

**DATE:** August 29, 2023  
**TO:** NALC EXECUTIVE COUNCIL  
**FROM:** Michael Weir - Retired NBA – Region 5

---

I was appointed by Executive Vice President Paul Barner to investigate the charges brought against President Brian Renfroe by Chris Jackson, Director of City Delivery. Attached are my findings organized by each specific charge along with the supporting documents for each charge.

Also included are the charging letters sent by Chris Jackson, the rebuttal by President Renfroe and the medical documentation submitted by President Renfroe.

Because of the way the charges were brought against President Renfroe in two separate letters, both containing a Charge 1 and Charge 2, I have designated them as A or B. Following is a list of the charges:

Charge 1 (A):

**Abandoned Position and Dereliction/Neglect of duty.**

Charge 1 (B):

**Neglect of Duty.**

Charge 2 (A):

**Conduct. Impaired driving after hours in a NALC owned vehicle.**

Charge 2 (B):

**Circulating False or Misleading Statements about a NALC Officer:  
Brian Renfroe shared and referenced confidential information about an employee matter.**

Charge 3: **Withdrawn.**

Charge 4:

**Conduct. Behavior to female member unbecoming of our National President.**

Charge 5: **Withdrawn.**

Charge 6:

**Conduct shameful and inexcusable.**

### **Charge 1(A): Abandoned Position and Dereliction/Neglect of Duty**

President Renfroe was scheduled to attend the Regional Rap Sessions of Region 1, Region 11 and Region 14. It is true that his attendance was announced, and a significant period of time was set aside for him to speak to the attendees. When he did not show up, the NBAs had to scramble to fill that time in two of the Regions.

In his statement regarding this issue, President Renfroe said he was physically incapacitated. He did attend the Region 7 Rap Session in Minneapolis, but indicated he was in intense pain. \_\_\_\_\_ attended that Rap Session as well. They both arrived on March 28, but President Renfroe came in on a later flight. (He had just returned on March 28 to the NALC Headquarters building after an extended absence from March 16 through March 27, during which no one knew exactly where he was. He flew out that evening to attend the Rap Session.) On March 29, President Renfroe spoke for three hours, then attended a retirement dinner for retired NBA \_\_\_\_\_ that evening. He and \_\_\_\_\_ took an early flight back to Washington, DC on the morning of March 30.

I spoke with \_\_\_\_\_ NBA Patrick Johnson and former NBA \_\_\_\_\_. Each of them indicated that President Renfroe did not exhibit any signs of being sick or having any physical difficulties during that day and that evening.

President Renfroe had previously requested that \_\_\_\_\_ obtain tickets for the opening day between the Washington Nationals and the Atlanta Braves on March 30. He indicated that he would take EVP Paul Barner to the game. He never notified EVP Barner of this plan. \_\_\_\_\_ said that she did arrange for the tickets through a political fundraiser; but her understanding is that Brian did not attend the game.

President Renfroe and \_\_\_\_\_ were scheduled to fly together to San Diego on March 31 for the Region 1 Rap Session, but President Renfroe did not make that flight. \_\_\_\_\_ picked up \_\_\_\_\_ at the airport. Shortly thereafter, President Renfroe contacted \_\_\_\_\_ to tell him he had injured his toe and had to seek medical treatment. He told \_\_\_\_\_ he would be flying in the next day, April 1. While \_\_\_\_\_ was waiting at the airport the next day, President Renfroe texted him that he had missed his connecting flight. He did not indicate whether or not he was still coming for the Rap Session; and he did not respond to \_\_\_\_\_ attempts to get back in touch with him. The reality is he never got on the first flight out of Washington, DC. (See Attachment: I have enclosed the various tickets that were issued for the trip to San

Diego and the return to Washinton, DC.) Metropolitan Travel advised that their system indicated the trip was suspended. This means that no part of the ticket was used. Had President Renfroe flown on the first leg of the ticket, their system would have reflected that he had checked in and used part of the ticket.

