owes \$10. I'm not sure who it is. Okay.  
22 While we're sorting that out, I'm going to take a drink.  
23 Okay. So even though we submitted it, OPM has to accept  
24 what we told them we want to do. They have to accept our  
25 initial rate submission and I will tell you, last year they

1 didn't. They came back to us and they told us we had to  
2 change some things.

3 So I know from personal experience, just because we  
4 submitted doesn't mean that's the way it's going to be in  
5 the end. And that's part of the reason why this  
6 information can't be released because there's a lot of  
7 back-and-forth. There's a lot of dialogue and  
8 communication between OPM and each of the Federal Plans  
9 over the next several months.

10 Things really will not be finalized until the  
11 middle -- to the end of September, unfortunately. That is  
12 the very normal process that we've used every single year.  
13 So even though they've created the Postal Service Health  
14 Benefit Group under the Federal Employees Health Benefit  
15 Program, there is no change to that timeline from a federal  
16 insurer's perspective.

17 Everything continues on the same timeline, which is  
18 unfortunate for our members because it does cause that  
19 anxiety. So what I want to assure everyone is what OPM  
20 asked us all to do. So the NALC Plan, but every other Plan  
21 out there that's approved to be in the Postal Service  
22 Program. They asked us to limit our benefit changes for  
23 '25. Part of that is because this is an enormous  
24 undertaking.

25 This is a big change for OPM and the way they conduct

1 business, but also for every health insurance plan that's  
2 in this program. There is a complete build of the new  
3 plans that are available for postal employees. Now, they  
4 have to look identical to the one for federal employees,  
5 but from an insurance company perspective and from OPM's  
6 perspective there's a lot of work that has to go into place  
7 to make sure that things are going to smoothly function the  
8 way they are intended to function by January 1, 2025.

9 And that is everyone's priority. And I have to say,  
10 that's where I would want their priority too. I don't want  
11 our members adversely affected in any way because of this  
12 change, so they've asked us to limit those. Now, there are  
13 going to be some because some have to be made, so that we  
14 can comply with the Postal Reform Act laws.

15 One of the things that that law did is, it gave OPM  
16 sort of oversight discretion and they have been putting a  
17 lot of things in place. And right now, they have a  
18 proposed rule on how some of the things in the Postal  
19 Service Health Benefit Program are going to work. It's on  
20 a 60-day comment period before it becomes a final rule.

21 There are some items that the NALC is certainly going  
22 to comment on because we don't believe that OPM's direction  
23 was taken the way that the law intended. At this point, we  
24 have from the NALC -- I tried to stay out of it since I am  
25 the Director over the Health Plan, but the NALC President

1 Renfroe, Chief of Staff Kori Blalock Keller, as well as Jim  
2 Sauber who worked on this legislation, historically, for us  
3 for a long time, they did all meet with OPM and they  
4 brought to them some of our concerns.

5 So OPM is very aware and we just have to get through  
6 this 60-day comment period before we're really able to  
7 establish if there is something we need to call on all of  
8 you to help us do, but we know that you guys will be  
9 willing and able to help us if the need arises.

10 Just because I don't want to leave it hanging out  
11 there, it has a lot to do with this Medicare Part D  
12 requirement that the health insurers had to incorporate  
13 into their plan. We believe that they are overstepping  
14 their boundaries slightly, but we'll continue to work to  
15 get it addressed.

16 And as always, our goal is to make sure that our  
17 members are not adversely affected by any of these changes.  
18 So more to come on that. Like I said, we will know within  
19 60 days. So we will know before convention, and my goal at  
20 the convention is hopefully to lay out in the HPP workshop  
21 what the enrollment process is going to be for all of us  
22 this fall.

23 Now, this is highly contingent on OPM having this  
24 released and getting it into a form where I can put  
25 together a presentation. But if not, we will do our best



1 to work around what OPM does or doesn't do to make sure our  
2 members have the information that they need.

3 So when I said we will all have to enroll, there's  
4 been some questions because it's been a topic of  
5 conversation. Have they figured out some sort of auto  
6 enrollment for all of us postal people into the new  
7 program? So what I can tell you is OPM is working on an  
8 auto enroll. We are part of the group that's helping test  
9 it.

10 Enroll yourselves. That's my best advice. I'm  
11 enrolling myself and I am recommending everyone enroll  
12 themselves this fall. Do I think that it can work? Yes.  
13 I think it can, but I'm not willing to put my health  
14 insurance fate into the hands of OPM and I don't want any  
15 of you to do it either.

16 Their process for auto enrollment that they're testing  
17 right now is going to really happen after open season and  
18 it's going to be anyone who did not pick a Health Plan.  
19 That's where their auto enrollment testing is coming into  
20 play, so that they can auto enroll the people who didn't  
21 select into a plan that is comparable to the plan they're  
22 currently in.

23 Now, all indication that they're giving us is that if  
24 you're in the NALC High Option Plan today, that auto  
25 enrollment will put you in NALC High Option Plan for 2025.

1 However, there are some glitches. They're still -- like I  
2 said, we're in testing phases with them and I am by no  
3 means to the place where I feel confident enough to tell  
4 our members to just let it ride.

5 So my advice is everyone enroll. They're creating a  
6 completely new platform for this enrollment. So active  
7 employees and our retirees will all enroll the same way.  
8 So like today we would enroll through LiteBlue at the  
9 Postal Service if we're active and retirees would enroll  
10 through OPM.

11 This is one definite advantage. We're all going to be  
12 using the same process and be enrolling in the same way, so  
13 we're able to help our members instead of just saying you  
14 need to call OPM. That can sometimes be a task in itself.  
15 So this is a good thing that they're developing this.  
16 Right now, it's still under construction.

17 We've seen some brief glimpses of what it will look  
18 like when it is completed, but because we haven't been able  
19 to see any of the functionality of it, we've just seen  
20 screenshots we know there's still a lot of work to do. But  
21 I will tell you this same program, we're using as the  
22 Health Plan currently with OPM.

23 So I do have a lot of confidence that whatever they  
24 put out there, once they do get it finalized, will be a  
25 user-friendly system for our members. And as soon as we

1 know, even if it's before or after convention, we're going  
2 to get that information out to all of you. It'll be posted  
3 on the Health Plan's website. I'm sure it'll be posted on  
4 the NALC's website -- I just spoke for them, so I guess it  
5 will be now -- just to make sure everyone can see that  
6 process.

7 And my intention if I get the information in time is  
8 really to do a step-by-step guide for all of you, so you  
9 have something to look at and you're not just trying to  
10 read the prompts on the screen and figure out how you're  
11 going to select your options this fall. So more to come on  
12 that as we get into it.

13 Let's see, what else did I change here? Rates. Like  
14 I said, I can't tell you everything, but sometimes I can  
15 tell you something without telling you something. So I'm  
16 going to try my best here. It has long been the case with  
17 our Health Plan that our postal members have cost less to  
18 ensure than our federal enrollees.

19 So whether this is the case with the other health  
20 insurance companies, I do not know because they were very  
21 vocal from the onset of the Postal Reform Act, before it  
22 was passed even when it was still in its working stages,  
23 that this would significantly increase the premium costs  
24 for postal employees.

25 Our experience has been the exact opposite at our

1 plan. There's a lot of speculation why this may be. I  
2 think it's because -- and this is, again, this is my think  
3 not necessarily a fact -- because we are predominantly  
4 postal and we have a small group that's federal, we  
5 uniquely stand out.

6 Maybe, some of the other postal plans would end up in  
7 the same situation as us, but some of the larger federal  
8 insurers, where their postal employees in their plan may be  
9 is a much smaller percentage to their federal employees --  
10 I'm not saying their name, again -- could have a completely  
11 different experience.

12 So what I can say is, I'm very confident we will  
13 look -- the NALC's plans will be very attractive on the  
14 postal side when it comes to rates for 2025. I cannot say  
15 the same for the federal side. So like I said, I can say  
16 things without saying things, just do not tell the  
17 Administrator of the Health Plan because he will be flying  
18 here to reel me in.

19 So even though we can't say rates because they haven't  
20 been approved, I think we look really good and I think it's  
21 something that truly every Letter Carrier, even if you're  
22 not in our plan, really should take a look at the NALC.  
23 Our benefits are top notch. They are right up there with  
24 other plans, even the largest insurer.

25 We're the 3rd-largest FEHB for federal insurers in the

1 Federal Employees Benefit Program and we're only behind  
2 two, which is BlueCross and GDHA. So that's in enrollment.  
3 And we look very hard every single year at what those other  
4 plans offer and make sure that our benefits are comparable  
5 or if not better than what they offer, to make sure our  
6 members get the healthcare that they need and we have some  
7 things that they don't have.

8 We have the Hinge Health Program that we put in. Who  
9 has an ache and a pain in here? I mean, everybody. Right?  
10 So that's a program that we put in, that our members and  
11 our Health Plan can use at no cost. It's a digital  
12 musculoskeletal physical therapy, essentially. Helps treat  
13 those aches and pains at your own time and your own  
14 convenience.

15 If you want to do it at 3 o'clock in the morning, so  
16 be it. Do it at 3 o'clock in the morning. Whatever it  
17 takes to make you feel better and give you tools to take  
18 charge of your health. Many, many different programs like  
19 that that we offer, that not every company offers.

20 So I definitely think that we are a viable option and  
21 we are the best option for Letter Carriers. Like I said in  
22 the beginning, this plan exists to serve our members. This  
23 is your Health Plan. This is a Health Plan that our Union  
24 built. And who did they build it for?

25 AUDIENCE: Us.

1 MS. STEWART: Exactly. So with that, I just want  
2 to say that if anyone in here has another plan, I forgive  
3 you until open season. But if there's a specific reason,  
4 if there's a specific benefit, something like that that's  
5 causing you to enroll in that other plan and not the NALC  
6 plan; please, I'll be here until midafternoon today, pull  
7 me aside.

8 Let me know what it is because one of the benefits of  
9 our plan is that we have the opportunity to listen to our  
10 members, absorb that feedback, take it back and incorporate  
11 it into our plan if it's something that we think would have  
12 widespread use.

13 A couple of examples of that I will give you, just  
14 since I've been the director. I had a member approach me,  
15 had small children. He was not in our plan because our ABA  
16 therapy, which is therapy for autistic individuals, it was  
17 not adequate for his family and it took me a couple years,  
18 but we kept working on it every year. We increased that  
19 benefit, and I'm now proud to say he's in our plan.

20 Another example is skilled nursing care after leaving  
21 the hospital. And this is something that's been on the  
22 convention floor before. I remember it coming up, I think  
23 it was in -- I'm not even going to try to say it again.  
24 And unfortunately, at the time the cost for us to  
25 incorporate that in our benefit prevented it, but we were

1 able to get it in, two years ago.

2 And this last January, we even made that benefit  
3 better, to where we now can provide 30 days of skilled  
4 nursing care after you leave the hospital if you still need  
5 to have care. The sad reality prior to that was that if a  
6 member was discharged from the hospital because they no  
7 longer needed to be in the hospital, but they really  
8 couldn't take care of themselves they didn't have an option  
9 other than to go home and try to find somebody to help  
10 them.

11 And that was a horrible thing, for me as the Director  
12 of the Health Plan, to have to tell somebody sometimes. So  
13 putting that benefit in was really something that is going  
14 to be of significant value to a lot of our members who find  
15 themselves in that situation. I hope no one does, but for  
16 the people that do, knowing that there is coverage for that  
17 and there's some reassurance to them was definitely worth  
18 the effort to get that in.

19 These are just two examples. And the point of it is  
20 if there is something, I want to know because we will work  
21 to try to put it in our benefit package. And believe me,  
22 there's no request too large, too small. Doesn't mean we  
23 will always be able to or that OPM will approve it, but  
24 it's definitely a fight that we will look at and more than  
25 willing to take on.

1           So one last thing I want to leave you guys with,  
2 unless you have questions, is just a comment about the  
3 National Convention. For any of you who will be there,  
4 please stop by the Health Plans booth. We will have some  
5 of our most senior staff from our Health Plan.

6           Our Health Plan, for those of you who don't know, we  
7 have just over 300 employees who are there to serve you  
8 guys. That is their role. They are professionals in  
9 insurance. They are professionals that are trained and  
10 specialized to deal with the needs of an insurance company  
11 and the members.

12           We are slightly different than a company that is doing  
13 this for profit. We are not-for-profit, so anything that  
14 we make goes back into the pot, so to say, to help dictate  
15 what our premiums will be in the future years.

16           So it's very important that we have the right people  
17 that are skilled, that are trained. This is their career.  
18 This is what they do, and I can tell you we have some  
19 amazing individuals that work at our Health Plan. I know  
20 some of you have met them throughout the years, but if  
21 you're at the convention stop by, meet with them.

22           All of our vendors will also be there, Cigna, CBS,  
23 Optimum who is our behavioral health vendor, but also Hinge  
24 Health will be there. Hello Heart will be there, and  
25 HealthEquity the company that I mentioned earlier that



1 helps our Medicare enrollees get their reimbursement if  
2 they're in SilverScript. And they are all there to help  
3 you.

4       So please stop by, ask questions. If you need to  
5 enroll in something, you need to get some additional help,  
6 you have questions that come up between now and then,  
7 you're not been able to get to me; please, take advantage  
8 of that opportunity and talk to them because they're really  
9 there to assist you guys and I know every single one of  
10 them loves being out within our members.

11       I have some of my staff, today, that's at a training  
12 event in, I think, Arkansas. So they're now traveling all  
13 over the country, too, trying to help spread the word and  
14 get information out to our members.

15       So anyway, unless there's questions? And I'll try to  
16 linger at the back of the room because I know some people  
17 don't like to ask questions in this type of setting. So if  
18 you have questions, just pull me aside. We can step  
19 outside if it's something personal you want to talk about.  
20 Obviously, we don't want to talk about it in this kind of  
21 setting, but I want to make sure I'm here. I want to make  
22 sure if you have questions or you have issues and want to  
23 get them answered. Yeah.

24       MR. COLTON: My name is Lonnie Colton, Branch 263  
25 out of Augusta, Georgia. When I brief my CCAs when they

1 come in on the Health Plan, they've already been told that  
2 that they can't join ours. It's selected by OPM or  
3 somebody up there where they should go until they're made  
4 whole as a Letter Carrier.

5 But in the meantime, this person has got children or  
6 either their household is in neglect (inaudible) Health  
7 Plan. So what do we do, since they're choosing plans and  
8 not letting them be able to choose what they want?

9 MS. STEWART: Okay. See, there's two things  
10 here. So I'm going to cover both of these because I think  
11 you're talking about the first one, but I think it's worth  
12 bringing up the second one. Okay.

13 So CCAs are not initially eligible to enroll in health  
14 plans for the Federal Employees Health Benefit Program.  
15 You have to be a career employee to get that or you have to  
16 have had a year of service and then you're going to pay the  
17 full premium. The option for CCAs is to participate in the  
18 Postal Service Health Plan for CCAs, which is not part of  
19 the federal program, and it is administered by that BS  
20 plan.

21 So for CCAs newly coming in, that's their option.  
22 After a year they can pick us up, but they have to pay the  
23 full premium so there is no match from the Postal Service.  
24 And quite frankly, it is so expensive I would not -- I  
25 wouldn't even feel right having them pay that much. I know

1 there are some that do. But my advice to them is, wait.  
2 When you're converted, you then will be given an  
3 opportunity to pick a health plan in the federal program  
4 and that's when they should make that selection.

