

1  
2 BRANCH 546

3  
4 Welcomes the

5  
6 GEORGIA STATE ASSOCIATION

7 Of

8 LETTER CARRIERS

9  
10 to the

11  
12 98TH BIENNIAL CONVENTION

13  
14 JUNE 6-8, 2024

15 DOUBLETREE HOTEL COLUMBUS

16 COLUMBUS, GEORGIA

17  
18  
19 Volume: Two

20  
21  
22 ACCREDITED COURT REPORTERS

23 2357 Warm Springs Road, Suite 101

24 Columbus, Georgia 31904

25 (706) 323-3640

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

INDEX

page

WELCOMING BY PRESIDENT GRIGGS ----- 3

AUDIT COMMITTEE REPORT BY CLEO CHAPMAN ----- 4

BYLAWS COMMITTEE REPORT BY NERISSA BUIE ----- 6

CREDENTIALS COMMITTEE REPORT BY LEIGH SMITH ----- 7

MILEAGE AND PER DIEM REPORT

BY WILLIAM RICH AND GERLAD PAGGI ----- 8

GAVI STEELE FROM ATLANTA POSTAL CREDIT UNION ----- 11

DIRECTOR OF RETIREES REGAL PHILLIPS ----- 12

DIRECTOR OF EDUCATION TIMOTHY MCCRAY ----- 13

EXECUTIVE BOARD MEMBER JAMES BEAU CADIEN ----- 14

VICE PRESIDENT BEN JACKSON ----- 14

NATIONAL BUSINESS AGENT EDDIE DAVIDSON ----- 16

LEGISLATIVE POLITICAL ORGANIZER EILEEN FORD ----- 57

ELECTION RESULTS BY RODERICK TERRELL ----- 61

INSTALLATION OF THE OFFICERS BY

RODERICK TERRELL AND EDDIE DAVIDSON ----- 62

1           PRESIDENT GRIGGS: Good morning.

2           AUDIENCE: Good morning.

3           PRESIDENT GRIGGS: Come to order please.

4           MR. CADIEN: Morning ladies and gentlemen. How  
5 y'all doing? Brothers and Sisters, I should say. I want  
6 to thank y'all for coming to Columbus, Georgia. If  
7 everybody would please rise and take your hats off.  
8 (inaudible) is going to lead us in invocation.

9                       (Thereupon, an invocation was given)

10                      (Thereupon, the Pledge of Allegiance was recited)

11           MR. CADIEN: Bernard (inaudible) will lead us in  
12 the National anthem.

13                      (Thereupon, the National Anthem was sang)

14                               (applause)

15           MR. CADIEN: Thank y'all.

16           PRESIDENT GRIGGS: Come to order. And I want to  
17 thank 546 for their hard work this weekend. They have  
18 really outdone themselves. Carl Hayes will come forward,  
19 Brother Hayes. Committees ready? And I will say that if  
20 you will, silence your phones. Today will be \$10 MDA.

21           UNKNOWN: Just say \$20, round it off.

22           PRESIDENT GRIGGS: We'll take \$20 if the phone  
23 goes off, then.

24           MR. CHAPMAN: Thank you. I'm Cleo Chapman,  
25 Branch 1230 with Carlos Ashers, Roswell Branch 4862 and

1   Isaiah White's also on the committee. He's not here.  
2   Savannah Branch 572. We audited the books and found them  
3   to be in order, thanks to the immaculate work of our  
4   esteemed State Treasurer. He's not here. I was trying to  
5   butter him up.

6           The only thing we found was that there were several  
7   outstanding checks that had not cleared the bank. Four of  
8   these checks were all written to the same person, for the  
9   same amount and I believe if I go back there and frisk them  
10   I can probably find those checks.

11           They were three checks. They were just written last  
12   month. We expect them to clear the bank on the next bank  
13   statement. And two checks that were actually written  
14   almost 2 years ago that we could not find. We informed the  
15   Treasurer Carl Hayes of these checks. He's aware of them  
16   and he just told us to include them in our report. And we  
17   had an ending balance of \$74,218.24. That concludes our  
18   report.

19           PRESIDENT GRIGGS: We will have a motion to  
20   receive the audit reports.

21           MS. REED: Denise Reed, retired, Branch 73  
22   Atlanta. I move that we accept the report.

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

24           PRESIDENT GRIGGS: We have a motion and a second  
25   to receive the audit report. Any discussion?

1 AUDIENCE: (no response)

2 PRESIDENT GRIGGS: Hear none. All those in favor  
3 say aye.

4 AUDIENCE: Aye.

5 PRESIDENT GRIGGS: Opposed?

6 AUDIENCE: (no response)

7 PRESIDENT GRIGGS: I will take it that those  
8 checks that are outstanding -- you said there were three to  
9 the same individual?

10 MR. CHAPMAN: Yes, sir.

11 PRESIDENT GRIGGS: That lets you know that he has  
12 so much money that he doesn't even take time to cash those  
13 checks. I won't call his name, but this happens every time  
14 we have an audit. I will not call it.

15 For those that have not voted, you have until 9:30.  
16 If you have not voted, please step out. You have an  
17 opportunity to go up to the Georgia Room and vote. Brother  
18 Hayes, who do we have next?

19 MR. HAYES: Mileage and Per Diem.

20 PRESIDENT GRIGGS: All right. Come forth.

21 MR. HAYES: Is Nerissa Buie in here?

22 MS. BUIE: Yes.

23 MR. HAYES: You got your stuff?

24 MS. BUIE: Yes.

25 MR. HAYES: We're waiting on Gerald. So you can

1 go ahead.

2 MS. BUIE: Okay. Good morning.

3 AUDIENCE: Good morning.

4 MS. BUIE: Okay. I'm Nerissa Buie, Warner  
5 Robbins Branch 4057. I got Steven Wright here with me  
6 (inaudible) ex-President of Branch 1119. We're here for  
7 the Bylaws Committee.

8 We have proposed language, State Convention per diem  
9 \$50 per day, plus single room lodging expenses. Mileage,  
10 current IRS mileage rate. Actual mileage, both ways.  
11 Officers meeting and other state travel (inaudible) State  
12 Convention. This is respectfully submitted by the Forest  
13 City Branch 578. Thank you.

14 So the old language was, the per diem was \$45 per day  
15 plus single room lodging expenses. The mileage was  
16 currently the IRS mileage rate, the actual mileage both  
17 ways, Officers' meetings and other state travels  
18 (inaudible) State Convention. Thank you.

19 PRESIDENT GRIGGS: So the proposed change is from  
20 \$45 a day to \$50 a day. And I will let the Forest City  
21 Branch come up and speak on it.

22 MR. HAYES: Carl Hayes, Branch 578 Savanna,  
23 Georgia, move that we accept this bylaws change. If I can  
24 get a second?

25 MR. SANTANA: Brother Reko Santana, Branch 578.

1 I second.

2 PRESIDENT GRIGGS: Any discussion on the motion?

3 AUDIENCE: (no response)

4 PRESIDENT GRIGGS: Discussion?

5 AUDIENCE: (no response)

6 PRESIDENT GRIGGS: Hear none. All those in favor  
7 proposed bylaw change of \$45 to \$50. All those in favor  
8 say aye.

9 AUDIENCE: Aye.

10 PRESIDENT GRIGGS: Opposed?

11 AUDIENCE: (no response)

12 PRESIDENT GRIGGS: The ayes have it. Thank you.

13 Thank you. If we can get the final report from the  
14 Credentials Committee. Michael Davis? Here's your --

15 MS. SMITH: Good morning everyone.

16 AUDIENCE: Good morning.

17 MS. SMITH: I'm going to give the final report  
18 from the Credentials Committee. I once again wanted to  
19 thank Denise Strong and Denise Reed of Branch 73 for  
20 serving on this committee. And I'm Leigh Smith, Decatur  
21 Branch 2225.

22 We had 2 National Officers.

23 We had 10 State Officers.

24 We had one Director of IT.

25 And then for our final Delegate count we had 157

1 Delegates attending.

2 That concludes the report.

3 PRESIDENT GRIGGS: Thank you. Motion to receive  
4 the credentials?

5 UNKNOWN: I make a motion that we receive the  
6 credentials report.

7 PRESIDENT GRIGGS: Have a second?

8 UNKNOWN: Second.

9 PRESIDENT GRIGGS: We have a motion and a second  
10 that we receive the credentials report. Any discussion?

11 AUDIENCE: (no response)

12 PRESIDENT GRIGGS: Hear none. All those in favor  
13 say aye.

14 AUDIENCE: Aye.

15 PRESIDENT GRIGGS: All opposed?

16 AUDIENCE: (no response)

17 PRESIDENT GRIGGS: I want to thank all of those  
18 committees for their hard work this weekend and we cannot  
19 have a convention without the dedication of those  
20 committees that bring the report to this body. We still  
21 have 10 minutes to vote. Mileage and per diem.

22 MR. RICH: Good morning Brothers and Sisters.

23 AUDIENCE: Good morning.

24 MR. RICH: I'm William Rich from Branch 270  
25 Macon, Georgia. This is Gerry Paggi with Branch 546



1 (inaudible) Secretary. We are here to discuss mileage and  
2 per diem.

3 Mileage set for the government rate this year is \$0.67  
4 a mile. The per diem currently is \$45 before that last  
5 change. We had Don Griggs -- and this coming to the State  
6 Convention 2024.

7 Don Griggs President: 196 miles, per diem hundred  
8 \$135, total \$266.32.

9 Ben Jackson Vice President: 202 miles, total \$270.34.

10 Bob Johnson Secretary: 264 miles, \$311.

11 Carl Hayes Treasurer: 496 miles, \$467.32.

12 Timothy McCray Director of Education: 230 miles,  
13 \$289.10.

14 Regal Phillips Director of Retirees: 174 miles,  
15 \$251.58.

16 MR. PAGGI: I got William Rich Director of  
17 Information Technology: 148 miles, for a grand total of  
18 \$252.92.

19 Beau Caiden Executive Board: 22 miles, for a grand  
20 total of \$129.74.

21 Ruben Santana Executive Board: 496 miles, for a grand  
22 total of \$467.32.

23 Ronnie Buie Executive Board: 94 miles, for a grand  
24 total of \$260.96.

25 And Carol Bailey Executive Board: 14 miles, for a

1 grand total of hundred \$144.10.

