

Date: June 28, 2023

National Association of Letter Carriers
Executive Council
100 Indiana Ave., NW
Washington DC 20001

Re: Charges against NALC President Brian L. Renfroe

Dear NALC Executive Council Members:

In accordance with Article 10 of the National Constitution the undersigned do hereby bring the following charges against National President Brian L. Renfroe for Neglect of Duty and Violation of the Constitution (Circulating False or Misleading Statements about a NALC Officer).

Charge 1: Neglect of Duty: On or about April 20, 2023, President Renfroe took a leave of absence from the NALC during contract negotiations which commenced on February 22, 2023, for an agreement which expires on midnight May 20, 2023.

During the period of the weeks preceding the opening session, President Renfroe was missing and his whereabouts were unknown. According to the testimony of NALC Officers, President Renfroe only attended one other bargaining session. President Renfroe's continual absence and no shows during a critical time of negotiations has adversely impacted the Union's ability to effectively represent the NALC's objectives during contract negotiations.

In addition, President Renfroe's departure left the bargaining team with no notes or evidence of advance preparations for negotiations. This placed the replacement negotiating team at a disadvantage of having to start from scratch midway through negotiating period.

Article 9 of the National Constitution defines the duties of the officers, including the President. Section (e) specifically applies to the NALC President's responsibility for carrying out the Collective Bargaining Duties of the Union. President Renfroe took leave without notice and without making any appointments to replace him during contract negotiations. This led to a lack of co-ordination and caused delays in making important decisions, and for a time, caused a lack of direction.

Having a personal crisis is part of life and how one deals with crisis defines a true leader. There is no indication that President Renfroe was in immediate peril, completely incapacitated, or confined to a hospitable. He is receiving out-patient treatment for a condition that did not render him unable to complete the minimal duties needed to ensure ongoing collective bargaining obligations. Instead, he disappeared without any notification of where he was, how long he would be gone, and further failed to make appointments of those who could step up to protect the best interests of the membership during contract negotiations. As such, Renfroe has clearly failed to perform his duties as President during contract negotiations, a period where the membership would be the most egregiously harmed by his absence. Consequently, Renfroe has not demonstrated the ability and/or desire to serve as NALC President and should be removed from office by the NALC Executive Council.

Charge 2: Circulating False or Misleading Statements about a NALC Officer:

On or about March 30, 2023, at Region 1's Training in San Diego, California, stories began circulating about NALC Vice President James Henry having inappropriate contact with female headquarters' staff. Testimony from several sources assert that President Renfroe had informed them of alleged complaints prior to the regional training.

When NALC Vice President James Henry became aware of the false allegations after the Region 1 Training, he immediately attempted to meet with President Renfroe regarding the unfounded accusations. Brother Henry has documented his numerous unsuccessful efforts to meet with Renfroe who initially promised to meet

with him but failed to do so, and further failed to respond to subsequent efforts by Brother Henry to meet regarding the false rumors spread.

Vice President Henry had no choice but to approach Executive Vice President Paul Barner and insist upon an investigation. An investigation was subsequently conducted by EVP Barner and a special meeting of the Executive Council was scheduled. At the meeting EVP Barner informed the Council that he had the matter fully investigated and there was no substance to the allegations.

Article 9 of the National Constitution (Executive Council 17) requires the Executive Council to investigate. The Council has the responsibility to investigate and act against any member who circulates false or misleading statements about an Officer of this Union. Accordingly, any member who engages in such conduct has violated the National Constitution. It should be recognized that false accusations of this nature have ruined careers & lives, and the harm to Brother Henry caused by false rumors circulated nationwide has already been done. This type of allegation has the potential to impede any officer's ability to carry out their assigned duties. Now it is time to do the right thing and the only way to do that is by publicly clearing and retracting the untrue falsehoods initiated and spread by Renfroe.

Furthermore, President Renfroe acting in the capacity of his office has exposed the Union to possible litigation and liability because of his actions. Such rash and unprincipled behavior has disqualified him from a leadership position within the NALC. Therefore, Renfroe should be removed from office.

We the undersigned did not cause this calamity or its timing...it was the leadership failure of Renfroe. Each of us has a responsibility to act expeditiously on this matter and move forward with the business of the Union.

Respectfully Submitted By:



Director of City Delivery, NALC