One hour before he was scheduled to speak on April 1, President Renfroe called NBA Keisha Lewis and informed her he could not make it due to a problem with his foot. Keisha contacted VP James Henry and asked him if he could step in via Webex. [redacted] had some notes for the President's presentation with her; and she was able to provide them to VP Henry to assist him in addressing the members. However, it was a last-minute situation with a lot of technical difficulties because it was not planned. VP Henry spoke for approximately 20 minutes, from his location on vacation. By cancelling at the last moment, not only did President Renfroe fail to fulfill his duties, but he also left others having to fill in for him with little or no preparation. [redacted] said that many members had traveled considerable distances to hear President Renfroe's presentation and were upset at his absence. NBA Keisha Lewis agreed with [redacted] assessment. She also said they expected him to be there and are still upset that he did not come. (See Attachment: I have enclosed an email from [redacted], dated June 24, requesting an explanation for his absence from the Region 1 Rap Session)

Region 11's Rap Session was scheduled from April 4-6 in Syracuse, NY. On April 4 at 2:36 PM, NBA Mark Camilli texted President Renfroe to ask when he was landing, and if he was going to need transportation. President Renfroe responded that he would be getting in late and would just uber or take a cab. NBA Camilli texted back with breakfast arrangements and the starting time of 8:00 AM for the general session. At 6:42 PM, President Renfroe asked for the hotel's location, and Mark provided it. President Renfroe contacted [redacted] by text sometime between 7:00 PM and 9:00 PM on April 4 to tell him he was not coming. [redacted] and [redacted] were present at the Rap Session to assist with the training. [redacted] notified NBA Mark Camilli that evening. Initially, Mark thought he might be joking. At 7:53 AM on April 5, seven minutes before the general session was to start, it became clear that he was not. President Renfroe texted NBA Mark Camilli that his dad's [redacted], so he was going back down there that morning. He apologized and asked Mark to give everyone his best. When President Renfroe's sister, [redacted], was asked about this visit to their father, she responded that he had not visited him at that time. Again, President Renfroe left others in the difficult position of having to fill in for him with little advance preparation. NBA Camilli

noted that 50% to 60% of the attendees were first-timers. They had been enticed by their branch leaders to attend because the National President would be there to provide a detailed report on the issues that NALC was dealing with. They were disappointed when he did not show up. (See Attachments: I have enclosed a copy of the text thread between President Renfroe and NBA Mark Camilli. I have also provided copies of the flights arranged for him by Metropolitan Travel which he did not use.)

The Region 14 Rap Session was held on April 15-17 in Manchester, NH. President Renfroe called EVP Paul Barner the day before it started to inform him, he would not be able to make it. Paul informed NBA Rick DiCecca that President Renfroe had a personal matter to attend to, so Paul would be attending instead. He flew down on Saturday night and did the presentation on Monday morning. Rick had to cancel a presidents' meeting that he had scheduled for Saturday night; but because Paul stepped in, the training was able to proceed as planned. Many of the attendees were aware of the President's father's illness and assumed that he had taken a turn for the worse. The general consensus among the members was that they were sympathetic to President Renfroe's situation and wished him well. Actually, at that time, President Renfroe was preparing to take a Leave of Absence to begin treatment for alcohol addiction. That is why he was not available for this Rap Session.

Metropolitan Travel Services  
 4520 Old Columbia Pike  
 Annandale, Virginia 22003

NALC  
 Attn: Nicole Rhine  
 100 Indiana Avenue NW  
 Washinton DC 20001  
 Phone: +1 (202) 393-4695  
 E-Mail: @NALC.ORG

Sale Invoice No: 2060357  
 Date Issued: 3/23/2023  
 Agent

Traveler	Department	Depart Date	Return Date	Remarks	Total Fare		
Type	Airline/Vendor	Flight	A/L	Depart	Arrive		
From	To	Flight	A/L	Depart	Arrive		
Renfro/Brian Lee	American Airlines			3/31/2023	4/2/2023	EXECVIP	1,069.71
Dom. Air	7894751466	Exch: 7884348801					
DCA Washington	CLT Charlotte	627	AA	3/31/2023 3:32 PM	3/31/2023 5:12 PM		
CLT Charlotte	SAN San Diego	1740	AA	3/31/2023 6:17 PM	3/31/2023 8:34 PM		
SAN San Diego	DFW Dallas	2195	AA	4/2/2023 9:15 AM	4/2/2023 2:12 PM		
DFW Dallas	DCA Washington	2999	AA	4/2/2023 3:22 PM	4/2/2023 7:09 PM		

Payments Applied To This Invoice				
VI 44-XXXX-2827	Received	3/23/2023	Pymt For Inv #2060357	-1,069.71