2 MR. RICH: That concludes the Mileage and Per  
3 Diem Committee report.

4 PRESIDENT GRIGGS: Thank you, Brother Rich,  
5 Brother Paggi. We have a motion to receive that report?

6 MR. WHITE: Isaiah White, motion to receive the  
7 report.

8 PRESIDENT GRIGGS: Second?

9 MS. REED: Denise Reed, Branch 73 Atlanta,  
10 retired. I second the motion.

11 PRESIDENT GRIGGS: We have a motion and a second  
12 to receive the report of the Mileage and Per Diem. Hear  
13 any discussion?

14 AUDIENCE: (no response)

15 PRESIDENT GRIGGS: Any discussion?

16 AUDIENCE: (no response)

17 PRESIDENT GRIGGS: Hear none. All those in favor  
18 say aye.

19 AUDIENCE: Aye.

20 PRESIDENT GRIGGS: Those opposed?

21 AUDIENCE: (no response)

22 PRESIDENT GRIGGS: Ayes have it. We're going to  
23 get those raffles taken care of. William, will you get  
24 Atlanta Postal Credit Union in here please?

25 MS. STEELE: Good morning.

1           AUDIENCE: Good morning.

2           MS. STEELE: I'm back. Y'all had a good time,  
3 didn't y'all? I saw you. I won't tell anybody. Again,  
4 I'm Gavi with Atlanta Postal Credit Union and Susan -- I  
5 don't think she came in. So I'm going to give away the  
6 money, this morning, that we did for the drawing.

7           (Thereupon, winners of the APCU raffle were announced.)

8           MS. STEELE: Did you guys think we were playing  
9 when we said we were giving away money? Y'all jealous,  
10 ain't y'all? Y'all ought to be jealous. Have a good time,  
11 guys. It was so much fun. Thanks for having us. Bye.

12                                       (applause)

13           PRESIDENT GRIGGS: Thank you. Atlanta Postal  
14 Credit Union has always been a friend of Letter Carriers.  
15 But they always show it by giving money back. They just  
16 never give me any, but it's all right. Someone reaps the  
17 benefits of all our efforts and that's what it's all about.

18           Carl, will you get the rest of the individuals in that  
19 have their raffles. We're anxiously awaiting the trip.  
20 Did everyone have a good time this weekend?

21           AUDIENCE: Yes.

22           PRESIDENT GRIGGS: Seems like it takes too long  
23 for two years to come around but when it does we always  
24 seem to enjoy each other. I think that the pandemic made  
25 us miss each other more and when we take advantage of

1 coming together we really enjoy each other.

2 The Election Committee says he will close the polls in  
3 just about three minutes. If you have not voted, you still  
4 have time.

5 MR. PHILLIPS: I want to say once again, good  
6 morning to everyone --

7 AUDIENCE: Good morning.

8 MR. PHILLIPS: -- that I have not spoken to.  
9 Last night, we had a lot of fun in the hospitality room.  
10 And I feel very lucky this morning and somebody is going to  
11 be, also, real lucky to win this copier-scanner-fax  
12 machine. Because last night playing Left Right Center, I  
13 won for the first time. So guess what? Somebody in here  
14 today is going to win.

15 But I wanted to let you know that we had about 32  
16 people that participated. And I think we might have had  
17 pretty close to maybe 200 people. Hopefully we'll do  
18 better next time, but we -- I collected a total amount of  
19 \$590. And this amount will go to the Letter Carrier  
20 Political Fund.

21 So once again, I want to thank you for your  
22 participation. And the next time we have a function,  
23 whether it's convention, training, or just a get-together  
24 save \$10 out of your paycheck so you can participate in  
25 whatever we're going to be doing for the next time.

1 (Thereupon, the winner of the LCPF raffle was drawn)

2 (applause)

3 MR. PHILLIPS: If you don't want it, let me know.  
4 Thank y'all, the Letter Carrier Political Fund, for your  
5 participation.

6 PRESIDENT GRIGGS: Thank you, Regal.

7 MR. PHILLIPS: One other thing I forgot. I  
8 mentioned the Falcons the other day. And I forgot to say  
9 we do have another football team way on the other side,  
10 pretty close to the West Coast, that we don't really like  
11 to talk about. But they're called the Cowboys.

12 PRESIDENT GRIGGS: If I recall, the Cowboys had a  
13 better record than the Falcons. We won't have that  
14 discussion. Tim McCray, everybody has a better record than  
15 the Dirty Birds. Right Tim? Hold on? Hold on? You got  
16 that much money? Got that much money. Beau, are you  
17 ready?

18 MR. MCCRAY: Shake them up. Everybody see me  
19 shake them up in a big bag. All right. Blue tickets, so  
20 we're giving away \$50 six times. Thank you all for what  
21 you did. And we're giving away \$300 and MDA is going to  
22 get \$375. So thank you all for what you did.

23 (Thereupon, winners of the MDA raffle were drawn)

24 (applause)

25 PRESIDENT GRIGGS: 546 Beau Cadien.

1 MR. CADIEN: Okay. So we're going to start out  
2 with the hats. We got six hats, okay?

3 (Thereupon, winners of the Disaster Relief  
4 raffle were drawn)

5 MR. CADIEN: I want to tell y'all, for the  
6 Disaster Relief Fund we raised \$1,265.

7 (applause)

8 MR. CADIEN: For the golf tournament and  
9 corn-hole we rose \$2,500 for the MDA.

10 (applause)

11 MR. CADIEN: I want to thank y'all for the --  
12 \$2,500 for \$1,265 for the Disaster Relief Fund. I want to  
13 thank y'all for your support. Thank y'all. Y'all have a  
14 safe trip back.

15 PRESIDENT GRIGGS: Thank you Beau.

16 (Thereupon, the winner of the Royal E. Smith  
17 Scholarship Fund raffle was drawn)

18 (applause)

19 MR. JACKSON: I'm glad somebody won it here.  
20 That's great, outstanding. But I want to tell everybody,  
21 we're going to continue having our trip. It's going to be  
22 a trip. We're going to start planning this trip in  
23 January. We'll get the package together and we'll start  
24 selling tickets.

25 So be aware from now on the State Association will be

1 having a giveaway trip every convention. All right. And  
2 I'd like to thank everybody that bought at least one  
3 ticket. The Georgia State Association appreciates it. And  
4 the Royal E. Smith Scholarship Fund is growing and it's  
5 going to continue to grow. Thank you so much.

6 (applause)

7 PRESIDENT GRIGGS: Did y'all hear his phone ring?  
8 I didn't hear it. Did his phone ring? He had it on  
9 silent. His phone was on silent. He does not owe \$10. He  
10 played by the rules and still won. Would those individuals  
11 that still have the plastic badges, if you would turn them  
12 in please. Bob Johnson, put them in the box, please.

13 MR. JACKSON: All right. I just got to say one  
14 more thing. We raised about a little over \$7,000 for the  
15 Royal E. Smith Scholarship Fund.

16 (applause)

17 MR. JACKSON: I just thought I might let y'all  
18 know. And like I say it's going to grow. It's going to  
19 get -- grow and it's going to get bigger. All right.  
20 Thank you.

21 PRESIDENT GRIGGS: That puts the fund in excess  
22 of \$25,000, the Royal E. Smith Scholarship Fund.

23 (applause)

24 PRESIDENT GRIGGS: A couple years ago we were  
25 down to \$3,000. So you can see it, just in the past two

1 years how it has grown. But it's all because of you all.  
2 You all have stepped up and bought tickets, and we really  
3 appreciate it. And I know that the kids that's going to  
4 receive the scholarships are going to be appreciative, as  
5 well.

6 It's all about them and we're working diligent to come  
7 up with new ideas to make sure it continues to grow and  
8 that our kids will have the necessary fund. It's expensive  
9 to go to college. I know. The expenses are going up each  
10 and every year. I know how I had to dig deep when my  
11 daughter was in there.

12 So any little bit, every little bit helps. Even to  
13 just buy a book. So we really appreciate everything you're  
14 doing and I just want to give a big shout out to our Vice  
15 President who handles the Royal E. Smith Scholarship Fund.  
16 Ben, we want to give you a Letter Carrier salute.

17 (Hip-hip Hooray, Hip-hip Hooray, Hip-hip Hooray)

18 PRESIDENT GRIGGS: We are anxiously awaiting the  
19 Election Committee report. I think they'll be down in a  
20 second or two. In the meantime, I'm going to let our NBA  
21 have a few departed words.

22 MR. DAVIDSON: Thank you. All right. I got a  
23 lot of people come up to me in the last two days and the  
24 big questions about contract negotiations. So I'm going to  
25 go through it exactly where -- I'm going to talk about how



1 we started, where we got, and where we're at. Again, you  
2 heard me talk a lot, if you went to dinner last night,  
3 about social media, about having information and  
4 misinformation.

5 But right now, man, I'm going to be totally honest  
6 about where we started at. So, you know, man, we stepped  
7 into contract negotiations in the best format, the best  
8 situation we been in a long time. For the simple fact is,  
9 through the work done through the Letter Carriers we got  
10 legislation, done away with the -- you know, some bad  
11 legislation that -- with the pre-funding we had to pay to  
12 put us on a better financial footing.

13 Where we went into negotiations and we actually in the  
14 black and not in the red for once. And look I'm going to  
15 be very honest about all you guys right now. You know,  
16 when contract negotiations started -- well, let me kind of  
17 say this first. I talk about it. We always got to have a  
18 team.