5 Is your question in regards to the first part or the  
6 second part?

7 MR. COLTON: Both parts.

8 MS. STEWART: Okay. So for the second part,  
9 there were the problems with like -- because we all know.  
10 So many of our members when they were being converted to  
11 career they couldn't get signed up for their health  
12 insurance coverage because they were either logged out of  
13 the computer, they needed a password, it took too long to  
14 get it because there's small window for them to sign up.

15 That's where the FEHP worksheet is really invaluable.  
16 And I know if any of you need it, they have it in the  
17 Business Agent's Office. They can send it to you guys.  
18 It's a paper form requesting to be enrolled in the Federal  
19 Employees Health Benefit Program. It's much easier to fill  
20 out. You can either send it with some sort of dated  
21 postmark where you can keep a record of it or you can fax  
22 it and you can have a record to prove that you sent it,  
23 which can be very important, as we all know. Okay. Did I  
24 answer your question?

25 MR. COLTON. Yes. But I'm quite sure other

1 people have the same question because my CCAs, when they  
2 call in, they don't give them enough time at OPM or at our  
3 people to make a choice. It's almost automatic, okay,  
4 we're going to put you in this plan, until such a time as  
5 you're made whole and so forth. And so then when I call  
6 they say, "Well, I can't talk to you because you're not the  
7 member and that's personal business for them." So of  
8 course, I understand that.

9 MS. STEWART: Shared service?

10 MR. COLTON: But we all need to know how this  
11 process was going to work, so that we can deal with it.

12 MS. STEWART: Nothing will change this fall at  
13 open season for our current CCAs. They're still going to  
14 be covered under that CCA Plan offered by the Postal  
15 Service and then once they're converted, they'll be  
16 eligible to pick a plan in the federal program for postal  
17 employees. But for the conversions that happen before  
18 then, this can get somewhat tricky.

19 So there is -- what is it 60 days, when they're  
20 converted? But they lose that CCA coverage before the end  
21 of 60 days. So they want to get that selection made as  
22 soon as possible. So in theory, somebody's converted in  
23 October. Okay. So now, we're kind of rolling-over open  
24 season timelines a little bit, right?

25 They need to make the selection, and then at open

1 season they need to make a selection, again. Remember,  
2 there's no automatic enrollment. So once open season hits,  
3 everyone has to do it, even if they did it a month ago at  
4 their conversion they're going to need to do it again.

5 I'm glad you asked that question and we discussed it a  
6 little further because that's a really important detail  
7 that can happen. Any other questions?

8 AUDIENCE: (no response)

9 MS. STEWART: All right. Well, thank you guys so  
10 much.

11 (applause)

12 It really is my pleasure to be here with you. I do  
13 somewhat want to apologize that my trip is very brief. I  
14 think from all the discussion, you guys know there's a lot  
15 going on at the Health Plan behind the scenes. So, you  
16 know, I'm sad that I wasn't able to be here with you guys  
17 yesterday for your picnic, your golf outing, but it sounds  
18 like you guys all had a good time and you had fun and  
19 that's what this is all about. And I will just have to do  
20 that the next time I get to come to Georgia.

21 (applause)

22 PRESIDENT GRIGGS: I know she gave you a lot to  
23 take in, but she writes some outstanding articles in the  
24 Postal Record, so just read them. Take your time, and make  
25 a viable choice. At this time, we will have roll call of

1 Officers. After roll call of Officers will be Bylaws  
2 Committee, the Audit Committee, and Per Diem Committee  
3 meeting with Carl Hayes.

4 MR. JOHNSON: Okay. As each one of the Officers'  
5 names called would you please raise your hand and signify  
6 your presence by being here? Don Griggs?

7 PRESIDENT GRIGGS: Present.

8 MR. JOHNSON: Ben Jackson?

9 MR. JACKSON: Present.

10 MR. JOHNSON: And Bob Johnson, that's me. Carl  
11 Hayes?

12 MR. HAYES: Here.

13 MR. JOHNSON: Regal Phillips?

14 MR. PHILLIPS: Here.

15 MR. JOHNSON: And Tim McCray?

16 MR. MCCRAY: Here.

17 MR. JOHNSON: William Rich?

18 MR. RICH: Here.

19 MR. JOHNSON: And Ronney Harper sends his regrets  
20 that he is not available to be here today. And Beau  
21 Cadien? Beau Cadien? He seems like he's always around me,  
22 and he's always right everybody else, but he is here. And  
23 Carol Bailey? Okay. And Carol Bailey is here, also. And  
24 Ronnie Buie?

25 MR. BUIE: Here.

1 MR. JOHNSON: And Reko Santana?

2 MR. SANTANA: Right here.

3 MR. JOHNSON: Okay. That concludes the rollcall  
4 of the Officers.

5 PRESIDENT GRIGGS: Will the Credential Committee  
6 give us a preliminary report, please.

7 MS. SMITH: How's everyone doing? My name is  
8 Leigh Smith, I'm with Branch 2225 Decatur. I would like to  
9 also introduce my two Co-Chairs, Denise Strong and Denise  
10 Reed Brach 73. We're going to give the preliminary report  
11 for the Credentials.

12 We have 2 National Officers.

13 We have 10 State Officers.

14 We have 1 Director of IT.

15 And for the Preliminary Registered State Delegates we  
16 have 155.

17 That concludes the report. Okay. And we will have  
18 our final report tomorrow. That concludes the report.

19 Thank y'all.

20 (applause)

21 PRESIDENT GRIGGS: Thank you. At this time,  
22 we're going to bring our National Business Agent, Eddie  
23 Davidson.

24 MR. DAVIDSON: I apologize for my walking. I  
25 played golf yesterday. I can hardly walk today. So I was

1 doing what I usually do out there, yesterday, I was  
2 breaking records. I think I lost like 36 balls yesterday.  
3 So we had a good time.

4 So again guys, I'm your National Business Agent. If  
5 you guys don't know me, I'm Eddie Davidson. I am a City  
6 Letter Carrier for Durham, North Carolina. I am a Army  
7 brat and I am a Army Military Veteran. This is a very,  
8 very special place for me because I met my wife, here, in  
9 Fort Benning in 1996 and this the first time we've been  
10 back since then. She's back there in the back. That's  
11 Christina Vela Davidson back there in the back.

12 (applause)

13 We actually were in Delta Company (inaudible) and  
14 Airborne training, here, together and she started chasing  
15 me from here on and she got me y'all. So, you know, you  
16 got a surprise, baby. So, you know. But no seriously,  
17 that's the best thing that ever happened to me. I wouldn't  
18 be able to do the job without my wife or my family.

19 I wanted to make sure that I wanted to talk about  
20 that's special occasion, where not only she's my wife she  
21 is a 100% disabled veteran, had a serious accident.

22 PRESIDENT GRIGGS: Would those committees that I  
23 called meet with Carl Hayes. Mileage and Per Diem, Bylaws,  
24 and the Audit Committee.

25 MR. DAVIDSON: So I just want to say is, not only



1 with her, man, she's a veteran. She was a 92R Parachute  
2 Rigger. She became a Letter Carrier. She went to  
3 Leadership Academy. She was a 10 year Step B Rep, a  
4 Facilitator, and now she works for the National, as well.  
5 She works in my office -- but she doesn't actually work for  
6 me -- but she's the President of Disaster Relief  
7 Foundation, and Muscular Dystrophy, and the Veterans Group.  
8 So I just wanted to kind of have a special moment to kind  
9 of let you guys -- about, you know, that special thing for  
10 me.

11 The first thing I want to do is, I want to introduce  
12 my staff. And I want to talk, too, about my guys that are  
13 not here. First I want to talk about Anthony Ali. He is  
14 the longest tenured RAA we have. He was the Vice President  
15 of Orlando, Florida from 1091. He was a Step B Rep. He is  
16 still a Step B Facilitator and he's our Arbitration  
17 Scheduler. And he's back with two other RAAs manning the  
18 office, today.

19 I'm a little concerned about that because the next  
20 person, before I get my other RAAs, that that office  
21 doesn't work without, that runs the office, without a  
22 shadow of a doubt, is I want her to stand up real quick,  
23 Felicie. You better stand up.

24 (applause)

25 There you go. If you remember at the Rap Session, she

1 introduced me as "I'm the man that's got the twerk, but my  
2 twerk don't work." You know, I'm going to tell y'all the  
3 day, I came back from Executive Council, and I got back on  
4 Monday and I was walking in and I had Ben Paul with me, and  
5 he had been on the road. And Felicie got up and was all  
6 happy, and I was like, "Man, she actually missed me." And  
7 then I realized it was for Ben, it wasn't for me, but I  
8 think she missed me a little bit too.

9 But again, Jeanette Triana, she's my other Regional  
10 Administrative Assistant. She's the newest one. She was  
11 the first female of that Branch President from our largest  
12 branch in the region. And for somehow we got her to come  
13 be a Regional Administrative Assistant to us. She pays  
14 attention to detail. She's very forceful. She's right to  
15 the point. She's exactly what we needed in here.

16 I always say the mixture, the males and the females in  
17 there -- man, we would be lost without the females in our  
18 office and that's a true fact, right there. They keep  
19 us -- pay attention to detail. They're organized. And I  
20 don't know what we'd do without them, but that's Jeanette  
21 Triana.

22 And then Ben Paul. You guys, Ben Paul overseas Step B  
23 for me, as well. You know, he was a long time Step B. He  
24 does a lot of stuff in the office, but my staff is very  
25 cherished to me.

1           And then, I'm going to get to my next guy, Georgia's  
2 own, my RGA Eric Sloan. Y'all, if he was here, you  
3 probably wouldn't see him because you wouldn't be able to  
4 see him in the back, back there. But I talked to him this  
5 morning, I was hoping he would be able to get here.

6           He's out on some FMLA sick leave. He's been going  
7 through a few medical, you know, stuff going on the last  
8 few months. But I will say this right here about Eric.  
9 You know, he was a Branch President 1071. He was an  
10 Arbitration Advocate. He's a Step B Rep. The job he has,  
11 and the region we have is just ridiculous.

12           AUDIENCE: 73.

13           MR. DAVIDSON: I'm sorry. I'm sorry, so 73. My  
14 wife's back there holding fingers up and stuff. So anyway,  
15 man, he couldn't get here. But the job he has, because a  
16 lot of you guys probably heard before if you ain't before  
17 is we have the second largest region, you know, in the  
18 NALC.

19           We have over 34,000 Letter Carriers we represent. We  
20 have 121 dysfunctional branches, which means we have,  
21 maybe, 5 to 10 to 20 member branches that don't have an  
22 Executive Order and they don't have Shop Stewards. And as  
23 that RGA, man, he has to oversee that.

24           We have to make sure we get representation to those  
25 people as much we can. And there's sometimes in Region 9,

1 where we'll have 15 to 20 RNAAAs, which are outside Stewards  
2 just get representation to our members. And it's a huge  
3 taking on and he's done it, while balancing medical  
4 conditions.

5 So he's not here, but I want to give Eric Sloan a big  
6 hand as our RGA, guys. Let's give him a hand.

7 (applause)

8 And then of course, I don't know where Leigh went, but  
9 I don't like Leigh. I tell her that all the time. She  
10 works in my office about three days a week and I wouldn't  
11 did nothing for Leigh. I tell her I don't like her. And  
12 she used to be so quiet in my office and I would want to  
13 pull her out and just try to get her talk back to me.

14 And then the day I heard on the phone with, I think it  
15 was a Postmaster. And I was like, damn. I didn't know  
16 Leigh was like that. She was going at it. But like I  
17 said, man, I wouldn't take nothing for those guys.

18 It's all about teamwork. It's about paying attention  
19 to detail, about everybody knowing what their task is, and  
20 everybody doing their part for the greater good. And the  
21 greater good is representation of the Letter Carriers in  
22 Region 9.

23 So that's my staff that I wanted to really make sure I  
24 recognize them. Like I said, not all of them could have  
25 been here. But I ain't forgot you, Misty and Dexter. I'm

1 getting to y'all next. They thought I was going to forget  
2 my RWCAs.

3 And I'm actually lucky because I'm going to talk about  
4 Dexter Moe Lester. That's his nickname, is "Dexter Moe  
5 Lester". We just call him Moe Lester at work. He likes  
6 that. Dexter -- I wish he was in here. He usually would  
7 say something. Dexter's an RAA and the size of our  
8 region -- when I became the National Business Agent,  
9 President Renfroe decided to make Dexter RWCA-RAA and he's  
10 not just an RWCA.

11 He still does a lot of contractual stuff. One of the  
12 smartest things that I thank Dan Toth and President Renfroe  
13 for letting me do is, Dexter is an expert on all OWCP  
14 issues. He's very intense. He's very -- pay attention to  
15 detail. What I worry about Dexter is working himself to  
16 death. That's the dedication and motivation you get from  
17 Dexter Lester.

18 So I told them, I said, "Let's send Dexter to  
19 Arbitration and Advocate Training." And it was one of the  
20 best things we ever done because you got an OWCP expert  
21 that's going to go in there and he's going to advocate all  
22 of our OWCP cases. And Management Labor Reps, they don't  
23 know OWCP. They're in there lost.

24 So Dexter right now is -- I think he's 4-1. He just  
25 lost his first case, which was a light duty case. It

1 really wasn't an OWCP case, but in our opinion the  
2 arbitrator got it wrong. But the good thing about it is,  
3 having somebody that can break down those cases, to be able  
4 to explain and make the arbitrator understand the  
5 provisions of OWCP is just a huge asset in Region 9 to have  
6 Dexter to do that. So again, he's an RAA. He's an RWCA.  
7 But I don't see him in here, but that's Dexter Lester.

8 And then, I'm going to get to Misty Wenger. She is  
9 now -- I used to say she's a traitor. She's not even from  
10 our region, from Region 6, but we got her transferred. We  
11 had to pull some strings. They took her to Smyrna. I  
12 don't know if they -- Acworth. Acworth, I'm sorry. They  
13 took her to Acworth. I don't know if they knew she was a  
14 full-time employee for the NALC when they took her, but  
15 that's all right. She is now the 1119 member and she is  
16 for Region 9. She's a RWCA for Region 9, Misty Wenger back  
17 there.

18 (applause)

19 And her and Dexter, man, I'm telling you the effort  
20 and time they put in. And I would literally say when I was  
21 becoming a National Business Agent, at least 60% of our  
22 calls were dealing with OWCP. So they tackle and handle  
23 that, man. It's a huge asset and I want to thank them guys  
24 for that.

25 So what I want to do, real quick, is -- look, I could

1 sit up and talk to you guys and I can tell you what we're  
2 doing a what we're trying to do, but I'm more like this. I  
3 want to tell you, but I want to give you a visual, so you  
4 can understand and take it back to your members. So I want  
5 to show you kind of reports about each segment of the  
6 National Business Agent's Office and how we're doing and  
7 how we want to be transparent.

8 We want to make sure everybody understands what's  
9 going on. And we want to make sure everything that we can  
10 do better to improve this because I'm all about this -- and  
11 I say this all the time. As my first year and half of  
12 being a National Business Agent we came a long ways, but we  
13 got a long ways to go and the only way we can do it is  
14 together. It's got to start from Informal A all the way up  
15 to my office. It's got to be a partnership, where we're  
16 going to work together and we're going get it done.