Invoice Total 1,069.71  
 Payment Total -1,069.71  
 Balance Due 0.00

Metropolitan Travel Services  
 4520 Old Columbia Pike  
 Annandale, Virginia 22003

NALC  
 Attn: Nicole Rhine  
 100 Indiana Avenue NW  
 Washinton DC 20001  
 Phone: +1 (202) 393-4695  
 E-Mail: @NALC.ORG

Sale Invoice No: 2061251  
 Date Issued: 3/31/2023  
 Agent:

Traveler	Department	Depart Date	Return Date	Remarks	Total Fare
Type	Airline/ Vendor	Depart	Arrive		
From	Flight	A/L	Arrive		
Renfroe/Brian Lee	American Airlines	4/1/2023	4/2/2023	EXECVIP	1,850.59
Dom. Air					

Payments Applied To This Invoice					
VI 44-XXXX-2827	Received	3/31/2023	Pymt For Inv #2061251		-1,850.59

Invoice Total 1,850.59  
 Payment Total -1,850.59  
 Balance Due 0.00

Metropolitan Travel Services  
 4520 Old Columbia Pike  
 Annandale, Virginia 22003

NALC  
 Attn: Nicole Rhine  
 100 Indiana Avenue NW  
 Washinton DC 20001  
 Phone: +1 (202) 393-4695  
 E-Mail: @NALC.ORG

Sale Invoice No: 2055135  
 Date Issued: 2/6/2023  
 Agent

Traveler	Department	Depart Date	Return Date	Remarks	Total Fare
Type	Ticket/Conf No	Airline/Vendor	Flight	Arrive	
From	To	A/L	Depart		
Renfroe/Brian Lee		4/4/2023	4/4/2023	EXECVIP	
Dom. Air	7884348805	American Airlines			596.21
DCA Washington	SYR Syracuse	5053 AA	4/4/2023 3:36 PM	4/4/2023 5:04 PM	
SYR Syracuse	DCA Washington	5053 AA	4/4/2023 5:36 PM	4/4/2023 7:04 PM	

Payments Applied To This Invoice					
VI 44-XXX-2827	Received	2/6/2023	Pymt For Inv #2055135		-596.21

Invoice Total 596.21  
 Payment Total -596.21  
 Balance Due 0.00

Metropolitan Travel Services  
 4520 Old Columbia Pike  
 Annandale, Virginia 22003

NALC  
 Attn: Nicole Rhine  
 100 Indiana Avenue NW  
 Washinton DC 20001  
 Phone: +1 (202) 393-4695  
 E-Mail: @NALC.ORG

Sale Invoice No: 2057680  
 Date Issued: 3/1/2023  
 Agent:

Traveler	Department	Depart Date	Return Date	Remarks	Total Fare	
Type	Ticket/Conf No	Airline/Vendor	Flight	Arrive		
From	To	A/L	Depart			
Renfroe/Brian Lee			4/4/2023	4/5/2023	EXECVIP	0.00
Dom. Air	7889443889	American Airlines				
	Exch: 7884348805					
DCA Washington	SYR Syracuse	5053 AA	4/4/2023 3:36 PM	4/4/2023 5:04 PM		
SYR Syracuse	DCA Washington	5053 AA	4/5/2023 5:36 PM	4/5/2023 7:04 PM		

Payments Applied To This Invoice					
VI 44-XXXX-2827	Received	3/1/2023	Pymt For Inv #2057680		0.00

**Invoice Total** 0.00  
**Balance Due** 0.00



Metropolitan Travel Services  
 4520 Old Columbia Pike  
 Annandale, Virginia 22003

NALC  
 Attn: Nicole Rhine  
 100 Indiana Avenue NW  
 Washinton DC 20001  
 Phone: +1 (202) 393-4695  
 E-Mail: @NALC.ORG

Sale Invoice No: 2061403  
 Date Issued: 4/4/2023  
 Agent:

Traveler	Department	Depart Date	Return Date	Remarks	Total Fare
Type	Ticket/Conf No	Airline/Vendor	Flight	Arrive	
From	To	Flight	A/I	Depart	
Renfro/Brian Lee		4/4/2023	4/5/2023	EXECVIP	530.00
Dom. Air	7900674296	American Airlines			
	Exch: 7889443889				
DCA Washington	SYR Syracuse	4643	AA	4/4/2023 10:30 PM	4/4/2023 11:50 PM
SYR Syracuse	DCA Washington	5053	AA	4/5/2023 5:36 PM	4/5/2023 7:04 PM

Payments Applied To This Invoice				
VI 44-XXXX-2827	Received	4/4/2023	Pymt For Inv #2061403	-530.00

Invoice Total 530.00  
 Payment Total -530.00  
 Balance Due 0.00

Renfroe Texts

From: Mark S. Camill

To:

Date: Wednesday, August 9, 2023 at 02:55 PM CDT

Tue, Apr 4 at 2:36 PM

What time are you landing in Syracuse? Are you going to need transportation?