19 We got to be -- you know, you have an Executive Board,  
20 just like I have a staff where if one of our Brothers or  
21 Sisters goes down, the other ones got to step in. And  
22 that's the situation that we have in the NALC Headquarters.  
23 Our National President, Brian Renfroe, by the time  
24 negotiations started he had a battle with a disease  
25 called -- he was an alcoholic. He had to step out. He had

1 to go get help and it was a hard decision for him.

2 I was actually on the Executive Council where we had  
3 to vote on charges for him for dereliction of duty because  
4 he stepped out at that time. And I want to be very honest  
5 about this right here. And this is the way I looked is, if  
6 there's a man that has a problem with battling alcoholism,  
7 then that's the -- and he made the decision at that time to  
8 step out and go get help, then as me being a National  
9 Business Agent I would want him to because if he's battling  
10 a disease like that, he don't need to be negotiating the  
11 contract that takes care of the welfare and the benefits of  
12 over 250,000 Letter Carriers.

13 The good thing about that is, is the Executive Vice  
14 President from Roswell, Georgia, Paul Barner, stepped right  
15 in. He took the reins, and he walked right into contract  
16 negotiations with Doug Tulino, and he picked it up, and he  
17 ran with it.

18 But here's the thing. We're not looking at these de  
19 minimis raises we been looking for in the past few  
20 contracts. These 1.5s and these 1.6s, you know, that  
21 something that's important. That was good for us, then,  
22 because you think about it right here.

23 And I talk about social media. And I hear these  
24 people talking about, "We should automatically go to \$49 an  
25 hour. We should automatically get this and that." But we

1 live in a reality check where the Postal Service right now  
2 is losing \$20 million a day. Mail volume is down.  
3 Revenue's down, but the Letter Carrier's in a great  
4 situation when it comes to collective bargaining because  
5 our jobs are getting more difficult.

6 We all know it and we see it. We're the last mile.  
7 When all these Palmetto, and everything we talk about, all  
8 these distribution plants are messed up the Letter Carriers  
9 are out on the street and they have to take the blunt  
10 because they're the ones that the customers see every day.

11 When, you know, we're dealing with telephone  
12 facilities, we're dealing with dilapidated vehicles.  
13 They're trying to do everything they can to get us on a  
14 better footing, but I can tell you this right now. We can  
15 go in there tomorrow and get a contract like we had in the  
16 past, the 1.5s and the 1.6s, you know. But is that going  
17 to be acceptable to our Letter Carriers, after our job  
18 continues to get better?

19 We did all this work to do away with that ridiculous  
20 law that was costing us, this pre-funding that no other  
21 entity had to do. So here's -- but here's the thing.  
22 People talk about, "Well, we ain't got a contract. Why  
23 ain't we got a contract?" Well, we can't, if the Postal  
24 Service ain't going to give it, then we can't make them do  
25 it.

1           So we introduce -- we're into this thing -- but we're  
2 getting into binding arbitration. We still are  
3 negotiating. Headquarters, they're still negotiating  
4 trying to get us with a contract. And what a lot of people  
5 don't realize is last time, our last contract, we were in  
6 binding arbitration before the Postal Service came back and  
7 gave us a contract.

8           So we're not behind the curve, but if we're going to  
9 get what the Letter Carriers expect, then it might have to  
10 go to binding arbitration. So that's where we're at. So  
11 there's no delays. There's nothing going on at  
12 headquarters, even knowing -- I'm telling you everything  
13 that's going on with our National President.

14           And I'm going to tell you right now, and I'll be  
15 totally honest with you, we have division at the NALC  
16 Headquarters at the top. We do have problems. Our  
17 Executive Board is very divided. It's a -- we're in a  
18 political environment and we're two years and eight months  
19 this out from our national election.

20           And here's the way I look at it right there. Politics  
21 is got its place in the right place and the right time, and  
22 this ain't the place and the time for politics. And in two  
23 years and eight months, I'm going to look back at the  
24 situation and I'm going to make my decision based on what I  
25 think is best for the members of Region 9 and I hope you

1 guys understand that too.

2 Because every day I think about the problems we have  
3 in NALC and how we're going to deal with them. But my main  
4 focus when I walk in every day is doing everything I can to  
5 represent the members of Region 9.

6 At the last Executive Board meeting and the one before  
7 that, when we were doing Article 10 charges and Article 9  
8 charges dealing with the National President and other  
9 charges, I finally -- at the end and I was very honest. I  
10 said, "I'm sick of this. I'm sick of all this because  
11 we're up here dealing with this when we should be dealing  
12 with the issues that deal with our Letter Carriers every  
13 single day of the week."

14 So I'm going to tell you this. We've got an  
15 arbitrator. We've got them selected. We're supposed to be  
16 getting dates from that arbitrator, so we can start binding  
17 arbitration. But I always want to remind you guys of this  
18 right here and I want to make people understand. When  
19 negotiations come together, the first thing we have to do  
20 is we got to protect the benefits that we have -- first.

21 And I always want to say this. Somebody tell me, what  
22 is a Letter Carrier max paying like right now? \$70 what?  
23 \$76,000? \$75,300. And I talked about this with my  
24 daughters and stuff and I tell this story a lot, but I'm  
25 just going to say this right here. I'm a Letter Carrier at

1 max salary, I make \$75,300. Right? \$75,300. I get five  
2 weeks and one day of annual leave a year. I get 13 sick  
3 days a year. I get 73% of my health benefits paid, and  
4 I've got a good retirement plus the COLA.

5 We've got to -- that's got to go on the table, first.  
6 That's the first thing. We're going to protect that. I  
7 don't how many of you guys know, but go out to the civilian  
8 world and ask the people how many people do they get five  
9 weeks a one day of annual leave and they get 13 sick days a  
10 year.

11 Most people get one leave category. And if you're  
12 sick, then you use it up for sick, then you don't get no  
13 annual leave. That's the information that's not put on  
14 social media, and podcasts, and all that. You better  
15 protect the financial package.

16 I talk about it. My daughter makes \$110,000 a year,  
17 but she don't have no benefits. You know, I said you don't  
18 need look at the big dollar. You need to look at the  
19 benefits package that go along with it. So we're going to  
20 protect that right there. I want to make sure everybody  
21 understands that.

22 When we go to arbitration, we're going to do  
23 everything together, we're in a good position. We are. I  
24 think we're going to get a good contract. Me personally, I  
25 think once we get into binding arbitration -- I think

1 they'll get something worked out there. And I think it's  
2 going to be a better raise than we've had in a long time.

3 Now, for you to -- again, this social media. You  
4 think we going to get these UPS raises and all this. No,  
5 because look, we're dealing with a different animal. If  
6 anybody's going to try to compare us to FedEx, or UPS, or  
7 something; that's a different animal.

8 You want me to tell you why? Because here's a simple  
9 fact. We have a contractual obligation to deliver to every  
10 house six days a week. They only deliver where it's  
11 profitable with them. If it's not profitable to UPS, they  
12 go mail it through us and we deliver it. So you can't  
13 even -- that's just stupid for somebody to say something  
14 like that.

15 Now, let me throw something -- an obstacle that NALC  
16 has on top of that. We're getting 3.5 to 3.8 million new  
17 deliveries per year, but yet our volume's going down. So  
18 everything that we're talking about DeJoy's doing, he's  
19 criticizing it, and these S&DC's, and these Palmetto  
20 Plants, and all that; he has to do that because he had to  
21 give a 10-year plan to Congress.

22 The problem he's realizing is, he's got the same old  
23 idiots within the Postal Service that he's trying to  
24 implement this plan. And they implement these plans, but  
25 they don't know what the hell they doing. That's the

1 simple fact right there.

2 And you know what I tell them all the time? If you  
3 want it done right, then you should get the Unions  
4 involved, and get the Letter Carriers, and get the clerks  
5 involved. They'll tell you how it should be done and do it  
6 right, but they're not going to do that. So what he's  
7 realizing is, hey man, your problem's within. You see what  
8 I'm saying?

9 So that's the whole layout of what we got to do. Like  
10 I said, we have issues and problem, but make no mistake  
11 there was no hiccup. It was an immediate pickup when our  
12 National President went out to go get help for alcoholism,  
13 and the EVP stepped right in, and the Executive Board  
14 stepped right in there.

15 Is there a division up there? Yes. I'm never going  
16 to lie to you. I'm going to lay it frankly out there to  
17 you because there's some issues we got. There's a lot of  
18 issues that I got with the National on how things we got to  
19 do. But that's why I'm on the Executive Board, to go up  
20 there and express my problems and hopefully I can get other  
21 people and we can make an informed decision as an Executive  
22 Board and make a change for the betterment of the members.

23 So that's where were at. I want to be very honest  
24 about it. There's different political stuff going down  
25 here, different people running. And you know what I'm



1 saying? That's good. It's just too early. You know why  
2 it's good? Because that's checks and balances. I can tell  
3 you right now, if I got somebody that's going to run  
4 against me and breathing down my throat, I'm going to pick  
5 my damn game up. You know what I'm saying?

6 I just ran for National Business Agent down here. And  
7 I didn't even work in this region, and I spent \$17,000 out  
8 of my pocket to be the National Business Agent. Man, I did  
9 everything I could. I dotted my I's and crossed my T's. I  
10 did everything I could to be your National Business Agent  
11 and every single day with every single decision I make is  
12 based on the betterment of the members.

13 So again, that's where we're at. We got issues and we  
14 got problems, but I can tell you the Executive Board is  
15 standing up to it and believe me, it's a divided Executive  
16 Board. I'm going to keep saying that. It's a divided  
17 Executive Board.

18 But I can tell you this and this is the most important  
19 thing my daddy told me a long time ago. He's retired  
20 military. He was a Branch President for the NALC and when  
21 I become a Branch Officer this is exactly what he told me.  
22 "Don't surround yourself with people who going to be  
23 yes-men."

24 You don't want nobody in there that's going to tell  
25 you what you want to hear all the time. You want somebody

1 in there who's going to tell you when they don't agree with  
2 you. And you've got to be the leader that's going to  
3 accept that they don't agree with you because that's the  
4 one that's going to keep you out of trouble right there.