17 Step B updates, let me say this right here. When I  
18 came to Step B, man, this is what I wanted and I'm very  
19 particular about my Step B Teams. I wanted my Step B Teams  
20 to be consistent. They had a consistent oversight they  
21 need to apply it. They need to apply the contract the same  
22 way across the board. So if we have a decision go to a  
23 Step B Team in Georgia, or a Step B Team in South Carolina,  
24 or Florida you should get a consistent contractual  
25 decision.

1           You're RAA Ben Paul's job is Step B. And he got hired  
2 about a week and half after I become the National Business  
3 Agent for two reasons. Number one is he was an excellent  
4 Step B. Number two, he's got some of the best writing  
5 skills I've ever seen in my life. He's great at templates.

6           He's great at contractual language and I told him, I  
7 said, "Your job is to get them Step B Teams in your pocket.  
8 We need to have constant communication. We need to be an  
9 asset to them and you're not telling them how to decision,  
10 you're just answering their questions and leading in the  
11 right direction should they can make an informed  
12 contractual decision."

13           Right here, here's Suncoast-West, it's Luis Rodriguez,  
14 Darren Connors. The reason we got Suncoast-West is because  
15 right now we have the tail ends of Georgia. Brunswick,  
16 Georgia and I think Savannah and them, they still are under  
17 the old districts before the Postal Service consolidated  
18 their districts, and they come out of there. We would like  
19 to get that changed so all of Georgia's out of Georgia.  
20 But as of right now, they handle like, I think, it's  
21 Brunswick, Savannah, a few South Carolina's -- they handle  
22 them.

23           And then the DRTs right there, our Primaries is Rex  
24 Newell, Angela Grissett. Angela right now, if you guys  
25 don't know, she's been out battling breast cancer for about



1 a little bit over a year now. We're hoping to get her  
2 back. We miss her, but I can say this right here. Selisa  
3 Newkirk and Bobby Moore have both stepped in.

4 Selisa's active. I actually asked Bobby to do me a  
5 huge favor. We were so backed up in TIAREAP that he went  
6 back over there to help with those duties. But Selisa has  
7 been in here. I don't think Rex is here. I Rex here?  
8 Selisa stand up in the back right there. That's Selisa  
9 right there, guys.

10 (applause)

11 She is active right now. She is working with Tom Bole  
12 and he's a pain in the -- he's a pain, but she's fighting  
13 with him. She's getting great decisions out of him. I'm  
14 very proud of her. And I want to say this right here.  
15 Like I said, Bobby was in there. He done a great job. We  
16 got him a TIAREAP. But this list is too small.

17 And what I'm saying is, we got to get more Step Bs  
18 trained in Atlanta for an Atlanta District. Every single  
19 training, I'm begging headquarters, "Give me some spots.  
20 Give me some spots." We're looking for the talent. And  
21 we're not just looking based on somebody saying a name.

22 We have constant communication with my RAAs, with the  
23 Step Bs, we're looking about who's got the skills, who's  
24 got the writing skills, who's making the right arguments,  
25 who's got the contractual knowledge that's going to have

1 that skill set.

2 But the biggest skill set is, know how to stand up to  
3 management and know how to make sure you apply the  
4 contract, so then you do everything you can to get the best  
5 decision for our members.

6 Right here, we have a backlog. We do have a backlog.  
7 Right now, I think it's about 7,800 backlog cases in the  
8 country. And in Region 9 we have about 2,000 of those  
9 cases. Mainly in those cases is out of Florida 3. And I  
10 can tell you a couple of the reasons why.

11 Number one is because we're not going to give in. And  
12 I say it every day and I'm very, very vocal about it.  
13 We're not going to give up quality for quantity. You know  
14 what I'm saying? That's the biggest thing right there.  
15 We're not going to take a lesser decision to get a lesser  
16 number because we're not doing anything to fix the problem  
17 for the Letter Carriers.

18 Our guys are going to pay attention to detail. We  
19 have got more Step B Teams activated in the country than  
20 any other region. We've got almost two NALC people working  
21 with every management partner to get them going. The main  
22 problem we have is not the NALC. Our guys are writing  
23 decisions. Our guys are doing the admin work. The Postal  
24 Service is the problem.

25 The last class they had from alone -- for alone, man,

1 we had Salisa and them go, management sent a Management  
2 Partner, that was the Formal A for Atlanta, and he got a 55  
3 on the test. He can't pass the test. So my point to it is  
4 this right here. And I'm not trying to pick on him. My  
5 point is, man, if they can't pass the test, they can't be a  
6 Step B. So they need to find better qualified people and  
7 get them trained like we do, so we can get some people in  
8 there to move the decisions, is my point.

9 But this is the backlog. We're continuing to work on  
10 it right now. We got a lot of things going. Actually,  
11 management is that one Primary right now, but we've  
12 supposed to have somebody coming in next week. But we're  
13 continuing the bundling. We're doing everything we can to  
14 get you guys decisions back as quick as possible.

15 This is a big key to me right here. This is when I  
16 become a National Business Agent, the one thing that I  
17 learned about working for President Rolando about for six  
18 years is to pay attention to detail in looking at figures  
19 and numbers. This right here shows you -- right there,  
20 exactly what we looking at for like say Georgia -- right  
21 there.

22 Angela Grissett, she had a 46% win-rate, at the time.  
23 Now, with this change it's 83%. Rex Newell went from 62%  
24 wins for Union to 92%. Angela has been out for a while,  
25 but her replacements, which is Newkirk and all them have

1 83% win rate for the Union.

2       You know what that means? Number one is your files  
3 are getting better but, number two is we're fighting hard  
4 to get a better decision for the Letter Carriers. That's  
5 what's important to me. That's why I talk about we're not  
6 going to sacrifice quality for quantity. If we get into a  
7 numbers game about having lower numbers then we're playing  
8 the Postal Service's own game that they try to hold you to  
9 a figurative number every day.

10       We're about fixing the problem. That's what I talk  
11 about all the time is, we're not about getting rid of the  
12 work. Fixing the problem. I say this all the time too. I  
13 could have management come in there in my office and settle  
14 every single grievance and pay whatever I want in those  
15 grievances and walk out the door, but I'm not fixing the  
16 problem because they're going to insist on them not being  
17 not precedent set and not citable and they're not going to  
18 be cease-and-desist.

19       So what we're going to do is, we're going to put a  
20 Band-Aid on it. We're going to give them a little bit of  
21 money, and then you might as well ball that up and throw it  
22 in the trash because you don't have no future leverage that  
23 you can hold management accountable to stop the violations  
24 if we do that. And we're not going to do that. And we  
25 don't do that no more. And I hope you guys see that in

1 your decisions.

2 But this is just showing across Region 9. As you can  
3 see, Gentry from 80% to 96%. Graham from 77% to 97%.  
4 Newell from 62% to 92%, that's Georgia. Newkirk and all  
5 them, 83% win. Everything we're doing is a partnership.  
6 We're doing the training. You guys are doing better files  
7 and informal. You're doing better filing in formal.

8 We're getting those win rates, but the biggest thing  
9 that I say is, the NBA that was broke -- and I'm not  
10 criticizing anybody else. The biggest thing right here is  
11 management played this game -- right here. If it was a  
12 constant noncompliance, if it was paying non-ODLs, or it  
13 was escalating remedies, or it was any of those things  
14 right there management told our Step Bs across the country  
15 don't sell it, impasse it.

16 So they did. And then the National Business Agent  
17 would pre-arb it to pay them, but to set precedents and  
18 it's not precedents, it's not citable. So we broke the  
19 Step B Team. We took their teeth away.

20 I feel like this. As a National Business Agent, I got  
21 to give my teeth back to the Step B, so that Step B can  
22 give the teeth back to you guys to make management settle  
23 (inaudible). If they don't want precedent setting  
24 decisions, then settle them at the lowest level. Don't set  
25 them up and push it off to somebody else. But they played

1 that game and we're not playing that game no more.

2 As you can see it, we pre-arb. I did all the pre-arb  
3 as the National Business Agents for the first seven months.  
4 We did over 1,300 something pre-arbs and every single one  
5 of them was precedent setting and citable. I'm not about  
6 escalating remedies, but I'm about getting the language,  
7 getting the leverage to make management do the right thing.  
8 And that is what? Stop the violations and apply the  
9 contract correctly.

10 Every time I turn around. I got a call about Georgia  
11 yesterday, y'all will laugh. Georgia, did a pre-arb, they  
12 had a precedent setting decision about washing the  
13 vehicles. And then it said it was like \$10 a day if they  
14 didn't wash them every so many days. But they settled it  
15 to pay \$10 a day to every Carrier.

16 And then they sent it up us and it got up us for  
17 noncompliance because they didn't pay it. So we paid all  
18 them extra \$100 and wrote a decision that it goes back to  
19 the local parties. They got 14 days to comply what they  
20 agreed to. What they don't like about it is \$600,000  
21 that's got to be paid for them not washing vehicles.

22 So now, they're crying to me and I was like, "Well,  
23 you should've washed the damn vehicles." You know what I'm  
24 saying? So my point to the matter is, I don't like the  
25 money. They want to me now. They come crying to me, "Hey,

1 Eddie, can we get together, man? We got to cut this money,  
2 man. It's going to get this person in trouble, and this  
3 trouble, and this trouble."

4 I said, "Man, you can cut all that. You can cut all  
5 that noncompliance out. You can cut out all the escalating  
6 remedies, just start following the contract." I mean,  
7 that's the simple answer.

8 So my point to it is, is I never want to lose a  
9 disconnect right here is, money's good, but there's a lot  
10 of non-ODLs that are forced to work that don't want to  
11 work. It causes problems in their relationships in their  
12 marriages, with their children.

13 There's a lot of people that were like me once. They  
14 were raising their kids. They want to be able to get home  
15 at a decent hour and see them play ball. They don't want  
16 to be forced to work 10 to 12 hours, and you got ODLs that  
17 want to work that ain't getting to work. That just simply  
18 don't make no sense. And paying them a little bit of  
19 money, that's what I hear all the time, they don't want the  
20 money.

21 So everything we're doing is fighting right here.  
22 This is what we're doing to adjust the backlog. We're  
23 bundling cases. For example, we get 45 Article 8s from  
24 Atlanta, Georgia that's the same issue, we'll bundle them  
25 into one decision and pay all of them. All right.

1           We're being proactive and addressing the issues in  
2 installations where management will not comply. Region 9  
3 has multiple NALC representatives. I talked about that.  
4 Remember, we will never sacrifice quality for quantity,  
5 however, we reinforce to the Step B Teams to be as  
6 productive as possible.

7           And you ask my guys on TIAREAP or Step B. We on them  
8 every week about how many cases they're doing and their  
9 numbers because you guys are depending on those decisions  
10 to get back to you, to stop the future violations. That's  
11 what we push, and we push and we push. But like I said,  
12 that's what we're going about.

13           Arbitration, now this is really good for us in  
14 arbitration. It's bad for my Advocates, but it's good for  
15 us. Anthony Ali oversees arbitration. This is the current  
16 Advocates we got. Ben Jackson, Tiawanna Jackson, Tammy  
17 Swaney, Justin Nesbitt. Tammy Swaney and Justin are two of  
18 my newest Advocates.

19           I'm going to tell you this right here -- and I made  
20 this right here because I'm from North Carolina. Region 9,  
21 when I came in here, we was swarmed with Florida Advocates.  
22 We only had Ben and Tiawanna in Georgia, and we didn't have  
23 none in South Carolina, and a few in North Carolina. I'm  
24 making the commitment right now.

25           I'm going to get Arbitration Advocates and Step B Reps



1 from every single state. It's not going to be pro-Florida.  
2 It's going to be, we're going to find the talent and we're  
3 going to get them trained, so we're deep. That's what the  
4 commitment is. We have the talent there.

5 I hear all the time when I came in here, "These new  
6 guys coming into the Postal Service, they just don't want  
7 to get involved in the Union." I disagree with that. I've  
8 seen so much talent through Region 9. We're picking it,  
9 we're finding it, and we're choosing it. We're doing  
10 everything we can.

11 We're looking for that when we have these Stewards  
12 Colleges. We have the Beginner's College of the Formal and  
13 beyond. We identifying people in that audience that we  
14 know have the talent. Whether it be the writing skills,  
15 the negotiation skills, the applying the contract. We're  
16 looking for all those principles, and we're going to come  
17 to you and ask you to get involved if we see the talent.  
18 But if we miss you, then come to us and ask for the  
19 opportunity. You don't get the opportunity if you don't  
20 ask for it. I say that all the time.

21 Georgia has 34 pending cases. We just pre-arbed about  
22 90 something cages in Georgia, in the last month. We got  
23 some really, really good language on it. 34 is actually  
24 good. Really, we actually have about nine pending. I  
25 think they're all about discipline.

1 A lot of these were held cases, which were hit  
2 violation cases. That's where they were falsifying you  
3 guys getting HECAT Training, as well as we had some  
4 certified in the mail cases. So it's not as much as we  
5 got because those are being held, but we just got an  
6 interpretation back on those.

7 So we're working to clearing those out, but the  
8 arbitration scale and our pending arbitration is the best  
9 it's ever been in Region 9. In the whole region we  
10 actually have less than 100 cases pending arbitration.  
11 When I become the National Business Agent we had 1,922  
12 cases pending arbitration.

13 The biggest problem we had for our Advocates are we  
14 can get them no cases because every time we assign them a  
15 case, we end up pre-arbing for the simple fact is  
16 management doesn't have any Labor Reps and they just don't  
17 want to go to arbitration. So we hold that hostage and we  
18 get everything we can out of that, as well.

19 TIAREAP right here. You guys know the TIAREAP memo  
20 has ended. We're trying to figure out exactly, right now,  
21 all the teams are continuing to work. I think we're trying  
22 to get figured out and get more information from  
23 headquarters about how they're going to proceed.

24 What are we going to do with 271(g)s? Are we going to  
25 do the reviews? So we're going to continue to get more

1 information out on that. So my TIAREAP guys, I think  
2 Jeanette has been keeping you guys in the loop on that.  
3 But I want to kind of go into the TIAREAP numbers because I  
4 want to say this before we get there.

5 TIAREAP -- look, we live in the age of social media.  
6 You guys see and I see it. And I see it in a different  
7 way. I've been around for a long time. I been in the Post  
8 Office almost 30 years. I been through Section 2, 271  
9 inspections. I know the good sides and the downsides, but  
10 I want you to see this TIAREAP, right.

11 This is Region 9 right here. We've had 201 zones  
12 adjusted. You had 108 full-time routes added. You had 105  
13 auxiliary routes added. You had a total 52 auxiliaries  
14 turn to full-time routes. 22 full routes turn into  
15 auxiliary routes. 32 routes abolished, and 11 auxiliary  
16 routes abolished.

17 Do y'all think under Section 2 -- and look, a lot of  
18 you young guys might not even know what a Section 2 is or a  
19 271. That's when they come in there, and it's not a joint  
20 process -- and management comes in here and does a six-day  
21 count with you. I can tell you right now, we would not  
22 have 108 routes added. We would be in the negative. We  
23 would have grievances out the -- we'd have a lot of  
24 grievances pending arbitration.

25 And here's the bad thing a lot of people don't realize

1 about this. Management's going to come in under that  
2 process and they going to do whatever they want to do.  
3 You're going to come in that week, you're not going to have  
4 no mail. You're going to have Letter Carriers that are  
5 going to be on the line 22 time because they ain't got no  
6 mail to case.