2:36 PM

I'm flying late. Get there close to midnight. I'll get an Uber or cab

3:16 PM



K. Breakfast is 7:00 - 7:50 in Otisco room. The general session starts 8:00 am in Cayuga/Skaneateles. Safe travels, see you tomorrow morning

3:22 PM

Tue, Apr 4 at 6:42 PM

Can you send me the hotel's location?

6:42 PM

100 East Onondaga Street, Syracuse, NY 13202

6:43 PM

Marriott Syracuse downtown

6:43 PM



Thanks

6:46 PM

Wed, Apr 5 at 7:53 AM





iMessage



Thanks 

6:46 PM

Wed, Apr 5 at 7:53 AM

When I got to DCA late last night, my dad's   
. I'm going to go back down there this morning. Sorry brother. Please give everyone my best

7:53 AM

Will do and Sending prayers...

7:55 AM



iMessage



The 6:46pm text is repeated because of how I "snapped shot" my phone screen texts.

Mark S. Camilli  
National Business Agent,  
NALC Region 11

Sent from my iPhone

**From:**

**Date:** June 24, 2023 at 1:34:33 PM EDT

**To:** Brian Renfroe

**Cc:** Paul Barne

Mack Julion

<

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

>

**Subject:** President Renfroe back to work?

Brian,

I saw the Juneteenth video and the statement regarding Brother [redacted] death on the NALC website. What I did not see was an announcement that you are back to work. To this date we have not received a letter, or any other type of notice, to let us know you have returned to work.

I received a letter dated April 24, 2023, announcing that you were on a leave of absence. As you know you work for the membership. We deserve to be officially notified of your return to work. We also deserve an explanation as to why you were on a leave of absence. In addition, NALC Region 1 deserves an explanation as to why you were AWOL for the Region 1 Rap Session on April 1, 2023.

There are many rumors that are very disturbing pertaining to you. It is for this reason we need to know the facts. We are requesting you disseminate the information the membership deserves to know.

In Unionism,

### **Charge 1 (B): Neglect of Duty**

This charge cites Article 9 of the National Constitution which defines the duties of the officers; in particular, Section (e) which “specifically applies to the NALC President’s responsibility for carrying out the Collective Bargaining Duties of the Union.” It states that President Renfroe’s absences during the period of preparing for collective bargaining and engaging in collective bargaining were detrimental to the Union’s ability to effectively bargain for a new contract. Additionally, it alleges that President Renfroe did not leave any notes or evidence of advance preparations for the negotiating team to rely upon as they moved forward with their efforts on behalf of the membership. This resulted in their having to start from scratch midway through the negotiating period.

I have enclosed a Bargaining Timeline for 2023, which was prepared by \_\_\_\_\_, who also provided the NALC-USPS Subcommittee Assignments and the NALC Internal Bargaining Subcommittee Schedules. (See Attachments) Six national officers and two NALC HQ staffers served as the chairs of the National Agreement Articles that were covered by the seven Subcommittees.

Prior to the Executive Council Meeting in Marieta, GA on January 23-26, there was only one meeting addressing the Collective Bargaining process. This occurred on January 18. It was essentially a general overview of the process, including discussions of assignments, timelines, strategy, and goals. In February, there were several meetings regarding the Bargaining Subcommittees which would be addressing workplace rules. EVP Paul Barner,

\_\_\_\_\_ were very involved in these meetings. There was a Bargaining Subcommittee Meeting on February 14. All officers and staff who work at Headquarters were apprised of their roles, responsibilities and assignments. The goal was to finish all internal subcommittee meetings and submit bargaining proposals to main table negotiators by the end of March. President Brian Renfroe and Executive Vice President Paul Barner oversaw that meeting. None of these meetings addressed collective bargaining on the economics issues for a new contract.