5 You don't want no Treasurer who's just going to give  
6 you a blank checkbook. You don't want a VP who's not going  
7 to disagree with you. You want somebody who's going to  
8 hold you accountable. And that's exactly what's happening  
9 on our Exec Board. It's a reckoning that's been happening  
10 for a long time that needs to come to place.

11 The thing that kicked it off was the National  
12 President had a problem. So what I'm going to tell you  
13 this right here. We're going to keep fighting to get you a  
14 national contract. I hope it works out good, but here's  
15 the deal. In two years and eight months in Boston, in LA  
16 we have elections. If we ain't done our job, and I ain't  
17 done our job, and someone else comes along then you should  
18 vote for them because your job is to make the best decision  
19 for the NALC.

20 With that saying, while we wait for the vote, does  
21 anybody have any questions for me? I'll be very frank in  
22 answering them. Yes, sir. What's that?

23 UNKNOWN: Branch 2225. Is there a timeframe that  
24 arbitration would start?

25 MR. DAVIDSON: See here's the problem we have.

1 There's no timeframe. Like when we do like regional  
2 arbitration, you know, we schedule and we schedule and then  
3 arbitrator, you know, usually will do a decision with 30  
4 days.

5 This is it, man. What happens is there's three  
6 arbitrators. There's our arbitrator, there's another  
7 arbitrator, and there's a panel and they come together and  
8 they're starting here.

9 I can tell you this right now. Once we get the  
10 dates -- and we should. And we have an Executive Council  
11 the week of the 25th. I'll be in D.C. They're saying  
12 they'll have some dates from the Postal Service on that.  
13 So when we get those, I will make sure I put those out to  
14 everybody.

15 But it's really no timeframe that we'll get into, you  
16 know, a definite saying on that right there. Okay. Yes,  
17 ma'am.

18 MS. JENNINGS: Carol Jennings 1119. This doesn't  
19 have nothing to do with that. I just want to ask this  
20 question. Us being federal employees and working for the  
21 Post Office, you can't be a convicted felon. So how is it  
22 that if the President is a convicted felon and he over the  
23 federal government -- does that mean that all of us that  
24 lost our jobs that got a felony, will we all be able to get  
25 our jobs back?

1 MR. DAVIDSON: Well, let me say this right here.  
2 The President is not a convicted felon.

3 MS. JENNINGS: I'm talking about if.

4 MR. DAVIDSON: Oh, you talking about the National  
5 President.

6 MS. JENNINGS: If. I said if --

7 MR. DAVIDSON: Oh, I don't know, man, I mean.

8 MS. JENNINGS: No, I'm saying if Trump becomes  
9 the President. He's a convicted felon. He's over federal  
10 employees and federal employees cannot be convicted felons  
11 to work at the White House, the Post Office, any job --  
12 homeland security.

13 I'm asking legally, how is it that that person that's  
14 over all of us and we can't be convicted felons -- how can  
15 he -- if he becomes the President, how can he oversee all  
16 of us?

17 MR. DAVIDSON: Man, that's a legislative issue  
18 right there. I can tell you this. Look, you don't want me  
19 to give my opinion on that. But I'll say this right here.  
20 Let me say this. We're different than a lot of Federal  
21 Employees because we have a collective bargaining contract.

22 Now, certain provisions do fall under -- that our  
23 contract overrides. For example right now is, all the  
24 Unions in the NALC, we have a case that's interpretation at  
25 Headquarters. And I'm going to tell you what it's about.

1 The Postal Service is so desperate for hiring employees  
2 they're pulling them in and they're hiring them.

3 They're put to work and sometimes it's 8 months to 12,  
4 to 14 months later before they get these Carriers records  
5 back and we got a lot of felons and we got a lot of people  
6 with criminal records and we're challenging that in federal  
7 court now.

8 And we're challenging now -- I'm sorry, in national  
9 arbitration because it was so many cases. And we've  
10 actually won three of them in Region 9 because we say --  
11 the condition of employment, of course, they say they  
12 falsified their application. But, you know, they done went  
13 their 90, 120 day probationary period and they passed it.

14 So they're challenging that up there saying, you know,  
15 y'all should be doing this before you hired these guys.  
16 But I think we all know, man, they're so damn desperate to  
17 get anybody, you know, and then they'll take anybody they  
18 can get.

19 And unfortunately -- and, you know, we do have a huge  
20 thing of employees in Region 9 where they're like selling  
21 arrow keys, misusing the gas cards, just delivering drug  
22 packages everywhere. We have a huge, huge thing of that.  
23 I'm saying right now in the last month, we probably had  
24 over 20 cases come up for removals for Carriers, you know,  
25 that were just doing the wrong things in the Postal

1 Service. All right. Yes, sir.

2 MR. BURNS: Mike Burns, Branch 270. You  
3 mentioned the Board being divided. Can you give an example  
4 of something that they're divided on?

5 MR. DAVIDSON: Pretty much on all the aspects. I  
6 mean, well, first off, man, we've got, you know -- we've  
7 got -- we have one Executive Board Member that came out  
8 really, going to run for -- against the National President.  
9 I think it's two of them that's come out, now.

10 And I can say this, man, is a lot of their rationale  
11 and the reasons that their running, they have a -- you  
12 know, they have their own reasons and stuff right there.  
13 Like I said, man, up there, man, at Headquarters the  
14 opinions and the views on a lot of things are difference.

15 And I'm going to give -- you know, break it down.  
16 I'll give you specifics. Like me, you heard me talk a lot  
17 yesterday about the Step B process. All right. You know,  
18 you seen my backlog and stuff like that. We got complacent  
19 in the past and what I'm saying, man, is we got to where we  
20 were all about low Step B numbers and low impasse numbers  
21 and we got into just having low numbers.

22 So we gave up the quality for the quantity. You see  
23 what I'm saying? So like right now, you know, I'm going to  
24 be honest with you. I had a Branch President call me from  
25 Region 9 two days ago, just mad as hell at me about that it

1 took him four months to get back a case and his Branch  
2 Members is on him because it took them four months to get  
3 through Step B.

4 And it's not a good answer for me to have that. And  
5 you want me to tell you why? Because my problem on getting  
6 Step B cases done is not an NALC thing. I have three or  
7 four backups. I got two NALC people going. My problem is  
8 management, that they get their people to sit down and go  
9 through the cases.

10 But I also told them, if you're going to be pissed off  
11 at me and your Branch Members is going to be at your Union  
12 meeting yelling at you because you've got a decision back.  
13 By the way, he won the decision. He got \$26,000 for the  
14 decision.

15 If they're going to be mad at you, then you tell them  
16 that once it leaves Formal A and it goes to Step B, it's  
17 not your fault. It's my fault. You call me and tell me,  
18 and I'll come to the Union meeting and I'll tell them it's  
19 my damn fault and that I'm sorry.

20 I'm not going to go tell my guys to speed through and  
21 give away the ship because you -- quality decision because  
22 that's what we got. And I mean, you think about this right  
23 here. As a manager being smart -- let's be honest about  
24 it.

25 I talk about it. Does everybody know when you get a

1 Step B decision back, is it precedent setting and citable  
2 within your installation? Right? So you think about this  
3 and this is what happened years back. Management, if we  
4 file grievances because repetitive grievances and they  
5 were -- we asked for that non-ODL to be paid.

6 Or here's the big thing. Right now we have Article 7s  
7 everywhere, where were having City Carriers have to go  
8 carry rural routes all the time. All right. There's no  
9 remedy in the contract when we go to their crap. Does  
10 everybody understand that?

11 So we want cease-and-desist. We want the non-ODLs  
12 paid. We want to set a precedents in there for them to get  
13 paid. If it comes in a Step B decision and it goes back to  
14 your branch, then that's precedent set for you and that's  
15 what you supposed to get every single time it happen. Does  
16 everybody get that?

17 So this is what happened. Us -- up above years back  
18 this is what management called together. They pulled all  
19 their Step Bs in and they said, "If they're asking for a  
20 payment for Article 7s, if they're asking for non-ODLs to  
21 get paid, or their asking to set quarterly precedents on  
22 local methodology formulas to impasse that. Don't settle  
23 that because if you settle that you set precedent."

24 So the B Team impassed it to the NBAs Office. And the  
25 NBAs Office would come in there and pre-arb them. And



1 guess what they would say. Management would pay whatever  
2 you want as long as it said not precedent setting and not  
3 citable. Because you know what you did? You just took  
4 that -- took that grievance settlement -- this what Beau  
5 told me, talk 45 minutes while they're working on ballots.

6 You just said, "Hey, man. I paid all you guys \$50  
7 but, you know, this -- if they -- if future violations  
8 happen, you know what you could do with this? Nothing.  
9 You throw it in the damn trash because you ain't got no  
10 precedent set.

11 Now, let me ask you a question. The only time you  
12 ever see something come out of my office that says not  
13 precedent setting not citable if it's discipline because we  
14 don't want to set precedents if we're accepting discipline.  
15 How many of you guys have seen something from my office  
16 that's not precedent setting not citable since I been the  
17 National Business Agent?

18 Now, we might stay silent, which means we might not  
19 say its precedent setting and citable if it's a new thing  
20 or it's a one off. But we're never going to take away your  
21 leverage for you to stop future violations. That's  
22 something that was from the history back where we fall  
23 because what happened is -- and I'm going to tell this  
24 story and it's a true story.

25 When I first become the National Business Agent the

1 first thing I said is I'm doing all pre-arbing for the  
2 first seven months because I -- and I always used to tell  
3 my NBAs, "It's going to be a new day, it's going to be a  
4 new way." And they had the Southern Area Manager come in.  
5 We had about 450 cases and they was laid on the table and  
6 we was going to go through them. And he walked through the  
7 door and he sat down.