7 And they're going to be sitting there, and that time  
8 doesn't go into it. You're going to have a lot of --  
9 you're going to have about 30% of Carriers that's going to  
10 panic. They're going to get out there and they're going to  
11 run the piss out of their routes -- excuse my language --  
12 because they got somebody standing behind them and they're  
13 going to go on the streets.

14 Then they're going to look at your 1840-B time, which  
15 that's a whole other different animal, where they go and  
16 they take this select period of time based on this lottery  
17 they do with the Union. And then they get to pick which  
18 office to which street time they like better, the 1840-B  
19 time or the week of inspection time.

20 So with all that being said, we would be in the  
21 negative. So with everybody and all the social media, and  
22 all the bull crap that I see on there, the half-truths  
23 let's get the whole story for once. The whole story once  
24 is, TIAREAP is not perfect, but this is what I'm saying  
25 about it. If I'm a National Business Agent and I became

1 the National Business Agent for headquarters, by the  
2 National President and the EVP and all them, to tell me  
3 what to do all the time and figure it out for me, then I'm  
4 going to be a failure as a National Business Agent.

5 What I got to do is take what they give me, figure out  
6 a strategy, do the best I can with it, get the best out of  
7 it, and apply it for the benefit of the members and that's  
8 why we got 108 routes added.

9 Georgia, right here. Now, let me say this right here.  
10 All these guys right here, it's got Bobby Moore as the DLT,  
11 but Cynthia Minor was the DLT when I had to put Bobby in  
12 Step B when Angela was out for a while before we could get  
13 somebody else trained.

14 These guys have done an excellent job. I'm talking  
15 about excellent. And they'll tell you, that y'all might  
16 think I'm this big fat jolly guy. But these guys will tell  
17 you, I don't play with this mess. They pay attention to  
18 detail. They're going to get questioned. Because guess  
19 what? Their job is to apply the memo.

20 And I used to say this. It's not a competition to put  
21 routes in. It's a competition to get Letter Carriers an  
22 eight-hour route. The one part I don't like about TIAREAP  
23 is, the Letter Carriers don't get enough say-so involvement  
24 in the process, but it's better than Chapter 2 process.

25 And I want to show you what Georgia's done right

1 there. Total zones evaluated and adjusted 37. Total  
2 full-time routes, 29 routes added. New auxiliaries 24.  
3 Total routes into full 5. Total full routes into AUXs 3.  
4 And full abolished routes zero. And auxiliary routes  
5 abolished 1.

6 Now, hey, you guys stand up if you're on a TIAREAP  
7 Team. Stand up. Y'all better stand up in here. Y'all  
8 better give these guys a hand right there.

9 (applause)

10 And I can say this, man. Look, I'm not a big social  
11 media guy. I'm going to be honest with you. But I do look  
12 at it and I listen to it for the simple fact, I'll be  
13 honest with you, I want to see what people in Region 9 are  
14 saying. And when I hear people in other parts of the  
15 country talking about TIAREAP, how bad it was. We  
16 should've opted out it. I'll be honest, when there was  
17 rumors about us opting out about it, I was pissed because I  
18 know what the alternative is.

19 I've been there, you know. And like I said, you  
20 getting this, it's not the best thing, but as long as we  
21 got the right person in there, we'll pay attention to  
22 detail. And look, we've made mistakes. We've miss things.  
23 These reads, they'll tell you. We have missed things, but  
24 we learned from the mistakes.

25 But the ultimate goal is to do the best we can with

1 what we got and what we got is 29 new routes for Letter  
2 Carriers. That's full-time positions for CCAs and that's  
3 right sizing the routes. And that's what we're trying to  
4 get out of that right there. Know what I'm saying?

5 (applause)

6 Organizing, right here. Look, Region 9 is a 91.92%.  
7 It's actually -- it's better than that and I'm going to  
8 tell what the problem is. We have to deal with this thing  
9 on -- all the time called Shared Services. We  
10 constantly -- we spend so much time -- Jeanette Triana,  
11 that overseas TIAREAP and organizing and a few other  
12 things -- is we constantly have to get with you Branch  
13 Presidents because, you guys, you get 1187s in from the  
14 organizer.

15 We get them in and 4 to 5 to 6 to 7 months we can't  
16 get Shared Services to get them in to start their dues.  
17 That's a huge problem that we can't control because you  
18 guys are overwhelmingly getting them signed up. We -- just  
19 to get them to start their dues. That's something that  
20 headquarters is trying to work on in negotiations with a  
21 new methodology to fix that.

22 But 91.92% in Georgia and 92.09% for southern states.  
23 I think you guys should definitely give your -- hand with  
24 that. So great job guys.

25 (applause)

1 All right. EAP District Safety Committees. Look,  
2 we're trying to kick this off right here. Just to kind of  
3 give you a little note -- a mental note about this. I was  
4 a District Co-chair in Greensburg District for the EAP  
5 Committee for like nine years. And here's the problem with  
6 the District Safety Committees. It takes two to tango.  
7 That is a joint memo where it's got to have complete buy in  
8 from the District Manager to the National Business Agent to  
9 the Postmaster to the Branch President.

10 I have committees ready to go and do it, but I'm not  
11 going to kick it off because when I pick my Letter Carriers  
12 to be on those District Safety Committees and we get it  
13 going then they should have the full commitment of the  
14 District Manager because they're putting their reputation  
15 on the line as a NALC Member to go out into these stations  
16 and do the right thing.

17 So we are getting the buy-in, what we're going to get  
18 into it, but it can be a good thing. And I can tell you  
19 how it'd be a good thing. I had a good District Manager,  
20 but I'm going to also tell you how it could be a bad thing.  
21 I had a District Manager named David Fields. He completely  
22 bought into the District Safety Committee and we had six  
23 teams.

24 They went out one day a week. They did checklists.  
25 They brought their findings back to the National Business



1 Agent. They made all the corrections. They researched  
2 what the root causes of accidents were. At one time, we  
3 had over 50 something accidents due to ice-slip trips  
4 during the winter.

5 He purchased the Yaktrax hoes, training for everybody.  
6 They did things to the vehicles. In one year's time, they  
7 reduced OSHA OII accidents 45.6%, which was a record for  
8 them because he bought in and give his full commitment. He  
9 made his members show up. It was a full commitment. We  
10 did a lot of good.

11 He left, I got another District Manager that came in  
12 and wouldn't do nothing, and it went to crap. So that's  
13 just the problem with the memo. It's got to have the teeth  
14 in it, but as the NBA I got to get the full commitment from  
15 the District Manager and we got to push it out together,  
16 but we also got to have oversight over it. Don't just push  
17 it out there and just let it die because that's what it's  
18 always done at past.

19 We don't want to get it where they sitting on a Zoom  
20 call with the Safety Managers talking about accidents for  
21 three hours. That ain't helping nobody. That ain't  
22 helping nobody. EAP is one of the best things that we got  
23 and it is not been official. And I could tell you this  
24 right here. I've seen the EAP Committee be good. You  
25 know, EAP is something a lot of Letter Carriers need, but

1 it's the same thing.

2 We're kicking that off. We just got a huge kick from  
3 national pushing it back out on the Postal Service side to  
4 get that committee going. When you have disasters and you  
5 have stuff that happens in our Post Offices then we need  
6 have somebody in there quick. There's another new  
7 incentive from the NALC where we put teams together that  
8 are going to be coming in.

9 But like I said is, we're a little behind the curve on  
10 this. But I can tell you this. When I came in, it was  
11 about prioritizing everything. So fixing the contract  
12 side, fixing the training side, fixing the Step B  
13 Arbitration. That was my first things. As well as, I  
14 didn't get my other RAA until about eight months in.

15 So guys we're going to get there, but we get there  
16 it's going to be done right. It's going to have the full  
17 commitment to pay attention to detail and we got to have  
18 the backing from the Postal Service from the top down.

19 Okay.

20 Carrier Academy updates. We're continuing and if you  
21 guys don't know Jeanette Triana, I wish she was here if you  
22 don't -- met her. She's a bulldog. She's been traveling  
23 ever since she got in here. She's been pushing about these  
24 Carrier Academies, getting the right equipment, getting  
25 them up to par. You know, we're trying.

1 We're getting -- we're working on the OJI situation.  
2 You guys are giving us OJIs. We're getting agreements on  
3 those. For about 98% of that, the OJIs that you guys are  
4 giving us, we're getting the management to agree to, which  
5 is really, really good.

6 And I'll be honest with you, some of the ones that we  
7 can't them agreed to, here's the reason why. We don't need  
8 OJIs and all that, man -- that, you know, had like six  
9 wrecks and stuff like that. You know what I'm saying?

10 So anyway, Carrier Academy, we're getting them  
11 updated, you know. I think Gabe's our Master Facilitator.  
12 Where you at, Gabe? Right here's our Master Facilitator.

13 (applause)

14 You know, we're continuing to update those Carrier  
15 Academies, but I can say this is, any issues or anything  
16 you have with the Carrier Academies, or the training, or  
17 you got any kind of ideas that you can bring back to make  
18 the training better for the CCAs -- especially, you guys  
19 that have been CCAs or new.

20 What -- how can we know how to make the experience  
21 better for you guys? And let's -- give us a feedback. So  
22 give us the feedback. We want to definitely keep working  
23 on that. But like I said, Jeanette's totally went 360 on  
24 the Carrier Academies. Okay.

25 OWCP. Misty and Dexter come on up here, real quick.

1 We'll let y'all talk about that. If I start talking about  
2 OWCP, I ain't going to be lying, man. I ain't going to  
3 know what I'm talking about. Dexter be up here, "You got  
4 fill out that 5469-224 Side C."

5 MS. WENGER: Okay. Good morning.

6 AUDIENCE: Good morning.

7 MS. WENGER: They have to let me speak before  
8 Dexter because there's just no following him on that. But  
9 a couple of things that are happening within our region and  
10 actually across the nation is that CA-16s are not being  
11 given when a Carrier gets injured.

12 It's very important that we as Union Representatives  
13 and Stewards stay on that and force management to provide  
14 those CA-16s, that's an authorization for treatment. And  
15 so they're just sending them -- they sent them like to the  
16 local Concentra or something like that and not actually  
17 provide them the forms or a CA-17, so that they can provide  
18 restrictions for that Carrier.

19 And in some areas, management is providing a locally  
20 generated form that they want Carriers to sign that says,  
21 yes, we're going to authorize treatment, but because of the  
22 emergent nature of it we're not providing a CA-16. So it's  
23 really important, though, that we make sure that they get  
24 those CA-16s.

25 Another thing that we're having problems with, is

1 limited duty. When a Carrier is injured and they come back  
2 with restrictions, management either isn't providing work  
3 within those restrictions or they'll give them just  
4 carrying duties, even though the Carrier can case and this  
5 is just penalizing the Carrier. So we want to make sure  
6 that we stay on that.

7 Dexter and I are starting our training schedule. We  
8 have one this next week, we'll be in Fort Myers doing.  
9 We're going to be doing basics, which some of you have  
10 already attended, but also we're going to be doing hands-on  
11 training of putting together grievances files that deal  
12 with our two most common issues and that is paying COP and  
13 providing limited duty. Because we're one, not seeing  
14 enough grievances coming through, based on the calls that  
15 we're getting that this isn't being provided.

16 But also, when the grievances are coming in there's  
17 missing information. So we want to make sure all of the  
18 Stewards and the Carriers that can attend these classes,  
19 they understand what needs to be provided within those  
20 grievance files.

21 And finally, we are always looking for Branch OWCP  
22 Representatives. So Presidents or Members, if you're  
23 interested. Presidents, if you know somebody in your  
24 branch that's interested in being your OWCP Rep that's  
25 going to be the go-to person within your branch if somebody

1 gets injured.

2 And we can do training with that OWCP Rep so that way  
3 they know how they can help the Carrier. That's really  
4 important because like Eddie said, about 60% of the calls  
5 if not more that come into the office are OWCP related and  
6 Dexter and I are constantly on the phone, trying to answer  
7 questions, and answering emails.

8 And hey, if we get behind, don't worry. We will call  
9 you back. It just takes us a couple of days sometimes, but  
10 we try to be on it. And sometimes you get calls from  
11 Dexter at like 10 o'clock at night. Don't get mad. That's  
12 just when he's getting to you. But that's about all I have  
13 and I'll turn it over to Dexter.

14 MR. LESTER: Morning Georgia.

15 AUDIENCE: Good morning.

16 MR. LESTER: And what Misty talked about, all it  
17 is, is a grievance. All right. Don't let them go by.  
18 OWCP grievances are just as important as your Article A  
19 grievances. Don't shed from them, you must file them. You  
20 must train as District of Georgia and the Injury Comp  
21 Department, that they need to stop messing with us because  
22 I can tell you right now, they're wearing us out in  
23 Georgia.

24 They're treating people -- they're not giving them the  
25 dignity and respect that they deserve and their COP and

1 their compensation at how they're locking them and they're  
2 locking them down. And we got people that's 60, 90 days  
3 without pay. It's unacceptable in any realm.

4 Branch Presidents we're here to help you. We need  
5 those representatives, I can promise you. It's a goal  
6 that's been in the NALC for years and we're going to keep  
7 fighting that goal and it starts with the filing of the  
8 grievances and the representations of OWCP.

9 I'm going to move into the crime aspect. Enough's  
10 enough. We've heard it. We've read it. Enough's enough.  
11 In Georgia we've only -- we've had over 71 cases since  
12 November 2022 in Region 9. Of those 71 cases, 42 of those  
13 cases are Carriers with guns being pointed at them at their  
14 head, at their back, at their side, whatever it may be.  
15 They're being robbed for their arrow key.

16 And when I went to -- we haven't had a lot of crime in  
17 Georgia. I do believe that there's some that's unreported  
18 in Georgia. I do believe that. We need to know them all  
19 because what we do know is today, tomorrow, Monday when we  
20 go back to the workroom floor we must make sure that every  
21 Carrier understands when you're in the situation give them  
22 whatever they want. Get to safety. Call 9-1-1. Call  
23 management, thereafter. Branches, when you hear of such  
24 call me because we need to report to headquarters.

25 We all know one aspect of what we're doing is we're

1 not your Domino's delivery person. We are Mail Carriers.  
2 We are being assaulted on the street and if that won't be  
3 used at arbitration and contract negotiations your crazy as  
4 hell. And if we're not reporting it, shame on us. That's  
5 all we're doing, reporting it.

6 I want to know it from the OWCP perspective. Is this  
7 person getting treatment? All right. Are we clear with  
8 that? When I walked in here this weekend -- well, this  
9 morning, I see these people that we've had in Informal,  
10 Formal Training at our office. Standup. Rise up if you've  
11 been in our office and have received Informal, Formal A  
12 training. I know there's more. Come on. Come on.  
13 Standup.

14 (applause)

15 Look at this. This is a rise-up moment in Georgia  
16 right here. Look at these young people. Look at these  
17 people who are the next generation. And anybody that's  
18 here, you need to rise up because if we don't rise up,  
19 we're going to lose this battle and we don't lose this  
20 battle in the NALC.

21 We are good at what we do. And these people right  
22 here that stood up have been to training. There's some  
23 great people that have stood up, and as the next  
24 generation, and we do not need to hold them back. Whatever  
25 you need from us.