The Collective Bargaining Opening Session was held at USPS HQ on February 22. This is, essentially, a photo op. President Renfroe and PMG DeJoy shook hands and gave their respective speeches regarding the need to work together toward achieving a National Agreement that best serves the interests of letter carriers

and the Postal Service. Achieving this goal requires the full attention of all NALC officers, but especially the National President. The only time that President Renfroe is listed in attendance at another meeting prior to his taking a Leave of Absence on April 17 is the USPS Financial Presentation which was held at USPS HQ on April 10. This is a one-sided presentation which happens during each year when the contract is due to expire and is not a negotiating session.

The next day, the Collective Bargaining Subcommittees met in their respective groups all day at NALC HQ. Thereafter, they generally met in accordance with the established schedules, in-person and/or virtually. On March 6, bi-weekly bargaining logistics meetings began with USPS for planning, logistics, timelines, bargaining proposals, etc. As noted in the timeline, this has been going on for five months. At this point, all the meetings are being chaired by EVP Paul Barner. This is not unusual. Traditionally, the Executive Vice President oversees the workplace rules/issues while the president oversees the economics negotiations. Ultimately, 203 proposals were generated by the subcommittees. 140 of these were shared with USPS during negotiations. One or two subcommittees were still working on issues beyond the March 31 deadline. Two times per week, EVP Paul Barner, in partnership with the heads of the subcommittees, discuss their various ideas and positions with management counterparts to find resolutions that are acceptable to both sides. Paul indicated that they are making good progress in this arena.

President Brian Renfroe started his leave of absence on April 17. Prior to then, he was absent for significant periods of time during which no one knew where he was. (See Attachment: I have enclosed the Door Access Flat Report for the time frames in question.) In addressing the Charge: Neglect of Duty, President Renfroe argues that he did not leave the Union unprepared for contract negotiations. On page 6 of President Renfroe's rebuttal to this Charge, he states that: "the only replacement on any negotiating team was EVP Paul Barner replacing me in economic discussions." This is not true. On April 20, Paul reached out to former president Fred Rolando for assistance with the economics negotiations. Paul and Fred worked closely together to get this process on track. The Executive Council was aware of the former president's involvement. Also, on page 6 of President Renfroe's rebuttal, he stated: "During the time I was dealing with my illness, EVP Barner progressed with our goals; and, upon my return, we have continued to move forward seamlessly." The fact is Fred and Paul developed a strategy and some goals on what they wanted to accomplish on the economic issues. Brian and Paul are now moving forward with that plan. On Page 6, President Renfroe further stated: "EVP Barner

and I communicated throughout the collective bargaining process prior to my absence, and throughout the majority of my absence.” This is not true. EVP Barner explained that their communication regarding collective bargaining prior to President Renfroe’s absence involved workplace rules. Paul asserts that he received no ideas or guidance on collective bargaining on the economics side of the equation. Paul further stated that he is unaware of any Prep work done by President Renfroe in advance of his absence. He asserts that he and Fred started from scratch. He had never engaged in economics negotiations before, nor had President Renfroe for that matter. Additionally, Paul asserted that they had rarely communicated during Brian’s absence; and, when they did, it was mainly about how Brian was doing with his treatment. [redacted] noted that during his infrequent conversations with Brian during his absence, they discussed his health and sports for the most part.

Prior to his retirement, President Rolando started running tables with Jim Yates, the Director of Life Insurance, in anticipation of the 2023 Collective Bargaining negotiations. Jim is a labor economist. He plays a very important role on the economics side of negotiations. When USPS and NALC get close to an agreement on the pay table (starting pay, top pay, number of steps involved, length of waiting periods, etc.), he provides the cost-analysis so the parties understand what the economics will truly entail. That usually does not occur until after the contract has expired. Jim indicated that President Renfroe was aware of the initial tables that Fred had developed and left for him. Other than brief conversations in the hallway, Jim further stated that the first actual meeting he had with President Renfroe on the economics was one week after his June 26<sup>th</sup> return from his Leave of Absence. That would have been over one month after the contract had already expired.