8 And I said, "Oh, hold on man." I said, "If we're  
9 going to go around Step B because of this backlog", I said,  
10 "I'm going to make one thing very clear to you before you  
11 even sit down." I said, "The bottom of those are going to  
12 say in keeping with Step B these submissions are precedent  
13 setting and citable within the installation."

14 I said, "If they're not going to have that sentence in  
15 them, you might as well pack your [expletive] and walk out  
16 the door right now." Felicie, where you at? Tell them if  
17 I didn't tell him that. And I said, "So you decide, man.  
18 Do you want to keep these numbers down so you can keep your  
19 bonus? All right. We can keep them backed up and you can  
20 walk out the door."

21 He sat there and we did 1,700 something cases over  
22 about seven months and all of them set precedents. What I  
23 was trying to do was this. I'm trying to make a new day, a  
24 new way, have a reset to get leverage back to my Step B  
25 Team because no -- it was no longer going to be tolerated

1 that the Step B Managers can play games and impasse it and  
2 then we going to give them a free pass.

3 So it's got to come from the top down. You got to  
4 have support here to here to hear. You see what I'm  
5 saying? I talk about it. It starts at Informal A and it  
6 goes all the way up through me to arbitration. If we all  
7 work together and we on the same page, we're unbeatable.  
8 And the one thing we know about management, they ain't.

9 They're very uneducated. You know, it's like I'll  
10 give you a perfect example. A big thing in North Carolina  
11 that falls under Letter Carriers, they don't want to do  
12 cease-and-desist. They don't want -- not want to do  
13 cease-and-desist. So we'll say stuff like, "Management  
14 will immediate stop the egregious violation and future  
15 violation will lead to escalating remedies."

16 They say, "Okay. We'll do that." It's just the  
17 placement of words. You see what I'm saying? And see but  
18 I -- but look at this, man. Look man, I talk about those  
19 podcasts and we talk a lot about escalating remedies.  
20 Look, we win the hell out of escalating remedies and  
21 arbitrations.

22 But I'm going to be honest with you as a NBA. I don't  
23 like escalating remedies and let me you why. I don't like  
24 them because sometimes you get Branch Presidents, they get  
25 in to get the money and they forget about what the goal is

1 and that's to stop the violations.

2 I'm going to tell you this. It's the Orlando, Florida  
3 (inaudible). When I become the NBA they had 386 grievances  
4 that were over four years old that were settled, but  
5 management wouldn't pay them. They just wouldn't pay them.  
6 They didn't have GATS. They wouldn't pay them.

7 I pre-arbed a case that came out of one of the states.  
8 I pre-arbed it that management would have seven days to put  
9 in GATS and get copy of the receipt to a Local Union. And  
10 if they didn't pay it, then every person on that grievance  
11 settlement would get \$50 a day, every day until it was  
12 paid. All right.

13 We did that and then we sent it back and said, all  
14 right this is the way we're going forward in the future.  
15 These grievances, we sent all of them back. Said those  
16 grievances right there, they have seven days to pay y'all  
17 and give proof to us, but future violations will result in  
18 that right there.

19 Is everybody with me? So we done that. The  
20 Postmaster decided there that she didn't like this  
21 settlement. So she wasn't going to pay it. So I told the  
22 Branch President, "Well, then send it back up. Do another  
23 noncompliance send it back up."

24 We took all of them, we scheduled for arbitration. We  
25 had great arbitrators. We got one of the best arbitrators

1 we got it. It was Charlton. Two days before it, they came  
2 in there and the payment was about \$690,000, is what was to  
3 pay all of them. And let me say, this is the way I rolled  
4 with it.

5 I said, "I'll tell you what we'll do." I talked to  
6 Branch President. I said, "I'm going cut you a break",  
7 because sometimes the money gets you the leverage to get  
8 the words to paint them in a corner to make them comply  
9 with the contract. Does everybody understand that?

10 So I said, "We'll split it in half." And remember,  
11 this ain't talking about paying the people the grievances.  
12 This is just a noncompliance for not paying the grievances  
13 they still had to pay. The grievances were \$1.4 million  
14 after they paid them. I gave them a break and made them  
15 pay \$340,000 to 62 Letter Carriers. All right.

16 But in that it said this. That the National Business  
17 Agent and the District Labor Manager from Florida 2 would  
18 have automatic oversight over that. That they would  
19 automatically, as soon as they settled the grievance, they  
20 would have to -- the District Labor Manager, the District  
21 Labor Manager Appointed Labor Rep, he had to input the  
22 GATS, give it to the Union right then and there.

23 And then he had to provide to me and the Local Union a  
24 copy. And if they didn't do that within seven days, then  
25 \$50 a day kick back in for every single Letter Carrier,

1 precedent set and citable management will cease-and-desist  
2 from the future. So I gave up the money to lock them in  
3 even more.

4 It's been seven and half months since they had that  
5 the other day. We got a whole new Southern Labor Manager.  
6 His name is Chris Christianson and he calls me up and he  
7 says, "Hey, Eddie. Diane Tindle," -- that's the Postmaster  
8 in Orlando -- "she still raising hell about that settlement  
9 that you got and that pre-arb you did."

10 The pre-arb -- the District Labor Manager who made  
11 that pre-arb, they fired -- they took them out after that.  
12 We done lost about five or six. So anyway, he says, "Well,  
13 I don't know about this. Diane Tindle wants me to call --  
14 wants me to walk it back to you. Can you walk this  
15 settlement back, and all that?"

16 And look, here's what I tell my guys all the time.  
17 When we go to arbitration, we want to be able to show that  
18 we've done everything we could to bargain in good faith  
19 because when we go to arbitration, you know what management  
20 comes in here and says is? We're greedy. We're lazy. We  
21 don't want to do nothing. We just want money, money,  
22 money, money.

23 So I had this whole scenario. I got Chris  
24 Christianson on the phone. And I'm sitting in there on  
25 speakerphone, and my RAAs are in there, and I said, "Well,

1 Chris, why would you want to do that?" And he was like,  
2 "Well, you know, she's on my [expletive]." I said, "Well,  
3 did she tell you it cost her almost \$1.8 million before I  
4 had to do -- make her do it?"

5 I said, "Chris, you know as well as I do." And here's  
6 the problem with the Postal Service. You got the  
7 operations side, which is the Postmaster and supervisors.  
8 And then, you got the labor side. They're totally  
9 separate. Labor has no leverage to make operations do  
10 nothing. But you know who the only one that's got the  
11 leverage and made the leverage? It's us because we did it  
12 through verbiage.

13 And look, they was so much that -- I mean, look, he  
14 probably went back -- when I cut that payment in half, he  
15 probably went back -- that dude went back beating his  
16 chest. "Oh, man. I got that NBA to go off half a million  
17 dollars." And we was like, "Hell, no, dude. We just  
18 painted you in a corner."

19 You just did cease-and-desist, precedent setting,  
20 citable that you will provide that to us within seven days.  
21 She's got to have labor management meeting with me every 30  
22 days to have to listen to all my issues. And then by the  
23 way, we didn't walk nothing back but a little bit of money  
24 because if they don't provide it within seven days, the \$50  
25 a day kicks right back in, precedent setting and citable.

1           You see what I'm saying? Ya'll see what I'm saying?  
2       So the escalating remedy is not about getting people a  
3       [expletive] load of money. It's about using that, to get  
4       the verbiage, to paint them in a corner, to make them  
5       comply with the contract. That's the ultimate goal.

6           And I will be honest with you. I get Branch  
7       Presidents that get mad at me the other day, all the time.  
8       And -- but I'm -- but on that Orlando -- let me end with  
9       this. When I ended it with Chris I said, "Look, man, cost  
10      them \$1.8 million. Postal Service is losing \$20 million a  
11      day, Chris. I'm sure that me and you want to do what's  
12      best for the Postal Service."

13           I said, "My Carriers, they're settling the grievances,  
14      they're paying them. You ain't even have to worry about  
15      it. We're not costing the Postal Service excessive money.  
16      Why would you want to walk that -- try to come to me and  
17      ask to walk back for Diane Tindle?" I said, "Why would you  
18      want to do that? You need to use me to be the leverage on  
19      her."

20           And he's like, "Man, you're absolutely right." And my  
21      RAAs are sitting there laughing their [expletive] off. You  
22      know what I'm saying? Because this woman, she's a holy  
23      terror. I mean, she -- so my point is, that's my vision  
24      though right there. All right.

25           I'll give you another scenario right now. Good Branch



1 President in Greenville, South Carolina. He's just mad as  
2 hell at me. I cussed him out. He's a good guy and he's a  
3 very good Branch President. He had 77 Article 7 cases.  
4 They were backed up and it was in Greenville.

5 What was happening is, they were taking all CCAs and  
6 they will make them go carry rural routes. All right. The  
7 biggest thing you're always going to hear me talk about is  
8 cease-and-desist, and precedent setting and citable.

9 Right?

10 He had about 100. He had got them up to 75%. All  
11 right. He had been paying -- he had about 120 of them.  
12 They were almost -- they were 117 Informal A settlements.  
13 All right. They were Informal A settlements, which means  
14 what? They're not precedent setting, they're not citable.

15 And then the rest them was Formal A settlements and he  
16 didn't set no precedents on. They just paid them lump-sum,  
17 I mean, and all that. So he sent 44 of them up to Step B,  
18 they were impasse to arbitration. He asked to escalate  
19 from 75% to 125%. See what I'm saying?

20 Again, we didn't have no cease-and-desist. We had no  
21 precedent set and citable. We didn't have no B decisions.  
22 We didn't have nothing. And I can tell you this. Every  
23 arbitration we do, it's very tactical what we look at.  
24 Because first off, we got to look a the (inaudible) file.  
25 Then we got to look at what arbitrator we draw. We got to

1 look at the arbitrator's record, how he draws. But we also  
2 got to look is how it's going to be perceived.

3 So think about this and guys answer me honestly. Do  
4 you think with no precedents set -- even knowing it was 120  
5 violations over 13 months an arbitrator is going to bump  
6 you from 75% to 125% with no precedent set, no  
7 cease-and-desist? Anybody think that? They're not.