1           This man right here, I'm sorry I got to. I seen him  
2 come on my workroom floor. As a new Carrier, dumber than a  
3 bag of rocks I was. I seen him come into District EAP and  
4 I was a new Shop Steward and he come on my workroom floor  
5 as a District EAP person and the command that he took over  
6 my workroom floor and the changes that he made as a  
7 District Committee Safety Person was amazing.

8           And when he become my State President, holy  
9 [expletive]. Eddie Davidson was known to make changes and  
10 he's coming to Region 9 and when he went to DC, I become  
11 Branch President. And my Branch President, you know, the  
12 person that I run against was like my daddy. I didn't want  
13 to do it. I just felt like there was a need for a new  
14 generation coming in.

15           And when he come back to Region 9, he is the same  
16 Eddie Davidson when I knew him on a workman floor in 2004.  
17 The same Eddie Davidson because it's like running a Local.  
18 It's a fight that we don't stop fighting for because it's  
19 worth fighting for, from what we've gained and what we're  
20 not going to lose, folks.

21           I love you. I call Georgia home, now, and it's good.  
22 Whatever y'all need, we'll be out here. People's been  
23 coming to us. Whatever you need, come to us, workers' comp  
24 related. We'll be here later. We'll be here tonight.  
25 Come to us. Talk to us. Let's learn this together. Let's

1 help each other make this the best damn state there is in  
2 Region 9. Thank you.

3 (applause)

4 MR. DAVIDSON: Moe Lester, ladies and gentlemen.  
5 Moe Lester. Dexter, you going to be my next Campaign  
6 Chairman, bro. I love you, man. There we go.

7 Outside Stewards. Again, man, I was hoping Eric would  
8 be here or -- we got Justin Hill. He's actually another  
9 transplant that transferred from Region 5 down here, that's  
10 actually has been filling in a lot with Eric. But outside  
11 Steward updates.

12 You know, guys, like you said this is a small -- we  
13 might've missed a few. We tried to remember everybody, but  
14 this list is too small. Again, and what this happens --  
15 what this is guys, we talk about these dysfunctional  
16 branches. We have so many. I hate to even call them  
17 dysfunctional branches. It's just simply branches that we  
18 can't find a nobody yet, there to step up to being Shop  
19 Steward.

20 It's hard because a lot of times, they just don't have  
21 the Union revenue coming because there's 3 or 4 Carriers or  
22 sometimes there's 10 or 15. But we're continually sending  
23 people out, you know. We send them out, they call the  
24 office saying they need representation, we get them in  
25 there, you know, as quick as possible and we get

1 representation.

2 But I can tell you this, man -- and I say this. By  
3 sending these guys in, man, it's a Band-Aid because I was a  
4 Outside Steward for long time. I got to where they knew  
5 who I was and they knew I was coming. I walk in the door,  
6 they'd settle every grievance with me in 10 minutes. The  
7 problem is, is when I walked out the door they went back to  
8 the same violations because I'm not there every day. So  
9 that's not the answer. That's not the problem. That's not  
10 the answer to the question.

11 So we're going to be really looking and pushing more.  
12 Again, we've been a little delayed with it because Eric's  
13 just had some issues out and he's just got too much to  
14 start really trying to find these small branches and merge  
15 them with branches, so they can have good training, you  
16 know, aspects and get representation on a daily basis, not  
17 just on a need to come when we get a call.

18 So here's Outside Steward's updates right here. All  
19 request for Steward certifications are forwarded to Justin  
20 Hill. He's actually doing that in my office right now.  
21 He's from Branch 459. The process has been streamlined.

22 He's our number. The Steward certification will be  
23 completed email. Ensure a copy is put in every file and  
24 create a Outside Steward Packet. This is what our Outside  
25 Stewards are required to do. It's not as much as you want

1 to do, but it's things we've got to always make sure we do  
2 to be procedurally correct.

3       Region 9 is always looking for Outside Stewards. If  
4 you're interested in being a Outside Steward in Region 9,  
5 please contact the office. You know, this is just some of  
6 the I-9, the is -- I mean, it's financial stuff we have to  
7 have for you to do that.

8       And I can tell you this. From some our Outside  
9 Stewards like Carmon, and Steve Lauderdale, and all this  
10 these guys will tell you they need help. These guys have  
11 been retired, but we work them, shoot, almost full-time.  
12 You know, we got to have more people out there.

13       The problem we've got is we ain't got enough to be  
14 there and sometimes we're having to pull them from here to  
15 here to here to here. So we need to find more talent out  
16 there. So again, if you guys are interested in to stepping  
17 up to the plate and venturing outside of your own branch to  
18 want to help out as an Outside Steward, please contact us.

19       Okay. One other thing, I want to call Christina up  
20 here to talk about the DRF real quick. So come on up here  
21 Christina. It's Christina Davidson. Again, she's the  
22 President of Disaster Relief Foundation, she's Assistant to  
23 the President for Community Service and I'm going to let  
24 her talk and then we're right about done.

25                               (applause)

1 MS. DAVIDSON: I want to make sure it's still  
2 morning. Good morning, everybody. How are y'all doing?  
3 As y'all know, I'm Christina Vela Davidson. I'm his wife,  
4 but I also had a good start. I was a Informal A. I was a  
5 Formal A, Food Drive Coordinator, MDA Coordinator. I was a  
6 Step B for nine years and I also was a Step B Facilitator  
7 for two and half years before I took this job.

8 And this job is really, really near and dear to my  
9 heart because I know where I came from. I came from  
10 nothing and I made it. I didn't do the food drive this  
11 year, but, you know, I still helped around with it because  
12 growing up I was on food stamps, and assistance, and stuff  
13 like that. So with everything I do, I do it full  
14 heartedly, 100%.

15 And the NALC Disaster Relief was something that Fred  
16 chose me to be the President. I had been hired and they  
17 were just getting it all together and he came up to me and  
18 said you're going be the President. And so I'm like, okay,  
19 because I was not young -- but I was young and I was still,  
20 you know, trying to get my grips on everything dealing with  
21 Community Service, but I'm so proud and happy he did.

22 The NALC Disaster Relief is only for you, Brothers and  
23 Sisters. It doesn't go to management. It doesn't go to  
24 any non-union members or clerks. This is yours and only  
25 yours.

1           So once a disaster happens -- and y'all know they are  
2 happening every single day nowadays. Tornadoes all across  
3 the Midwest. You've got -- oh, my gosh. You've got  
4 earthquakes in New York and New Jersey. And it's -- guess  
5 what time it is. It's hurricane season. It is hurricane  
6 season now, so you never know when you might need it.

7           But as of right now for 2024, we have raised \$97,000  
8 for the entire membership. That is -- can y'all hear me?  
9 Okay. That is not quite a bit because if you think about  
10 it, in one big storm we can put out over \$100,000 to  
11 \$200,000 worth of grants. Each grant can go from \$500 to  
12 \$5,000. So as of right now, Georgia's totals is only  
13 \$1,748 in donations for Disaster Relief. That doesn't even  
14 make up 1/3 of a grant, guys.

15           And we have a lot of Georgia branches that are by the  
16 coast. I know we did have one person they hit last year or  
17 a couple of other ones in the Savannah area. But just  
18 remember guys, you never know when a storm's going to hit.

19           And when a storm does hit or somewhere closer, I call  
20 the President and I make sure to see if any of our  
21 branch -- anybody's injured or anybody needs emergency  
22 assistance because we do emergency assistance. If you're  
23 evacuated and you're staying in a hotel or something like  
24 that, I get with your President and we try to get stuff  
25 together, and we try to get you a emergency grant as fast

1 as we can.

2 I mean, \$1,000 emergency grant isn't a lot, but when  
3 you're in need and you're under the gun and you're using  
4 credit card because you have to do a hotel a \$1,000 is  
5 going to help you. So right now, we've had only three  
6 branches donate, and it's \$1,601. The state has donated  
7 \$562 and then the total of only the members did \$585.

8 So I'm sorry, I said \$1,700 but is \$2,748 so far from  
9 Georgia. So come on, Georgia. This weekend let's get  
10 together, let's go do -- they have a DRF raffle out there,  
11 I think. I don't know exactly what it is. Beau could tell  
12 you.

13 And then, let's pass the hat later. Remember to bring  
14 your money. I'll take any kind of money you got. We even  
15 can take -- all you young ones say I don't have cash. We  
16 take credit cards. So you know those QR codes y'all like?  
17 We have a QR code you could scan so you can give us money  
18 through that way too. So I can get y'all every which way,  
19 guys.

20 So let's get together this weekend and let's raise  
21 money for you. Remember, it is yours and yours alone,  
22 nobody else can get this but our Letter Carriers. So thank  
23 you for allowing me to speak and thank you guys for  
24 listening. Love y'all.

25 (applause)

1 MR. DAVIDSON: One thing I want to add on to  
2 that, you would be surprised how many disasters people have  
3 and they lose everything and they put in a grant requesting  
4 that money and needing it and there's one problem. They're  
5 not Union Members.

6 So they have to tell them, "You're not a Union Member.  
7 You're not paying dues. So unfortunately, you're not  
8 eligible because it's something for the Union only." And I  
9 can tell you right now, it's one of the best things I've  
10 seen and had because as an NBA I know right before I became  
11 the NBA, you know, that hurricane came through and totally  
12 destroyed Naples and Fort Myers.

13 Christina, they were down there. They were at those  
14 people's doors. And not just about getting the relief, but  
15 it's showing that the Union cares, having somebody there to  
16 lead them through that application process.

17 Because when you're sitting there and you've lost  
18 everything, you ain't got no clothes, you got nothing, and  
19 your Union's there to wire you \$1,000 to get you back on  
20 the feet or to get your uniforms from your vendors because  
21 you ain't even got no uniforms from the Postal Service  
22 that's what unionism about is best.

23 So really think about that. Your branch -- you can go  
24 back to your branch meetings and ask them to -- somebody  
25 make a motion to give. So like I said, it's a big thing



1 for us, but we got to keep it funded guys. All right.

2 So I want to end on this right here, guys. First off,  
3 man, is I want to thank Stephanie Stewart. Let's give her  
4 a hand real quick in the back, back there.

5 (applause)

6 And one thing about her, man, is she was an RAA in  
7 Region 5. And I can tell you history about Region 5 where  
8 Stephanie comes from is even to this day, every arbitration  
9 we have we roundtable. And the first thing that I tell my  
10 RAAs is go see what Region 5's got.

11 They got very good, sound arbitration decisions.  
12 Their NBA there, their RAAs are good. It's a lot of the  
13 key language that we look for in our arguments to get --  
14 you know, to escalate remedies and stop the violations come  
15 from them.

16 So again, is her being the National Office up there is  
17 by no accident. It's based on talent and what this Union  
18 needed and her being on that Executive -- I'm going to tell  
19 you, man. It's great to have her and I appreciate you,  
20 Stephanie. Thank you for that.

21 And ending on this right here. I want to say this.  
22 I'm your NBA. Probably, most of you people in here know  
23 is, I don't hold back for words. I'm not a political  
24 person. I worked at headquarters in the political  
25 department for a long time -- is, I say what I mean and I

1 mean what I say.

2 A lot of people have had conversations they ain't like  
3 with me, but I can tell you this. It comes from the heart.  
4 It comes very sincere. And I can tell you this. I learned  
5 a long time ago through a whole lot of times and dealings  
6 is, I'm very direct because I got so much to do that the  
7 biggest problem I got as the National Business Agent,  
8 there's not enough days in the hours and there's not enough  
9 days in the weeks.

10 And it's just that simple fact is, we're hopping and  
11 we're running every day. And I really felt I -- other than  
12 yesterday, me seeing how old I was when I played a round of  
13 golf and I couldn't walk last night. Felicie will tell  
14 you. I'll get home -- we'll get in there at 6:00, I get  
15 home at 7:00, and half the time I fall on my couch at 7:30  
16 every night just from total exhaust from mental fatigue and  
17 the travel.

18 But I'm where I want to be and I wouldn't take nothing  
19 for it. So the dedication is there. If I've said  
20 something to you and offend you, I apologize, but it's all  
21 in good intentions. But I could tell you this too. We can  
22 have a fierce conversation, and I can let you have it, and  
23 10 minutes later I forgot about it and moved on because  
24 that's what I'm there for.

25 So it's all for the right reason. And my staff is --

1 the biggest thing to my staff is, we're teamwork.

2 Everybody in there works for me. I got to have their back  
3 and they got to have my back. If I hear -- and Felicie  
4 will tell you, we get our irate Letter Carriers that call  
5 up there. If they call up there yelling at Felicie, then  
6 they in trouble because if they don't get it from her they  
7 gone get it from me.

8 It's always a way to have a civil conversation. And  
9 look, don't get me wrong. Everybody has problems, you  
10 know. Branch Presidents, you know, they're going to get  
11 complained about. But here's the thing about it right  
12 here. You're the Branch President. I'm the National  
13 Business Agent. I tell them all the time I'm not there to  
14 be everybody's Shop Steward. I'm there to be an avenue for  
15 the Branch Presidents that need help.

16 You know, we're not going to sit there and go around  
17 these Branch Presidents, unless we absolutely have to or  
18 they ask for our help. That's the commitment that I give  
19 to you guys. But also, is when there's an issue and we  
20 discuss it, we call it a discussion. We're there to try to  
21 help to come to a proactive situation together, so we can  
22 be a success for those members.

23 And that's what I want to us to always remember right  
24 there. When it comes down to it, man, we might disagree,  
25 but we're all Letter Carriers. We're all Union Members and

1 that's what we can't forget. And this time in the NALC  
2 when it's so much division up there and we got all kind of  
3 issues going, I'm going to say this right here. I tell my  
4 staff -- is, we're dealing with Region 9 right now.

5 We need to concentrate and keep an eye on the scope  
6 right here and let's deal with that right there, then we'll  
7 deal with the other issues when they come. But as the  
8 National Business Agent, I give my commitment to you guys  
9 as long as I'm your National Business Agent I'm going to do  
10 everything I can to represent the members and have my  
11 office and my staff and my team do everything we can to  
12 make it better for Letter Carriers. So thank you guys.

13 (applause)

14 PRESIDENT GRIGGS: Thank you Eddie, for you and  
15 your staff. Branch 73 will caucus today after this  
16 session. If their Representatives from Brunswick, Athens,  
17 Hogansville, and Albany would you see Eileen at the table  
18 there, please.

19 (Proceedings held later in the same day)

20 PRESIDENT GRIGGS: All right. All right. Thank  
21 you. Come to order. All right. We're going to have a  
22 representative from Atlanta -- All right. We'll have a  
23 representative from the Atlanta Postal Credit Union come up  
24 and (inaudible). Got some money for us, maybe.

25 (a video from Atlanta Postal Credit Union was played)

1 MS. STEELE: All right. Hey, everybody. What's  
2 up? Y'all looking good. Y'all having fun? I'm enjoying  
3 myself. I appreciate you guys inviting Atlanta Postal  
4 Credit Union. I'm Gavi and I'm one of the Reps of Atlanta  
5 Postal. Susan Dupree is hiding in the back. She doesn't  
6 like -- there she is. But she is your Manager in Columbus,  
7 so some of you that are from Columbus, you can reach out to  
8 her if you need her.

9 So we just wanted to let you know that we were here  
10 and that we have all of the products that you need from  
11 children's accounts, to savings, to checking, to loans, to  
12 credit cards, whatever you need. We've got it. Also, CDs.  
13 Right now, we have some pretty competitive rates on CDs if  
14 you guys are interested in that, also. You can come and  
15 have a conversation with us about that.