8 I mean, we might, but we're going to risk it. So  
9 here's exactly what I did. That same Labor -- Chris  
10 Christianson, you know, he called me about it. And it was  
11 44, we had got all them a represented case. That means we  
12 put all of them in front of one arbitrator. We drew a good  
13 arbitrator. We drew Arbitrator Drucker, which is a good  
14 arbitrator for us. She has done escalating remedies for us  
15 in Raleigh, Winston Salem. You know, she does some good  
16 stuff for us.

17 So I got on the phone with them and I said, "Look,  
18 man." I said, "You know, we got Arbitrator Drucker. You  
19 know, we're at least going to walk out of this with a  
20 cease-and-desist." He, you know -- he was like, "Well, you  
21 know, I don't think you going to get 125%." I said, "I  
22 tell you what", I said, "I'll do one time for you and I'm  
23 going to do you a favor since you the new person." And  
24 he's like, "What's that?" I said, "I'll agree to settle  
25 all 77 of those cases at 75% percent if you give them a

1 cease-and-desist."

2       And let me say this. Let me get a little further in  
3 that. This District Labor Manager down there in South  
4 Carolina, she's a pain in the butt. She's been -- she  
5 don't -- you know, she's playing hardball. She said she'd  
6 never do a cease-and-desist and she'd never do precedent  
7 setting.

8       So I'm sitting there telling her boss, "I'll give you  
9 a break because I got Arbitrator Drucker. I'll give you --  
10 I'll do a 75%, cease-and-desist, precedent setting and  
11 citable. We'll write the pre-arb up for those 44 cases,  
12 but also the other 30 something in the system. They'll  
13 apply our remedy in our settlement to where they're at and  
14 what stage of the grievance file they're in."

15       So we already knew there was 44 in my office, there  
16 was another 28 in Step B, and the rest was sitting in  
17 Formal A. So if I got him to agree to that -- is I was  
18 getting 44 precedent setting pre-arbs with cease-and-desist  
19 from the District Labor Manager.

20       Step B was going to take that and apply it into B  
21 decisions. So I'm setting precedents in all these, these  
22 ones that Step B, them other 30 something cases. I'm  
23 setting precedents here. And then in Formal A -- to have  
24 apply our remedy and do cease-and-desist and set precedents  
25 there.

1           So I just gave them my overwhelming precedent set.  
2           And he said, okay, so we wrote it up. And we settled. All  
3           right. I was in Florida. Man, that next Saturday  
4           morning -- let me say this. The Branch President, he's  
5           intense. He's a fighter. He sent me -- my staff a  
6           (inaudible). "You sold me out. How am I going to explain  
7           this to my members?" You know, did this, and this, and  
8           this.

9           We had been working on the pre-arb about a month and  
10          half. Okay. So number one is, the one mistake y'all never  
11          make with me. Y'all can call up, cuss me out anytime and  
12          send me dirty emails, but don't never send it to my staff.  
13          That's when they got (inaudible).

14          And I'm going to be honest with you. I called him up  
15          and I let him have it. I said, "Man, you want me to break  
16          down your file? I'll break your file down on you." I  
17          said, "Now, let me explain to you the reason why I did  
18          this." I said, "I'm doing everything I can. I'm pushing  
19          Chris to stop the Article 7 violations, and this, and  
20          this."

21          And you know the next thing he says? He said, "Eddie,  
22          they ain't had a violation in the last month and half since  
23          you sent them down here to do that ERP training." I said,  
24          "So we stopped the violations there?" He said, "Yeah." I  
25          said, "Wait. You didn't give me no cease-and-desist. You

1 didn't give me no precedent setting language. You don't  
2 have nothing, and you want to jump to 50%. Why are you  
3 doing that?"

4 And the answer was, "Well, man, I was looking on  
5 Facebook and all these podcasts and we ought to be getting  
6 escalating remedies and all this." And I was like, "Well,  
7 they're the damn same ones that say you need to get a  
8 cease-and-desist and precedent setting language. You ain't  
9 got none of that."

10 So what I'm telling you, it's a game of patience.  
11 It's a game of verbiage. And I can tell you right now,  
12 everything that I always say is, don't think about your  
13 grievance settlement right here what's in front you, now.  
14 You think about what it's going to get you down here.

15 And that's what we try to do, man. We're thinking  
16 about the long road, you know. And he was like, "Well, you  
17 know, man, I told my people to -- we need -- we going to  
18 give them 125." I said, "Let me give you one more -- being  
19 a Branch President. You don't tell nobody when they get  
20 paid until you got it in writing." I learned that a whole  
21 long time ago. I'm just pointing that out.

22 So the whole thing about it is -- the whole thing to  
23 my point is this right here is, we always have got to look  
24 like we're on the positive side. I always say, we're going  
25 to bargain in good faith. We're going to make the

1 (inaudible) bargain in good faith. We're going to dot our  
2 I's and cross our T's because we could go in front of an  
3 arbitrator and we could get an escalated remedy, but we can  
4 also go in front of an arbitrator and lose.

5 And guess what? Both of those set precedent through  
6 that installation, from moving on out. So if -- you can't  
7 walk it back. So y'all, we're never going to risk it  
8 unless all the things are in our favor.

9 Now, I'm going to tell you where we had lack of  
10 success. And look, I'm kind of got to blame -- this on me  
11 as the NBA. We had a 1260 violation case. Y'all know what  
12 a 1260 is? If they work over 12 hours in 60. The Branch  
13 had a set arbitration escalating remedy. Anytime they go  
14 over 12 hours in 60, if they make them work over, they pay  
15 them \$300 for noncompliance. Okay.

16 So we got in a file up there. It was a impasse for  
17 arbitration. It was for 12 clicks. All right. It was for  
18 12 clicks. That means that the PTF had to work 12 clicks  
19 over and the Union said, for that 12 clicks she needed to  
20 get \$300. Now, let me ask you a question. Do y'all think  
21 that looks greedy to us? I'm just asking. All right.

22 So Branch President -- look, I told the Branch  
23 President. I ain't going to tell y'all where this from. I  
24 told the Branch President, "Hey, man. You know, man, that  
25 right there, man, we're not going to move forward with

1 that." Wrote letters to the National President and  
2 everything, you know, saying, you know, that he had  
3 multiple Formal A settlements. He did. He had been paying  
4 for 5, 6 clicks, 8 clicks. \$300 every time.

5 And finally, the Labor Rep said, "Man, that's bull  
6 crap. I mean, come on now." You know if it was 45, 30 --  
7 45, then it's a hour, you know, and it was egregious, that  
8 it should be \$300. But for 5, or 8, or 12 clicks we  
9 shouldn't be doing that.

10 So I said, "Okay. We'll go to arbitration." I said,  
11 "You're the Branch President." All right. We went to  
12 arbitration and the arbitrator skinned us alive. And then  
13 the arbitrator said exactly this. He said, "It was for 12  
14 clicks that there was a 3996 in the file to show where the  
15 employee even requested the time that was going to put her  
16 over 12 hours, that the Union didn't prove where it was  
17 showing it was a -- that could have a operational." He  
18 went into, "They could have got stuck in traffic."

19 It was such a de minimis amount of time for the Union  
20 to actually request \$300 for that. I feel it's just unjust  
21 in this instant case, which at least he gave us instant  
22 case. That means it could only apply to that case. But I  
23 should've went ahead and backed up and said, "I'm not going  
24 forward with that." Because that, in front of that  
25 arbitrator, it was greed. And it was for the wrong

1 purpose. So what I'm saying is, it is what it is, man.

2 You know, the Postal Service uses and abuses us, but  
3 somehow we get locked into the money. To the money. Let's  
4 think about this right here. In Chicago, Illinois they  
5 have egregious violations out there. Every time that  
6 management don't comply, they have a noncompliance, they  
7 got arbitration settlements to pay the Branch \$2,500. Not  
8 to the Letter Carriers, the Branch. So that Branch got  
9 their whole building paid for.

10 In Baltimore, Maryland they -- that Kenny Lerch is a  
11 great guy. He had the same thing. They paid for his Union  
12 building. But here's the problem with that right there.  
13 It's got to be so intense and such a fight and all that all  
14 the time that it's constant battles. And you hear I'm  
15 talking about its egregious. There's no communication at  
16 all.

17 So the biggest thing you got to do is, you got to know  
18 when to be a bulldog and when to not be a bulldog. I come  
19 in to be a bulldog and I said, "We can be friends and  
20 negotiate when it's on our terms." You see what I'm  
21 saying? We got to stay on offense and not defense.

22 But my point is again, man, that I get branches all  
23 across Region 9, now, that are sending Union -- sending  
24 grievances up to pay the branch \$1,000, pay the branch  
25 \$2,000. And I'm like, man, how was the branch harmed?



1 Now, if you to work off the clock, and you show the hours,  
2 and then you had to buy those paper supplies then put that  
3 in there.

4 But my opinion, we need to stick to paying people who  
5 was harmed and it's the Letter Carriers. They're the ones  
6 that are harmed and the ultimate goal should be to stop the  
7 violations. But that's the problem we get into.

8 And I can tell you this. A problem we have is where  
9 people start to getting these escalating remedies, you  
10 know, and they forget the reason they're doing it, then we  
11 have problems. So that's why I'm not a fan of it.

12 Don't get me wrong. I go after them hard. I set  
13 precedents. I escalate. You guys have probably seen it  
14 though, I go after it hard. But the ultimate goal is to  
15 get the leverage, to paint them in a corner to help you  
16 guys stop the violations. That's what I want everybody to  
17 understand about the process and how we do it. Does  
18 everybody here kind of see that? Does anybody got any  
19 questions on that? Yes, sir.

20 MR. BURNS: Mike Burns, 270 again. So let's say  
21 you get a different station manager and you've got the  
22 cease-and-desist and you've got all that stuff. Does that  
23 change anything when a new person comes up?

24 MR. DAVIDSON: No. No. We get it out all the  
25 time. And you know what we're saying? "It's not our job

1 to tell you what's been done in the past. That's y'all's  
2 communication failure." Now, I mean, I'll be honest with  
3 you. If you want to go in there and say, "Hey, man, just  
4 to let you know you've already got cease-and-desist. You  
5 got precedent setting for Article 7, 75% or whatever."

6 I mean, you know, if you want to communicate with  
7 them. But it doesn't fault your grievance for them to say  
8 I didn't know. You know what I'm saying? Because we all  
9 know they don't communicate. Now, let me tell you about  
10 some of the stuff we got.

11 We got Atlanta, with Regal, their ODLs -- where y'all  
12 at, 100%? I think non-OLDs get comp time. And they get  
13 forced to work, I think. Ain't that what y'all got over  
14 there, Regal? They got some good stuff.

15 MR. JACKSON: Jackson.

16 MR. DAVIDSON: I'm sorry, man. I'm sorry, Ben.  
17 I'm sorry, Ben. You know I talk with Regal so long. Man,  
18 that's bad enough, I told Eric from 1071 yesterday, man.  
19 But Ben, I'm sorry. What are y'all, a hundred? And then  
20 compensatory time for non-ODLs? Ain't that where y'all at?

21 I mean, we get some good stuff that came from  
22 arbitration. We've got 1260 violations at Raleigh that pay  
23 125%. We got Mount Pleasant South Carolina that's at, I  
24 think, 200% at the overtime rate. We got Winston Salem  
25 North Carolina, the non-ODL's get 150% of the non-ODL. And

1 you know what's so great about all the ones I'm talking  
2 about? The violations have almost went away.

3 So that's the ultimate goal right there. So like I  
4 said, I'm trying to think about what else you guys -- what  
5 else you guys want to hear about while we wait that I could  
6 get into?

7 UNKNOWN: From Branch 546. You got any more  
8 PowerPoints you going to send to management?

9 MR. DAVIDSON: What he's talking about -- how  
10 many of you guys get our emails? Do y'all get our emails?  
11 I don't know if this is happening here, but in Florida they  
12 decided that they want to kick off this new Stationary  
13 Event Program.

14 And so what they decided, they came out with this new  
15 program that came out of Dallas, Texas where they start --  
16 they started going out on the street. They'll find a  
17 Letter Carrier and the first thing they'll do is they'll  
18 tell them to hold up the foot. They want to take a picture  
19 of their shoes to see if they got the right tread.

20 They take the pictures at the box. They're sitting  
21 there looking at their mail. And so what they'll do is  
22 they'll use their data and they'll say on this day it took  
23 this much time. So they'll come out to the Carriers and  
24 say, "Well, hey, on that day right there it took this much  
25 time, you know. How much mail you got, you know? Why is

1 it going to take this much time?"

2 And it's pretty much intimidation and harassment. And  
3 they would make these PowerPoint presentations of that  
4 Carrier and they would call the program "How to make 59  
5 minutes turn into 5 minutes". That's what they've done and  
6 it was in Florida too.

7 So we got ahold about four or five of those  
8 presentations. So the District Manager named Richie -- I  
9 can't even remember Richie's name -- Homer or something. I  
10 sent him a -- I had one of my RAAs make up a PowerPoint  
11 presentation. I had a presentation of a supervisor that  
12 was throwing away mail when he was out there doing a count  
13 on a Letter Carrier. We had the video.

14 And then I made a presentation in Lakewood, Florida  
15 where the RedPlums didn't get delivered one week and the  
16 next week they had the clerk -- the custodian cut the bands  
17 off and was throwing them away. So we made a very  
18 intense -- you guys probably saw it if you got it. It was  
19 a presentation about how to fire your supervisors when they  
20 throwing away mail.

21 So I sent it to him and said, "Since you like  
22 PowerPoint presentations, I thought you might like this one  
23 and want to know the status of, you know, what you've done  
24 about it. If these were Letter Carriers they would be on  
25 EP. They would be fired, and so on."

1           And then he responded back that that practice was  
2 going to be immediately stopped and that it had its upsides  
3 and is downsides. And that -- how did he say it? That the  
4 good thing that I should know is that the overwhelming  
5 majority of those Letter Carriers were out there doing a  
6 great job.

7           And then I responded back, "Well, how do you know  
8 because you never provided -- never required 4584 that you  
9 did the street observation on." And then, of course, in an  
10 additional email I talk about how, you know, street  
11 observations can't be covert.

12           I talked about using that GPS data can't be the sole  
13 means of, you know, that and maybe he needed to get his  
14 lazy [expletive] supervisors out there and do a proper  
15 street observation and stuff like that.

16           And that's the kind of stuff I'll say to them right  
17 there. Sometimes I'm not the most professional, but then  
18 I'll get in these pissed off modes where I felt like the  
19 Letter Carrier are really get screwed with. So I think  
20 that's what he's talking about. But we've actually got  
21 that stopped down there.

22           My intentions of it was to get it stopped before it  
23 became a big problem, not to say it won't come back around  
24 because I'm going to tell you guys they are pushing out  
25 training hard about these -- what do they call it when you

1 just sit still?

2 AUDIENCE: Stationary.

3 MR. DAVIDSON: Stationary events. You know, that  
4 stationary events is a big thing right now. But I'm also  
5 going to tell you guys this, that Buffalo, New York  
6 actually wrote a letter to the National President, Renfroe,  
7 and told him that with these stationary events and this  
8 intimidation of harassment was starting to happen that, you  
9 know, he needs -- he was asking if we try to negotiate a  
10 memo.

11 It's pretty much stating like previous memos got,  
12 where it said that GPS data, you know, pretty much has  
13 flaws and is not always accurate. The GPS need to be  
14 calibrated and that shouldn't be the sole purpose for  
15 discipline.

16 And President Renfroe sent a response back. It was  
17 all over social media where he pretty much said that  
18 technology is here to say, that there was more good  
19 benefits than bad benefits. And I'll be honest with you.  
20 I totally disagree with that 1000% and the Region 9 we're  
21 not going with that analogy right there.

22 We're going with the analogy is you not to be doing no  
23 covert. If you're going to be up there on the GPS  
24 thing -- matter of fact even as letter -- even in President  
25 Renfroe's letter -- and the reason I'm telling you guys, it

1 was on social media. Some of you probably already read it.

2 I'm not going to hide it. They talk about pizza  
3 drivers, Instacart drivers, and all this they depend on GPS  
4 all the time. And I'm thinking to myself, well, that's  
5 mighty funny because I was just in D.C. the week before and  
6 Uber was pick up for this building and he was two buildings  
7 down and the GPS said he was there.

8 So I kind of felt like that was a, you know -- it  
9 wasn't a decision I want to hear. But again, as a National  
10 Business Agent we're going to go about things and we're  
11 going to go about in ways I think is best for us. We're  
12 not going to tolerate it. We're going to file our  
13 grievances.

14 If you guys do not get our emails -- they're not --  
15 they're emails -- our email list is not just for Branch  
16 Presidents. If anybody wants to be on it then you can get  
17 on it. We send stuff out as much as we can. We do a lot  
18 of grievance starters. We do a lot of communication  
19 between managers. And if you want -- Christina, can you  
20 get like a sign up page? And if you guys want to be added  
21 to it we will get you all the emails you want to receive.  
22 We send stuff up. You can get it all. Yes, ma'am.

23 MS. JENNINGS: Quick question. I want to go  
24 back to contract. For those people who retire this year  
25 and the contract is not settled, how would that affect

1 their money?

2 MR. DAVIDSON: They'll get it up to -- if they  
3 hold out until they retired they'll get it. If they retire  
4 before, you know -- if they retire and they'll still get  
5 something. They just won't lose out.

6 MS. JENNINGS: I retire at the end of the year.  
7 So if the contract is not ratified at the end of the year,  
8 so if it's ratified next year; would that still affect my  
9 pay this year?

10 MR. DAVIDSON: No. I'll be honest with you. I  
11 would have to check it as far as if they're going to go  
12 back and give you a retro from what they're paying.  
13 That -- those perimeters in the contract had actually --  
14 had not been worked out as far as the back pay and stuff  
15 like that.

16 So I wouldn't even want to guess because I don't want  
17 to be wrong, but I can tell you this. All the questions  
18 that you -- if you got questions and you write them to me,  
19 then I will try to get you an answer. But I would say  
20 when -- if they can get it to contract negotiated, all that  
21 will be worked out.

22 MS. JENNINGS: All right. Thank you, Eddie.

23 MR. DAVIDSON: Is there anything else? Hey,  
24 Eileen, do you want to come up here and talk a little bit  
25 about the numbers in legislation?



1 MS. FORD: I can do it from here.

2 MR. DAVIDSON: No, you better get up here.

3 MS. FORD: Okay. Y'all, actually what I'll talk  
4 to you guys about real quick, is there were about 25 of us  
5 here not contributing to the PAC for whatever reason.  
6 That's fine. Y'all, you know, have your reasons, but we  
7 are down to 7. So I want to thank you guys for getting the  
8 message out.

9 (applause)

10 MS. FORD: I want to thank you for making that  
11 effort to come up and talk to me. There are couple of us  
12 here that still kind of feel like the money (inaudible)  
13 that's tackling the bull [expletive]. It's not. Guys,  
14 it's our voice. It's your voice as long as you're out  
15 there slinging the mail. Let it talk for you. Let it  
16 speak because honestly legislation controls everything.

17 We would not have what we have right now. This  
18 contract -- the one -- the new one we're hoping for, it can  
19 be impacted. Y'all heard that at the little game we played  
20 yesterday, right? What article is it that allows Congress  
21 to make changes?

22 AUDIENCE: 43.

23 MS. FORD: 43, that's right. That's right. So  
24 guys you got to make sure our voice is heard. I mean, we  
25 work so hard. We got your NBA out there working hard for

1 you. We got your RAAs. You know, we're constantly  
2 fighting for that contract, what was signed to and agreed  
3 upon. Okay.