16 We do have a QR drawing. So I'm giving away \$25, \$50,  
17 and \$100 tomorrow. If you'd like, go ahead and meet me at  
18 the table and you'll scan the QR code and get yourself  
19 signed up. I'm giving away some lanyards again this year,  
20 as well as some of these mousepads. I always forget what  
21 these things are. I never use mousepads anymore, but we  
22 have to get rid of them.

23 So come and see me. Let's have a conversation. Let's  
24 talk about opening up some accounts. We have, like I said,  
25 kid's account, CDs, savings. No matter what it is, we got

1 it. Any questions, concerns? All hearts and minds clear?

2 Just kidding. All right. It was good seeing y'all.

3 (applause)

4 MS. GOODWIN: Good afternoon, everybody. My name  
5 is Wanda Goodwin, from Marietta Branch 1119. I'm on a  
6 fact-finding mission about the March on Selma that took  
7 place in 2015. I want to remind everybody that the March  
8 on Selma this year will be the 60th anniversary. I think  
9 the date is going to be March 2, 2025.

10 So if anybody remember how it was organized for the  
11 NALC to be represented there, I'd like to have the  
12 information so to try to have a bus, T-shirts to go and be  
13 a part of that event. March 2, 2025, March on Selma 60th  
14 anniversary.

15 (applause)

16 MR. JACKSON: Hello everybody. How y'all doing?  
17 I just want to kind of bring y'all attention to the  
18 Royal E. Smith Scholarship Fund. The fund is doing  
19 outstanding. We have two recipients this year that's going  
20 to receive the award, then we have three that's already in  
21 college. Two will be uprising juniors and the other one  
22 will be a sophomore, which was still -- they're still  
23 receiving our scholarship fund.

24 We're giving -- raffling off a trip. A trip for two,  
25 all-inclusive, five days, four nights, transportation is

1 included, that's airfare and the resort will come pick you  
2 up from the airport and take you to the resort. Tickets  
3 are \$10. May be your lucky day.

4 We're going to have the drawing tomorrow. So I advise  
5 everybody buy at least 10 tickets. Get 10 good chances to  
6 win.

7 UNKNOWN: Where is it?

8 MR. JACKSON: And it's going to be in -- it's in  
9 Mexico -- Quintana, Mexico. I forget the resort. The  
10 resort is the Wyndham. The Wyndham Alltra. The Wyndham  
11 Alltra Resort in Quintana, Mexico. It's a beautiful place.  
12 We got pictures out there showing you the resort. It's  
13 real nice. Someone's going to enjoy it. All adults, no  
14 kids. Real nice place.

15 So make sure you see me out there or see any State  
16 Officer they all have got tickets. All will be able to get  
17 you tickets. The goal is to try to sell at least, 400  
18 tickets this weekend. And we can do that, we'll reach our  
19 goal that we was trying to reach this year. All right.  
20 Thank you so much.

21 And again, let me say this. A lot of you guys have  
22 supported this Royal E. Smith Scholarship Fund for many  
23 years. I do want to say I appreciate it, the kids that  
24 received the funds for school I know they appreciate it.  
25 And let's continue to keep this thing going until we're

1 long gone from here and make sure this Royal E. Smith  
2 Scholarship Fund stands. Thank you so much.

3 PRESIDENT GRIGGS: Some of you may be aware, may  
4 not be, previously, we struggled with getting funds for the  
5 Royal E. Smith Scholarship Fund. We would solicit branches  
6 to make contributions and there were times we had to take  
7 money from one of our accounts to have the funds necessary  
8 to get to those that want a scholarship.

9 Thankfully, last year Ben came up with the idea of  
10 doing a golf tournament. And as a result of the golf  
11 tournament and sponsorship, we were able to put in that  
12 scholarship fund over \$16,000.

13 (applause)

14 Ben had a tremendous impact on this scholarship fund.  
15 And with the trip -- that's going to me coming to me, now,  
16 I'm just telling you. We expect to at least have in that  
17 scholarship on a minimum of \$25,000. That's the goal. So  
18 that when these young people, your grandchildren, your kids  
19 all apply for that scholarship the funds will be available  
20 to just hand them out.

21 It's going to be a legacy of this Union that we were  
22 able to educate some people and hopefully they'll come back  
23 and speak before the convention, let us know that we played  
24 a part in getting them educated. You know, these kids are  
25 our future.



1           They might not be Letter Carriers, but they can make a  
2 difference in the world if we give them the opportunity to  
3 get educated, to come back and spread the wealth. When I  
4 say spread the wealth, just share with other people how  
5 this Union has made a big impact. And that's what it says.  
6 That's what it's all about.

7           We're more about just carrying mail. We're about  
8 being in the community, not just bringing (inaudible) but  
9 bringing some joy and bringing some success to the young  
10 people that will make this Union stronger because when they  
11 are out there and they are successful, believe it or not,  
12 some of them going to come back and make a contribution to  
13 Royal E. Smith Scholarship Fund.

14           And once they do, that just makes it even better for  
15 us to be able to help other people. All right. So buy the  
16 tickets and if your branch can afford to, we ask that you  
17 continue to make those contributions to the Royal E. Smith  
18 College Fund. All right. Next, we're going to have Tim  
19 McCray.

20           MR. MCCRAY: Good evening. The MDA, one of  
21 the -- I started actually fund raising for the MDA in 1981.  
22 I came from the Postal Service. And in Georgia, when  
23 people saw me coming they used to call me "The Black Jerry  
24 Lewis" because they knew when they saw me I was going to be  
25 asking for money for MDA.

1           How many of you all been to summer camp? Have you  
2 been to a summer camp? I see one or two hands. If you go  
3 and get a chance to go up to summer camp for the kids one  
4 time -- one time, then you'll know why my passion is so  
5 much for the kids because the fact that those kids get a  
6 chance to get away from their parents for one week and they  
7 have fun.

8           They have big fun, but each child that's in the camp  
9 have to have a sponsor. Okay. So every child will have  
10 somebody with them. We are paying to send them to summer  
11 camp so they can have a good time at least for one week out  
12 of the year. And I think it's important because summer  
13 camp for Georgia is coming up, I think, probably within the  
14 next month or so.

15           So they going to have another summer camp down at, I  
16 think -- what was the name of the place? Down in South  
17 Georgia. But it's -- I can't come up with the name of it,  
18 but they going to have -- they getting ready to go into  
19 another summer camp.

20           Any chance that we get to raise money for MDA, any  
21 time you see me at a state function rather be training,  
22 convention, or whatever it may be I'm selling tickets. And  
23 the tickets are actually because of the fact that I'm  
24 trying to raise money and we just keep money going in to  
25 help.



1 My cause is the Letter Carrier Political Fund, one of  
2 the most important of all. Not the most important, but one  
3 of the most important because this is where we get to  
4 grease somebody's palm so they can listen to us because see  
5 when you're just talking out of your mouth they ain't hear  
6 you. But when you show them something green they going to  
7 listen to you. I want them to listen.

8 So today once again, I'm giving you an opportunity to  
9 purchase a ticket or take a chance. I'm doing a copier  
10 where you can fax, scan, email from it. Actually, if you  
11 win it -- and it's a great chance you will -- you can  
12 actually make money from it because if you got a Union  
13 Office or you don't have a Union Office and they don't have  
14 a printer, a copier, something like that you can get the  
15 Stewards to come over to your house and use your copier and  
16 you charge them.

17 So if you spend \$10 or \$20 to buy a ticket, guess  
18 what? You can make your money back for the rest of your  
19 life. So you could probably make a couple thousand  
20 dollars. I'm just trying to tell you, you can be an  
21 entrepreneur -- you, on your own.

22 And guess what? Then you can buy you season tickets  
23 to go to the Falcons game and sit down on the 50 yard line.  
24 I mean, it costs about \$4,000 or \$5,000 but you going to  
25 make that with this copier. You know, they got a player.

1 But anyway, come and see me. I'll be sitting outside.  
2 You can one get ticket for \$10, three tickets for \$20. Or  
3 if you want to multiply, you know, give me \$100 I'll give  
4 you -- I might give you some extra tickets. But now -- but  
5 anyway now, when that thing that Ben got -- I'm winning  
6 that. So y'all can -- don't worry about it. I'm going to  
7 win that. Thank y'all.

8 (applause)

9 PRESIDENT GRIGGS: Here's Beau. Beau knows.

10 MR. CADIEN: Hey, we got a couple of things. I  
11 need all the Branch Presidents to stand up. Okay. I'm  
12 putting y'all on notice. Today's the last day to get the  
13 food drive totals in. If you haven't done it, I need  
14 you -- it's three letters, ALI@NALC.org. Get them totals  
15 up to him today. He's been stressing. I'm looking at  
16 emails. You've been told today, okay? All right. Thank  
17 you.

18 Second thing, Christina brought up about the Natural  
19 Disaster Relief Foundation. Back in 2005, Katrina hit. I  
20 was living in New Orleans. I didn't make it back to my  
21 place for over a month. I was homeless. I was visiting  
22 family up and down the coast. It was a learning experience  
23 for me and back then we didn't have this fund. Okay. And  
24 I knew a lot of people that struggled. Okay.

25 This is our opportunity to have something for the

1 Letter Carriers. We're not talking about clerks. We're  
2 not talking about mail handlers. We're not talking about  
3 management. This is for Letter Carriers. Okay. So  
4 please -- you don't want to partake in the raffle, there's  
5 a QR code, just like Christina said.

6 But that's a pretty good raffle and I don't know if  
7 y'all know about Realtree. We got some hats that are going  
8 to go as secondary prizes. Okay. That's all I got. Y'all  
9 have a great one. Thank you.

10 (applause)

11 PRESIDENT GRIGGS: Before Eileen makes her  
12 presentation, at 3:30 we have the nomination of Officers.  
13 Also, what we will be soliciting or we would hope some  
14 branch would put in a bid for the hosting 2026 Convention,  
15 as well as the 2025 Summer Training.

16 We would hope a branch would want to host it and will  
17 put in a bid for it. If not, it will be left up to the  
18 Executive Board. So if your branch is willing to host the  
19 2026 Convention when we have nominations, that would be the  
20 time to make it known.

21 Likewise, June of next year we will have our Summer  
22 Training. Now, we've been going back and forth to the  
23 Business Agent's Office because it's a fine facility. A  
24 lot of people been complaining about it. If you don't want  
25 to go back to Marietta, then be prepared to host it. And

1 if not, don't complain when we go back to Marietta. All  
2 right. Those are the facts.

3 MS. FORD: Hey, everybody. My name is Eileen  
4 Ford. I'm from Branch 4862. I am your Legislative  
5 Political Organizer. My proper title is I'm Assistant to  
6 the National President for Legislative and Political  
7 Organizing. I am a retired Letter Carrier with about 25  
8 years with the Postal Service. I now work full-time for  
9 headquarters.

10 Everything I am saying right now is going to be part  
11 of a game we're going to play. So I need everybody to lock  
12 the doors. Everybody's staying in. You're not leaving.  
13 So this is how this is going to go guys. I'm going to talk  
14 about 15 to 20 minutes to go over some stuff with you.

15 You need to pay attention because everything I'm  
16 talking about will be on the game we play. Okay. And the  
17 game we're going to play -- anybody guess?

18 UNKNOWN: Jeopardy.

19 MS. FORD: Jeopardy. That's right. So think  
20 about this. This is going to be Team One whoever's sitting  
21 here, and this is going to be Team Two. Y'all think about  
22 who you want as your captain for each Team. Okay. So I'm  
23 going to start and like I said, just pay attention the best  
24 you can and everything I am saying will be part of this  
25 game.

1 All right. So let's get started. All right. Okay  
2 guys, you've heard me at lot's of training to talk about  
3 legislation, why it's important. A lot of us are Stewards,  
4 Branch Presidents, and all and we focus on the contract. I  
5 did too. The last position I held with my branch was as a  
6 Branch President for four years. I pretty much did every  
7 type of thing I could, except for I was not the bouncer. I  
8 was not Sergeant of Arms with our branch.

9 But, you know, here's the thing. Myself included, I  
10 was so focused on contract because that's what's, you  
11 know -- that's what's out there. That's what the members  
12 expect of you on that workmen's floor, to enforce that  
13 contract. But my question to you is, what supports our  
14 contract?

15 UNKNOWN: Legislation.

16 MS. FORD: Somebody took my class. Yes,  
17 legislation supports our contract, guys. Congress controls  
18 the Postal Service. Congress controls what we have.  
19 There's an article in our own contract. Article 43.1,  
20 which I'm just going to go ahead and skip to, which has  
21 language in there that states if legislation is enacted  
22 parts of our contract can be changed.

23 What parts do you think they might want to change?  
24 Pay, benefits absolutely, guys. And these are things and  
25 items that are continuously under attack. Now, we've been



1 very fortunate with this current administration. We were  
2 able to get the Postal Reform Act in place, something that  
3 took 12 years, which was bad legislation.

4 Took us 12 years and that's all of us together,  
5 whether you realize it or not, get that filing, getting  
6 that monkey off the Postal Service's back. Okay. Because  
7 you know as well as I do, the Postal Service is not going  
8 to do it for itself. Who's going to have to do it?

9 AUDIENCE: We do.

10 MS. FORD: We do. Right. We are the ones that  
11 have got to sit there and fight for what we have. And I'm  
12 going to tell you this. If we don't have a Postal Service,  
13 we don't have an employer, we also ain't going to have  
14 what?

15 AUDIENCE: Jobs. A Union.

16 MS. FORD: We're not going to have a Union. We  
17 want to make sure the Postal Service stays viable, that  
18 it's financially strong, that it keeps moving forward into  
19 the 21st, 22nd, 23rd century. Okay. So guys, we've got  
20 to. Whether we like it or not, we are tied to Congress.  
21 We are tied to legislation.

22 And one of the reasons I'm here, number one is to  
23 educate you on the importance of legislation and politics  
24 to us as Letter Carriers. The other is to also, hopefully  
25 once you understand how important it is, that you will come

1 and see me at that table out there and sign up to  
2 contribute -- voluntary contribution to our Political  
3 Action Committee, the Letter Carrier Political Fund.

4 It is our voice while we are out there slinging mail.  
5 Because I don't know about you, but I know when I was  
6 carrying I did not have time to sit and call my  
7 representative and say, "Hey, I need you to make sure they  
8 don't touch my pay. I need you to make sure I keep my  
9 health benefits."

10 I didn't have that kind of time to be on the phone,  
11 but my contribution, I knew it was working for me. And it  
12 was working for me while I was out there slinging that  
13 mail. And it works for you, now. We've got to pull  
14 together guys. That's why this PowerPoint to start off  
15 with, you know, let's do this together.

16 We've got to work together. We've got to make sure  
17 our voices are heard. There is, you know, stuff coming up  
18 this fall and we're going to have -- we're going to -- it's  
19 going to be kind of tumultuous. But as long as we have the  
20 support we need -- when I talk support, I'm going to just  
21 say we are buying politicians with that PAC money, number  
22 one.

23 That is what we're doing because we want to make sure  
24 we don't have any bad legislation come down and hurt us.  
25 So we got to, in order to have a dog in this fight or play

1 this game. It's about the money and we got to make sure we  
2 got a strong PAC.