4 And just like Eddie said, you can't force the Postal  
5 Service, but you can outsmart it. You can kind of work  
6 within their rules or back them in a corner and that's kind  
7 of what we got to do. All right. Same with Congress, same  
8 with legislation out there.

9 We got to be smart about it. We got to be smarter  
10 than them. We got to make sure we got the support we need  
11 and that's because -- and I don't care what anybody says.  
12 Yes, we are buying politicians. That's what's that Pac's  
13 doing because we need their support and in turn they need  
14 ours. Because I'll tell you what, they like their pay.  
15 They like their benefits. We want to keep ours. All  
16 right.

17 So guys, you know, for those 7 that have not come out  
18 to see me or Carol Bailey, please come out and talk to us.  
19 Let us know what you want to do and why you don't want to  
20 do it and maybe we can come to some kind of compromise and  
21 get you a little more educated than what we been doing.  
22 All right.

23 One -- let me ask you another question from the game.  
24 So what if -- you should've seen them yesterday. So what  
25 bill is it that's our top priority right now? Who said it?

1 H.R.7629. And what is that?

2 AUDIENCE: Protect the Letter Carriers.

3 MS. FORD: There you go. Good job. That's it  
4 guys. But again, you know, we have other legislation out  
5 there and you know this. We are fighting for it, but we've  
6 got to stay proactive. We have been reactive in the past  
7 and we are not doing that anymore. We are going proactive,  
8 got to make sure we stay on top of this stuff.

9 And for us to do that, we've got to educate you guys.  
10 And that's why those Branch LCPF Coordinators with the  
11 branches are so important because they get updates from me  
12 on what's going, how many co-sponsors of this state and  
13 that state.

14 And when the time comes, you know, we need to raise  
15 our voices and have them say, "Hey, we need you to  
16 cosponsor this." We're there if we understand what it's  
17 about. So whatever you're learning here now this weekend,  
18 please take it back to your membership.

19 For those Branch Presidents that do not have a Branch  
20 LCPF Coordinator, I will be contacting you. We got to get  
21 that going and we got to get events going, guys. We've got  
22 to bring the memberships together. That's what it's about.

23 So your annual Christmas party or your annual summer  
24 picnic just ain't doing it. We need to get the membership  
25 back involved, because you basically are preaching to the

1 choir at a branch meeting. Almost everybody's already  
2 signed up at a branch meeting.

3 We've got to bring those members out that are not at  
4 branch meetings and educate them. That's the number one  
5 goal. All right. Anybody got questions for me? They want  
6 me to shut up, so they want to hear you.

7 MR. DAVIDSON: Hey, one thing that I want to make  
8 sure I mention. You know, you've heard me talk about your  
9 EVP, you know, Paul Barner who's in Roswell, Georgia and  
10 what he does up there, but also, man, you guys know there's  
11 another Headquarters Special Assistant here from y'all's  
12 region. Greg Dixon over there. Stand up Greg. There he  
13 is.

14 (applause)

15 MR. DAVIDSON: Y'all probably ain't recognize him  
16 because when he left Georgie he had hair. So it fell out a  
17 little bit. That's what happens up in D.C. and all that.  
18 But like I said, you know, he was a Step B. He did so many  
19 jobs up there. He's part of the Step B facilitating. He's  
20 part of our arbitration review, the training, everything he  
21 does. Again, that's another guy from Georgia I want to  
22 make sure I recognize, Greg, with that.

23 (brief recess)

24 MR. TERRELL: We thank you for your patience.  
25 The results -- we had 184 total ballots presented to us.

1 It come down to a final.

2 For Direct of Retirees: Regal Phillips 148, White 35

3 For the trustee: Ronnie Bouie 106, Smith 128, Cadien  
4 156, Santana 150, and Bailey 133.

5 For the next training session: Atlanta 77, Macon 16,  
6 Savannah 91.

7 So I'm sorry. My bad. The top four trustees -- I'm  
8 sorry.

9 Executive Board members: Smith 128, Cadien 156,  
10 Santana 150, Bailey 133.

11 I would like to take some time for personal privilege,  
12 if I may. The corn hole last night was awesome. I like to  
13 see people have a good time and that's what we did. So we  
14 did have a 50-50 for the NBA. So last night we raised,  
15 between the members and some friends that I invited -- we  
16 raise \$300 for NBA. \$150 went to the winners, but they  
17 donated it back to NBA. Just thank you, thank you, thank  
18 you.

19 (applause)

20 PRESIDENT GRIGGS: We thank the Election  
21 Committee for the hard work. I have a motion to accept the  
22 results.

23 MR. MCCRAY: Tim McCray, Georgia State  
24 Association. I make the motion.

25 PRESIDENT GRIGGS: Do I have a second motion?

1 MS. HOLMAN: Dawn Holman, Branch 73.

2 PRESIDENT GRIGGS: Motion and a second to accept  
3 the results of the Election Committee. Any discussion?

4 AUDIENCE: (no response)

5 PRESIDENT GRIGGS: Hear none. All those in favor  
6 say aye.

7 AUDIENCE: Aye.

8 PRESIDENT GRIGGS: Opposed?

9 AUDIENCE: (no response)

10 MR. DAVIDSON: Okay. We're going to move right  
11 into the installation, guys. So I might have Brother  
12 Roderick here call up the Officers in order of how they  
13 were elected. You got it? Okay. Roderick, you got a  
14 list? If not, I'll just ask the elected Executive Board to  
15 come up to the front. Okay. At this time, can I have all  
16 the --

17 MR. TERRELL: I got it.

18 MR. DAVIDSON: Oh, okay. Go ahead Roderick. I  
19 like to hear your sexy voice. I miss them dreads, though.  
20 Don't y'all miss them dreads he used to have? And he's a  
21 Cowboy's fan too. Go ahead Roderick.

22 MR. TERRELL: President Don Griggs.

23 (applause)

24 MR. TERRELL: Vice President Ben Jackson.

25 (applause)

1 MR. TERRELL: Secretary Bob Johnson.

2 (applause)

3 MR. TERRELL: Treasurer Carl Hayes.

4 (applause)

5 MR. TERRELL: Director of Education Tim McCray.

6 (applause)

7 MR. TERRELL: Director of Retirees Regal

8 Phillips.

9 (applause)

10 MR. TERRELL: Chairman of the Executive Board,  
11 who's not present with us today, is Ronney Harper.

12 (applause)

13 MR. TERRELL: Executive Board Members are  
14 Leigh Smith.

15 (applause)

16 MR. TERRELL: James Cadien, Beau.

17 (applause)

18 MR. TERRELL: Ruben Santana, Reko.

19 (applause)

20 MR. TERRELL: Carol Bailey.

21 (applause)

22 MR. DAVIDSON: All right. All right. Brothers  
23 and Sisters of the Georgia State Association of Letter  
24 Carriers these are the Officers of whom you have elected.  
25 If any Brother or Sister has any valid objections to the

1 installation of these Officers let him or her now speak or  
2 forever hold his or her peace. Felicie, you got anything?  
3 We good?

4 MS. STRONG: Not at this time.

5 MR. DAVIDSON: Thank you. There we go. All  
6 right. I told you I got a get her permission, y'all. All  
7 right. Brothers, will each of you raise your right hand  
8 and repeat after me the following obligations? Brothers  
9 and Sisters, thank you. Or Sisters and Brothers, there we  
10 go.

11 (Thereupon, the Officers took their oath)

12 (applause)

13 Brothers and Sisters, I congratulate you. You may  
14 well consider it an honor to be held in such high esteem.  
15 Your duties will be to care for the property of the branch,  
16 the property of the State Association, to have the custody  
17 of the Officers bonds, and to perform such other duties as  
18 the branch may require of you. All right.

19 I got one more thing with Don and we'll be here. Don,  
20 Brother Don, your election to the State President of  
21 Georgia is an indication of your high esteem, which you are  
22 held by the Associate Members. Your duties are -- chief  
23 among them is to be at all times ready to promote the  
24 welfare of the Association and enforce the law with  
25 firmness and impartiality.



1           So with the sound of this gavel, the symbol of  
2 authority, which I now present to you as heard, it will be  
3 cheerfully and willfully obeyed. May you continue your  
4 good work begun and may the success crown your efforts.

5           I now power -- I now by the power invested in me by  
6 the National Association of Letter Carriers do declare the  
7 Georgia State Association and Brother Don Griggs duly  
8 installed for the next term or before. Congratulations.

9   (applause)

10           PRESIDENT GRIGGS: First of all, I want to thank  
11 you all for your confidence in me. And I know people have  
12 said, "Well, Don you said you weren't going to run again."  
13 Well, you know, I prayed about it. And I said that I --  
14 well, first of all I said I was too old. But then then I  
15 thought about the two candidates that's running for the  
16 President of the country, and they're both older than I am.

17           But I have a passion for it. I still enjoy it. And I  
18 said, well I don't play golf. I don't hunt. I don't fish.  
19 I haven't got bored enough to chase that little white ball.  
20 So I said, well my passion is being forefront and for the  
21 members of this great Association.

22           MR. MCCRAY: 10 more years. 10 more years.

23           PRESIDENT GRIGGS: I recall back in 2000 doing  
24 arbitration and management came to me and tried to get me  
25 to come up the Labor Rep. And I said that's just like

1 switching from to be a defense attorney to the prosecutor.

2 I said, I have no intention of going the other way.

3 First of all I felt as though if I switched over, all  
4 the friendships and camaraderie that I had developed over  
5 the years would've gone down the drain. So rest assured,  
6 cause Lord willing, this will be my last time. But I thank  
7 you and I pray that we all have safe journey back home.

8 Beau says that on I85 the police are out there looking  
9 to get some money. So you all drive safely and carefully  
10 below the speed. Until next time.

11 (The 98th Biennial Convention was concluded.)

12

13

14

15

16

17

18

19

20

21

22

23

24

25

**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 66 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.

---

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