3 I'm not sitting here saying we don't have a strong PAC  
4 because we do, but I'm going to tell you something. As  
5 federal employees our dues cannot be used for that PAC.  
6 That's why we have to ask you to voluntarily contribute.  
7 Our competitors don't have that restriction. And who are  
8 our competitors?

9 AUDIENCE: FedEx. UPS.

10 MS. FORD: Yeah, you got it. They don't have  
11 those restrictions. They can use their members' dues  
12 money. They got huge PACs, guys. But when we come in and  
13 we go talk to them, they're thinking, "Okay, I know that  
14 mail lady, that mailman they deliver mail to my constituent  
15 out there. I want to make sure -- because I know my  
16 constituent wants to make sure they get their mail, I'm  
17 going to do what I can to make sure I support them. But  
18 you know what? When it comes time for my campaign and I  
19 need the support, I got to make sure that the Letter  
20 Carriers support me."

21 And that's how it works. That's what your money's  
22 doing for you. Okay. And for us it does not matter if  
23 their Democrat, Republican, Independent. Please understand  
24 that. If they support us, we support them. We don't care  
25 what their other issues are, how they are voting or

1 supporting of anything else. We focus on what they are  
2 doing for the Letter Carriers and the Postal Service.

3 That's it. That is it. All right? We good? We clear?

4 All right. Let's keep going here. So what can an  
5 active legislation do? We already talked about this, you  
6 know. It can eliminate collective bargaining. Y'all want  
7 to see that go away?

8 AUDIENCE: No.

9 MS. FORD: Hell no. We don't want to see that go  
10 away. They can reduce or eliminate COLAs. Now, I will say  
11 this as Active Carrier. How many of y'all are Active  
12 Carriers in here? Okay. So when it comes to negotiating  
13 the contract what is it we really -- get really get excited  
14 about and hope that happens? Pay raise, right?

15 The COLA's nice to have, but it's a smaller little  
16 thing. We kind of don't pay attention to that so much. We  
17 kind of focus on that hourly pay raise, but I'm going to  
18 tell y'all something. How many of you are retirees from  
19 the Postal Service in this room? All right.

20 Y'all understand this. Cost-of-living adjustments are  
21 retirees only pay raise. That is it. As an Active Carrier  
22 you get a contractual pay raise and you get your COLA. As  
23 a retiree, you only get what?

24 AUDIENCE: COLA.

25 MS. FORD: COLA. And I'm going to tell you

1 something. Every -- pretty much every presidential  
2 administration, except for the current one and I'm going  
3 back through Democrats, Republicans. The first thing in  
4 January on the budget proposal that comes from the  
5 President, he does it every year. Normally it's, okay,  
6 let's take a look at COLAs.

7 They want to get rid of those. And we have to fight  
8 to keep those guys. We've been very fortunate. This  
9 current administration has not taken a look at it, but  
10 others have. And you think they will again?

11 AUDIENCE: Yes.

12 MS. FORD: Absolutely. Federal employees are the  
13 only ones that get COLAs. All right. That's money that  
14 they can, you know, do something with they think. We  
15 cannot let that happen. All right.

16 Reduce healthcare benefits, we don't want that.  
17 healthcare benefits are going up, we don't need it reduced  
18 on what we can get with our health insurance. I'm sure  
19 Stephanie talked about a lot of that this morning. Guys,  
20 we cannot let legislation, and I will tell you this.

21 Unfortunately, that Article 43.1 is a loophole in our  
22 contract. And that was negotiated back in 1970. It was a  
23 give-and-take process just like contract negotiators are  
24 now. So we got to make sure that those politicians, that  
25 are our friends and are supporting us right now, continue

1 to do so. And they want that support in the form of votes  
2 and money. All right. So that's just a few of the things.

3 Okay. We are in the 118th Congressional cycle right  
4 now -- Congress. Congressional cycles last two years. All  
5 right. If a House or a Senate bill does not become law  
6 within that two-year cycle we got to start all over. It  
7 would get a different number, sometimes a different title.

8 So right now for instance, H.R.82 Social Security  
9 Fairness Act, we've had that impacts a lot of our retirees,  
10 that bill was put in place when we were not paying  
11 attention. We were not proactive. Okay. That bill  
12 basically takes away money from retirees who had either  
13 themselves worked at another state or government agency or  
14 their spouses did.

15 And they're thinking, "Well, you know what? We're  
16 going to get two 401(k)s, we're going to have two -- " No.  
17 Back in the Reagan era -- the Reagan Administration, they  
18 decided that was double dipping. We have retirees that are  
19 losing \$800 and \$1,400 a month because of this law.  
20 Because of this law.

21 And it's something we're still fighting now. That  
22 bill, right now, has a lot of co-sponsorship, but the  
23 problem is it's still in committees. They still aren't --  
24 they're dragging this stuff out and recalculating and  
25 recalculating, and there's a good chance nothing's going to

1 happen with that bill by the end of this year, just like it  
2 didn't last year.

3       Okay. So what happens? We have to start all over.  
4 January will be a new congressional cycle, 119th. If that  
5 bill does not pass, we got to start all over. And that  
6 means those ones that we're cosponsoring right now, we got  
7 to go back and ask them to get back on it again.

8       That's how that works, guys. All right. Y'all look  
9 kind of sleepy. I know after lunch everybody got a full  
10 belly, right? I'm telling y'all, pay attention. I'll try  
11 to make it quick. Okay.

12       These -- this is our current legislative platform,  
13 right now. Our biggest focus -- I will be honest. Our  
14 biggest focus is the POLCA that's House Bill 7629 Protect  
15 Our Letter Carriers Act. We actually have a possibility of  
16 getting that passed, at least through the House. Okay.

17       So that is our biggest -- top agenda right now. That  
18 does not mean we give up on anything else. I mean, like I  
19 said, it took 12 years to pass a Reform Act. So we're  
20 still focusing on that, on H.R.82.

21       You've got the Federal Retirement Fairness Act. That  
22 is an act where any noncareer time could possibly be added  
23 to your retirement time. Okay. Again a lot of these  
24 bills, they're out there right now. They're just kind of  
25 sitting. Yes, ma'am.

1 MS. JENNINGS: Carol Jennings, Branch 1119. So  
2 the Federal Retirement Fairness Act, if you're retired and  
3 you have that time, will you still be able to get it back  
4 when you retire?

5 MS. FORD: It depends on the language of the  
6 bills. Right now, it says if you are hired after  
7 December 31, 1988, and you have any noncareer time, you  
8 would be able to apply. You buy it back. You buy it back  
9 just like that military buyback code we have. That's the  
10 language right now.

11 And that's another thing, just because that says it  
12 right now doesn't mean it's going to -- same thing for the  
13 next congressional cycle, but that bill has some support,  
14 again, it's not a lot.

15 And guys, a lot of times, you know, these bills get  
16 hung up in these committees and they sit there until they  
17 hear from somebody and complain about, "Why is it taking so  
18 long? Why haven't you acted on this? Why? Why? Why?"

19 I will tell you this. Some of these bills are what we  
20 call scoring bills. That means it's going to cost money  
21 and it's going to be added to the national deficit. Now,  
22 when a lot of these Representatives on the hill hear we're  
23 going to add to the national deficit, I don't care what  
24 side of the isle they're on, they're running. Okay.  
25 Because a lot of them don't want that on them.



1 But, hey, I was willing to add more money to the  
2 national deficit because I think it's going to ruin their  
3 chances of getting elected. Whatever. Okay. Some of  
4 that's in place, as well. So it's kind of a fine line we  
5 have to walk. But like I said, these are some of the  
6 bills.

7 You got the Shipping Equity. That's if we could ship  
8 alcohol and how much money the Postal Service would make  
9 off of that. \$190 million provided those bottles got there  
10 and everything, you know. That's a little tricky one. I  
11 mean, that's a little slippery.

12 Improving Access to Workmen's Comp. This is a bill  
13 that's out there right now that would allow PAs to be able  
14 to officially write, fill out forms and send them --  
15 everything having to have a doctor signature on there. All  
16 right. So this is a bill that's out there.

17 Improving -- Equity COLA Act. That means between the  
18 CSRS and (inaudible) employees to equal up how much the  
19 percentages are, the calculations. So these are all things  
20 that out there.

21 Let me tell you this. A House bill is something that  
22 can actually be passed and become law. A House resolution  
23 like you see down there on the bottom -- you see, what,  
24 three of them right there. Door-to-door,  
25 Anti-privatization, and the Service Standards. Resolutions

1 are the sentiment of the House, meaning if it would become  
2 a bill they tell us how they would kind of sort of vote on  
3 it. That's what that means.

4 Y'all paying attention? Okay. Just making sure.  
5 What is the Postal Board of Governors? They are the  
6 governing body of the Postal Service. The Postal Board of  
7 Governors. They are the governing body of the Postal  
8 Service. Okay. Let me ask you this. How many of y'all  
9 were calling for DeJoy to be removed?

10 AUDIENCE: Everybody.

11 MS. FORD: And why can't he be removed? It has  
12 to go through the Board of Governors. Who's the Chairman  
13 of the Board of Governors? A Trump appointee, who told us  
14 straight out DeJoy ain't going nowhere. DeJoy himself said  
15 I'm not going anywhere. And that's all well and good.

16 Here's the thing guys, you know, DeJoy has -- supports  
17 us in every -- and I'm not saying this because I like him.  
18 I'm just stating the facts. He supports us on every bill  
19 and every resolution. He supports us. Now, is he dragging  
20 his [expletive] on signing contract negotiations right now?

21 AUDIENCE: Yes.

22 MS. FORD: Yes. But that's kind of how it goes.  
23 So in my mind, I'd rather dance with the devil I know, than  
24 to have somebody come in that we don't know and have to  
25 start all over with. Because of him, we were able to

1 get -- not because of him, but because of who he is and  
2 what he represents we were able to get the Postal Reform  
3 Act passed.

4 Y'all listening? Y'all listening? Yeah, okay. What  
5 is the Postal Reform Act? The pre-funding, yes. It had to  
6 do with that pre-funding mandate placed on the Postal  
7 Service back in 2006 under a lame-duck session during the  
8 Bush administration. Do you all know that with that same  
9 time that they were passing that bill, it had an amendment  
10 attached to it that only affects Postal Employees? What  
11 was that bill? COP. COP.

12 UNKNOWN: Three day waiting.

13 MS. FORD: The three day waiting. Yeah. It only  
14 affects Postal Employees. So what does that tell you about  
15 how Congress feels about us? Yeah. That's why, guys, we  
16 got to -- and those folks in Congress. Like I said, they  
17 look for our support. We support those who support us.  
18 All right. Okay.

19 What is the Letter Carrier Political Fund? It is a  
20 key tool for the NALC to build relationships with  
21 policymakers that shape -- that ultimately vote on  
22 legislation that impacts Letter Carriers. It is funded  
23 with voluntary contributions. All right. So you have a  
24 choice of whether you want to contribute or not.

25 We're not here to force you. I've had some of you,

1 you know, when I go to these trainings and conventions,  
2 say, "Well, how much do I do?" I don't know what your  
3 personal finances are like. I am not going to sit up here  
4 and tell you what you got to pay. Okay.

5 I will show you what we have as far as compensatory --  
6 you know, if you do this level, that level, you get the  
7 T-shirt, blah blah. But I'm just glad if you will do \$1  
8 because my computer will not take \$0.50. So I'm just  
9 letting you know.

10 PRESIDENT GRIGGS: In 2006 when that bill was  
11 passed, the pre-funding, NALC you was not opposed to it.  
12 And the reason for that was because of the volume of mail  
13 that we were getting at that time. The mail volume was  
14 sky-high, so they felt like the funds weren't available.

15 But then after that, 2008, the mail volume started  
16 dropping. So that's why it took so long because we were  
17 not opposed to it. Really, in a sense it kind of caught us  
18 off guard.

19 MS. FORD: It's intention -- yeah, Don's right.  
20 It's intention was -- it had good intentions. And what it  
21 was, was supposed to pre-fund for future retiree health  
22 benefits for those who pretty much weren't even born. But  
23 it's a pre-fund, they accumulate 75 years-worth of money  
24 for future retirees health benefits.

25 So was it -- intention bad? No. It really wasn't,

1 but the problem is nobody anticipated what 2008 would do.  
2 The internet coming up like it did, the housing market  
3 crashing. I mean, there was all kind of things.

4 So we were pretty much stuck and the last full payment  
5 the Postal Service was able to make to Congress was in  
6 2013, and it has been in the red ever since. So -- and it  
7 took us, like I said, 12 years from inception until we  
8 finally got that off the books in 2022.

9 So it can happen. It can take a long time and here's  
10 the lesson to this. We need to be proactive and not  
11 reactive. We can't let stuff like that slide by. And  
12 that's where, if we have the support from those  
13 Representatives on the hill and I'm talking House and  
14 Senate, maybe it helps us keep what we have and improve on  
15 what we have.

16 But it ain't a political thing for us guys. It's not  
17 a political thing. We don't care if their Democrats. We  
18 don't care if their Republicans. We don't care,  
19 Independents, whatever. It all boils down to, are they  
20 going to support Letter Carrier and the Postal Service?

21 So it ain't a political thing. It's a Postal thing.  
22 That's what it's about. Okay. So what does the Letter  
23 Carrier Political Fund continue? The FEC, the Federal  
24 Elections Commission regulates the Letter Carrier Political  
25 Fund. There are limits to how much the LCPF can accept

1 from individuals and how much the LCPF can contribute to  
2 candidates and other entities.

3 The LCPF files monthly compliance reports and is 100%  
4 transparent. Okay. In fact, some of you here today  
5 support LCPF, but there are some of you that don't. We've  
6 got about, I think we're down to what 16? 16 people here  
7 that don't for whatever reason, but I want you to come and  
8 talk to me. I want you to come and talk to Carol.

9 Carol Bailey is here helping me out with this, with  
10 the Letter Carrier Political Fund today, as well as Selisa  
11 Newkirk from Branch 4862. You know guys, come talk to us.  
12 I'm sure you have questions. And some of them, they might  
13 be very valid from why you don't want to, and I understand  
14 that.

15 But like I said, this ain't about politics. This is  
16 about us. It's about our families. It's about our way of  
17 life, keeping what we have. Because, again, Article 43.1  
18 states that when the legislation was enacted they can  
19 change parts of our contract. They cannot change the whole  
20 contract, but they can change parts of it. And we've  
21 worked too hard and we still work hard to keep what we have  
22 and improve on what we have. All right. Okay.

23 I don't know if you know this, but there's a new  
24 position in the branch. What is it? It's the Branch LCPF  
25 Coordinator. Every branch is to have one. I am pretty

1 much done with most of my trainings, at least through the  
2 summer.

3       So you Branch Presidents, you're going to be  
4 getting -- actually Branch LCPF Coordinator is you'll get  
5 the phone call from him to see if you got the support we  
6 need from the branch at branch meetings, as well as putting  
7 events together.

8       And when I say events, I'm not talking about the  
9 annual picnic or the annual Christmas party. I'm talking  
10 about if you're doing an MDA event have Letter Carrier  
11 Political Fund table there. Have it staffed. Have people  
12 having you get the support you need. Okay.

13       We have got to do better with that because, guys, my  
14 job has slightly changed. I'm not traveling to branch  
15 meetings, if y'all have noticed. Okay. President Renfroe  
16 and Executive Vice President Paul Barner are wanting us to  
17 make sure we get this down to the branches. It's got to  
18 start at the branches.

19       Your new CCAs, when that LGI is training them, the  
20 CCAs look at them like, "Oh, somebody I can trust. They're  
21 teaching me how to do this." Get your OJIs to talk to some  
22 of those CCAs off the clock and off Postal property, okay,  
23 about supporting their future and that's with the Letter  
24 Carrier Political Fund.

25       So this is a official position, it was voted on by an

1 Executive Council at the last convention, the 22nd  
2 Convention. So it is a position to be filled. Now, who  
3 can appoint the Branch LCPF Coordinator?

4 AUDIENCE: The President.

5 MS. FORD: Okay. And they can also appoint a  
6 member or an officer. All right. Okay. What are the ways  
7 to contribute to the Letter Carrier Political Fund?

8 UNKNOWN: Payroll deduction.

9 MS. FORD: Payroll deduction.

10 UNKNOWN: Direct bank withdrawal.

11 MS. FORD: Direct bank withdrawal.

12 UNKNOWN: Annuity.

13 MS. FORD: Annuity deduction.

14 UNKNOWN: Write checks.

15 MS. FORD: Write checks, that's one-time  
16 contribution. Now, let me tell you, we have other acronyms  
17 as well for it. So payroll deduction -- postal paycheck  
18 post leads. You'll hear me say that a lot. Direct bank  
19 withdrawal, it's called EFT, electronic fund transfer.  
20 Okay. Annuity deduction, pretty much, it just comes out of  
21 your annuity or on the reports I get it shows up as OPM  
22 that that retiree is doing it through their annuity.

23 We also see occasional -- you'll see that word  
24 occasional. When your Branch LCPF Coordinators contact me  
25 and they want a list of who in their membership is not



1 contributing or contributing, I send them a list and it  
2 will have that language on there. Occasional means either  
3 a one-time cash contribution or a check. Okay.

4 Hatch Act. Y'all know about the Hatch Act?

5 AUDIENCE: Yes.

6 MS. FORD: All right. Somebody give me an  
7 explanation.

8 AUDIENCE: (cross talk)

9 MS. FORD: That's right. You cannot discuss  
10 political legislative things on the workroom floor. Okay.  
11 Basically, you do not do it while you're on the clock on  
12 Postal property, and that truck is Postal property. Okay.  
13 They got too many of them trucks set up with little cameras  
14 and stuff too y'all. Okay. So be careful.

15 I don't care if you are on your lunch break and you're  
16 on Facebook posting something that has to be political or  
17 legislative, you get one person who can show what time you  
18 were on there and they decide they want to go to the OIG,  
19 your butt is what? So be very careful with that. Okay.

20 And here's the thing, you do not want to discuss  
21 legislative political items while you're in uniform, but it  
22 refers to the person who is speaking not to the ones  
23 listening. Okay. So there's your loophole. Okay. All  
24 right. Okay. Any questions?

25 (Thereupon, a game of Jeopardy was hosted

1 by Eileen Ford and Carol Bailey)

2 MS. FORD: Okay. Guys, I want to thank everybody  
3 for participating. All right. One last thing. One last  
4 thing. For those of you who are not contributing, please  
5 there are 15 of us. So it's important that we protect what  
6 we have. Y'all learned a little bit about it. This is a  
7 little bit of a different way to teach you, but I hope you  
8 liked it. If there's anything I need to improve, I may  
9 take it under consideration.

10 (applause)

11 (brief recess)

12 PRESIDENT GRIGGS: Come to order please. All  
13 right. All right. Settle down. Come to order.

14 MR. JACKSON: Can I have your attention? All  
15 right. We're just about done. We'd like to take this time  
16 to open up the floor for nominations for State Association  
17 Officers. Nomination for President.

18 MR. HAYES: Carl Hayes, 578 Savannah, Georgia.  
19 Good afternoon, delegates. Glad to see you here. And for  
20 position of President, I'd like to place the name of  
21 Don T. Griggs, President of the Georgia State Association  
22 of Letter Carriers.

23 MR. JACKSON: The name Don Griggs has been placed  
24 for the Presidency for the Georgia State Association. Do  
25 we have any other nominations?

1 AUDIENCE: (no response)

2 MR. JACKSON: Any other nominations?

3 AUDIENCE: (no response)

4 MR. JACKSON: Any other nominations?

5 AUDIENCE: (no response)

6 MR. JACKSON: By acclamation, Don Griggs

7 President of the Georgia State Association.

8 (applause)

9 PRESIDENT GRIGGS: Nomination is now for the  
10 position of Vice President.

11 MR. MCCRAY: Timothy McCray, Georgia State  
12 Association of Letter Carriers. I'd like to put in the  
13 name for nomination Ben Jackson.

14 PRESIDENT GRIGGS: Ben Jackson's name has been  
15 nominated for Vice President of the State Association. Are  
16 there any other nominations?

17 AUDIENCE: (no response)

18 PRESIDENT GRIGGS: Are there any other  
19 nominations?

20 AUDIENCE: (no response)

21 PRESIDENT GRIGGS: Any other?

22 AUDIENCE: (no response)

23 PRESIDENT GRIGGS: Hear none. Nominations are  
24 closed. By acclamation Benjamin Jackson.

25 (applause)

1           PRESIDENT GRIGGS: Nominations are now open for  
2 position of State Secretary.

3           MS. NEWKIRK: I would like to nominate  
4 Bobby Johnson.

5           UNKNOWN: Who are you?

6           MS. NEWKIRK: Selisa from Branch 4862.

7           AUDIENCE: We can't hear you. Speak up.

8           MS. NEWKIRK: Selisa from Branch 4862, I would  
9 like to nominate Bob Johnson.

10          PRESIDENT GRIGGS: Bobby Johnson's name has been  
11 nominated for State Secretary. Are there any other  
12 nominations?

13          AUDIENCE: (no response)

14          PRESIDENT GRIGGS: Are there any other  
15 nominations?

16          AUDIENCE: (no response)

17          PRESIDENT GRIGGS: Hear none. Bobby Johnson  
18 State Secretary of our Committee.

19                               (applause)

20          PRESIDENT GRIGGS: Nominations are now open for  
21 position of State Treasurer.

22          MR. MCCRAY: Tim McCray, Georgia State  
23 Association of Letter Carriers. I'd like to put in the  
24 name, a nomination of Carl Hayes.

25          PRESIDENT GRIGGS: Carl Hayes nominated for State

1 Treasurer. Are there any other nominations?

2 AUDIENCE: (no response)

3 PRESIDENT GRIGGS: Any other nominations?

4 AUDIENCE: (no response)

5 PRESIDENT GRIGGS: Carl Hayes by acclamation.

6 (applause)

7 PRESIDENT GRIGGS: Position of Director of  
8 Education.

9 MR. SANTANA: I'm Reko Santana and I nominate Tim  
10 McCray for Director of Education.

11 PRESIDENT GRIGGS: Tim McCray's name has been  
12 nominated for Director of Education. Are there any other  
13 nominations?

14 AUDIENCE: (no response)

15 PRESIDENT GRIGGS: Are there any other  
16 nominations?

17 AUDIENCE: (no response)

18 PRESIDENT GRIGGS: Hear none. Nominations are  
19 closed. Tim McCray.

20 (applause)

21 PRESIDENT GRIGGS: Nominations are now open for  
22 Director of Retirees.

23 MS. WORTHY-LINDLEY: Hello everyone. Velma  
24 Worthy-Lindley Branch 73 and I nominate Regal Phillips for  
25 Director of Retirees.

1           PRESIDENT GRIGGS: Regal Phillips's name has been  
2 placed for nomination for the Director of Retirees. Are  
3 there any any other nominations?

4           MR. JACKSON: George Jackson, Branch 578 and I'd  
5 like to nominate Isaiah White.

6           PRESIDENT GRIGGS: Isaiah white has been placed  
7 in nomination for Direct of Retirees. Are there any other  
8 nominations?

9           AUDIENCE: (no response)

10          PRESIDENT GRIGGS: Are there any other  
11 nominations?

12          AUDIENCE: (no response)

13          PRESIDENT GRIGGS: Nominations are closed.  
14 Isaiah White and Regal Phillips names have been placed in  
15 nomination for the Director of Retirees. Chairman of the  
16 Executive Board.

17          MR. CADIEN: James Beau Cadien, Branch 546  
18 Columbus, Georgia. I nominate Ronney Harper.

19          PRESIDENT GRIGGS: Ronney Harper name has been  
20 placed in nomination. Are there any other nominations?

21          UNKNOWN: He ain't here.

22          PRESIDENT GRIGGS: There's nothing in the bylaws  
23 that states that he has to be here. There's a letter on  
24 file, accepted in nominations. Are there any other  
25 nominations?

1 AUDIENCE: (no response)

2 PRESIDENT GRIGGS: Are there any other  
3 nominations?

4 AUDIENCE: (no response)

5 PRESIDENT GRIGGS: Nominations are now closed.  
6 Ronney Harper, Chairman of Executive Board.

7 (applause)

8 PRESIDENT GRIGGS: Nominations are now open for  
9 Executive Board Members.

10 MR. RICH: William Rich, Branch 270 Macon. I  
11 nominate Ronnie Buie.

12 PRESIDENT GRIGGS: Ronnie Buie name has placed in  
13 the nomination.

14 MS. DODSON: Chalice Dodson from Decatur Branch  
15 2225. I nominate Leigh Smith for Executive Board Member.

16 PRESIDENT GRIGGS: Leigh Smith's name has been  
17 placed in nomination for Executive Board Member. Any other  
18 nominations?

19 MS. COLLINS: I'm Jasmine Collins here from  
20 Branch 546. I nominate James Beau Cadien.

21 PRESIDENT GRIGGS: James Beau Cadien's name has  
22 been placed in nomination for Executive Board Member.

23 MR. HAYES: Carl Hayes Branch 578 and Georgia  
24 State Association (inaudible). I nominate  
25 Ruben "Reko" Santana.

1           PRESIDENT GRIGGS: Santana's name has been placed  
2 in nomination for Executive Board Member. Are there any  
3 other nominations?

4           MR. BUIE: My name is Ronnie Buie from Macon,  
5 Georgia. I'd like to nominate Carol Bailey from Columbus.

6           PRESIDENT GRIGGS: Carol Bailey name has been  
7 placed in nomination for Executive Board Member. Are there  
8 any other nominations?

9           AUDIENCE: (no response)

10          PRESIDENT GRIGGS: Are there any other  
11 nominations?

12          AUDIENCE: (no response)

13          PRESIDENT GRIGGS: Are there any other  
14 nominations?

15          AUDIENCE: (no response)

16          PRESIDENT GRIGGS: Nominations are closed.  
17 Nomination for Executive Board Member are Ronnie Buie,  
18 Leigh Smith, Beau Cadien, Reko Santana, and Carol Bailey.  
19 Nominations are now open to host the 2026 State Convention.

20          AUDIENCE: (no response)

21          PRESIDENT GRIGGS: Nominations are now open to  
22 host the 2026 State Convention.

23          AUDIENCE: (no response)

24          PRESIDENT GRIGGS: Nominations are now open to  
25 host the 2026 State Convention.



1 AUDIENCE: (no response)

2 PRESIDENT GRIGGS: Going once.

3 AUDIENCE: (no response)

4 PRESIDENT GRIGGS: Going twice.

5 AUDIENCE: (no response)

6 PRESIDENT GRIGGS: Three times.

7 UNKNOWN: Rome, Georgia.

8 PRESIDENT GRIGGS: Beg your pardon? Rome,  
9 Georgia? Nominations are now closed. Nominations are now  
10 open to host the State Training in June of 2025. Any  
11 nominations?

12 MS. HORTON: Atlanta.

13 PRESIDENT GRIGGS: Take the mic, place it in  
14 nominations.

15 MS. HORTON: Cornelia Horton, Branch 73.  
16 Atlanta, Georgia.

17 PRESIDENT GRIGGS: Atlanta has been placed in  
18 nomination for the State Training June '25. Are there any  
19 other nominations?

20 MR. BURNS: I nominate Macon, Branch 270. My  
21 name is Mike Burns from Branch 270.

22 PRESIDENT GRIGGS: Macon, Branch 270 has been  
23 placed in nomination, State Training.

24 MS. SWANEY: Tammy Swaney, Savannah, Georgia.

25 PRESIDENT GRIGGS: Hold it down.

1 MS. SWANEY: Tammy Swaney, Savannah, Georgia.

2 PRESIDENT GRIGGS: Savannah has been placed,  
3 State Training, June '25. Are there any other nominations?

4 AUDIENCE: (no response)

5 PRESIDENT GRIGGS: Are there any other  
6 nominations?

7 AUDIENCE: (no response)

8 PRESIDENT GRIGGS: Those nominations to handle  
9 the State Training June '25 Atlanta Branch 73, Macon 270,  
10 and Savannah 578. Any other?

11 AUDIENCE: (no response)

12 PRESIDENT GRIGGS: Nominations are now closed.  
13 Will the Election Committee come forward?

14 MR. TERRELL: Good afternoon everybody. I'm  
15 Roderick Terrell and I'm from Branch 546 here in Columbus,  
16 Georgia and I've been tasked to Chair the Election  
17 Committee. This is Justin Nesbitt out of Savannah,  
18 Georgia, Branch 578 and Teresa Confer out of the Warner  
19 Robins Branch, Branch 4057.

20 MR NESBITT: How's everybody doing this  
21 afternoon? My name is Justin Nesbitt, I'm out of Branch  
22 578, Savannah, Georgia. And right now, I'm going to read  
23 from the bylaws of the Georgia State Association of the  
24 National Association of Letter Carriers from Article 5  
25 Section 5.

1           The number of votes each branch receives will be  
2 divided among the rest of the delegates of that branch.  
3 The undividable votes will go to the branch designee that  
4 cast. The branch prior to 8:00 a.m. on the second day of  
5 the convention must have given the Chairperson of the  
6 Credentials Committee the name of the person certified in  
7 writing by the Branch Secretary or President.

8           For an example, Branch A is in entitled to 20  
9 delegates. They sent only 6, each delegate will receive 3  
10 votes. If the President of the branch hasn't certified the  
11 cast of undivided votes, he would cast the 2 odd votes plus  
12 his 3 votes, for a total of 5 votes. Thank you.

13           PRESIDENT GRIGGS: The election will take place  
14 in the morning, in the Georgia Room, which is the  
15 Hospitality Room. So anybody can find that. 8 o'clock.  
16 8:00 until 9:30. The election will go from 8:00 until  
17 9:30. All clear? All minds clear? We will adjourn until  
18 tomorrow morning.

19           One other thing, those that have banquet tickets and  
20 do not plan to attend, if you'll bring those tickets up to  
21 me. There are people that want to attend that did not get  
22 a ticket. So if you will, bring them up to me and we will  
23 distribute them. Branch 73 will caucus immediately after  
24 this session.

25           (Proceedings were adjourned for the day.)

**CERTIFICATE**

**STATE OF GEORGIA:**

**MUSCOGEE COUNTY:**

I hereby certify that the foregoing transcript was taken down and reduced to typewriting under my direction; that the foregoing pages 3 through 155 represent a true, complete, and correct transcript of the proceedings.

I am a Georgia Certified Court Reporter. I am here as a representative of Accredited Court Reporters (ACR). ACR will not be taking this proceeding under any contract that is prohibited by Georgia law.

This 7th day of June, 2024.

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**Michael P. McGowan, CCR No. 6755-3684-0320-6178**