As soon as he came onboard in April, Fred contacted DPMG Doug Tulino to let him know that he and EVP Paul Barner would be negotiating with him. Mr. Tulino told him he had never heard from President Renfroe at all. On the NALC-USPS Subcommittee Assignments handout I enclosed, DPMG Tulino and President Renfroe were scheduled to meet on Articles 9, 21 and Appendix A. While the other Subcommittee meetings took place, those three did not. Mr. Tulino also noted that this was the latest NALC and USPS had ever started negotiations on the economics. Fred was concerned that DPMG Tulino might employ that argument at Interest Arbitration should the parties go that route. It is important to remember that the 90-day period for negotiations, which began on February 22, was set to end on May 20. At that point, the parties were already sixty days into the negotiating period, with the



contract about to expire in thirty days, and they had not even begun to negotiate on the economic issues. They were definitely starting from scratch. Involving Former President Rolando at this stage of the game was a necessary and good decision by EVP Barner. Fred's knowledge and expertise garnered from three previous contract negotiations as well as his personal connection with DPMG Tulino during those negotiations allowed him and Paul to hit the ground running in the effort to get the process on track.

As president, when contract negotiations were set to begin the next year, Fred always started meeting informally with Doug in December. Then, after the opening ceremony and the 90-day negotiating period had begun, they would meet once per week. Those meetings were always off-the-record, but they gave them the opportunity to exchange ideas and conceptualize what the contract should look like from their respective points of view. By the time they got to the hotel lockdown week, they were well beyond a simple starting point on the road to crafting a contract. This is not to say that they had a simple task ahead of them. (The last contract was settled during arbitration, and the one before that was settled just before arbitration.) But by starting early and meeting often, Fred and Doug laid the groundwork for, ultimately, reaching those settlements.

During lockdown week at the Doubletree by Hilton Hotel in DC-Crystal City (May 15 – May 20), Fred and Paul initially shared with Doug the table that Fred had worked up last year. During those discussions, Fred contacted Jim Yates and asked him for some updates to that table...changing the waiting periods, shortening the time to the last step, adjustments to starting pay and top pay, etc. They shared the new table with Doug and continued with their negotiations. In total, they had eight meetings with Doug, their last being on June 28. Former President Rolando felt that they were getting close to beginning to deal with the analytics of the pay scale. They scheduled another meeting for two weeks later; but President Renfroe did not want Former President Rolando to continue his involvement in the collective bargaining process. I do not understand why President Renfroe took that position. The Union got such a late start on contract negotiations over the economic issues; it would seem that having a valuable resource such as former President Rolando would be beneficial moving forward. Nonetheless, President Renfroe and EVP Barner took that meeting and all subsequent meetings. The last time I talked to Paul, he said he thought they were making progress. We are, of course, past the sixty-day mediation period and looking at possible arbitrators for interest arbitration.

On Monday, May 15, President Renfroe contacted \_\_\_\_\_, . He asked him how the first day of bargaining had gone. \_\_\_\_\_ said it went well. This was the first time Brian had called about collective bargaining since he had taken a Leave of Absence. But, at that point, he did not ask for any details. On May 19 or 20, President Renfroe emailed \_\_\_\_\_ to get a copy of the statement from NALC about the status of collective bargaining. \_\_\_\_\_ provided a working copy. Brian became very angry when he saw that former President Rolando was involved in crafting that statement. The membership had the right to know that NALC had not reached a new contract with the Postal Service before it expired on May 20. They also needed to be apprised of the next steps in the process. Again, President Renfroe seemed to be more concerned that the former president was involved in the negotiations instead of grateful that he had stepped into the void left by Brian's absence to ensure that the process moved forward for the benefit of the membership.

I asked Director of Life Insurance Jim Yates how the negotiations were going. He indicated that they were a little behind from two rounds ago. I then asked him where we would be if Former President Rolando had not gotten involved. He said we would be further behind. When I asked Fred that question, he asserted that President Renfroe's actions during the contract negotiations were negligent and potentially disastrous for our 205,000 active city letter carrier members. Fred also noted that Brian's inaction prior to 2023 by not pursuing treatment for his addiction to alcohol played a significant role as well. Fred noted that there were at least a dozen instances of drunkenness and inappropriate behavior toward a NALC staffer over the years. Former President Rolando further stated: While it was important for President Renfroe to get treatment for his alcoholism; it was, nonetheless, a horrible time to walk away from the Union. He further stated that the preparation and engagement for collective bargaining, particularly on the economics of said bargaining, is the president's bailiwick and sworn duty. Fred also praised EVP Paul Barner for his professional leadership during this difficult time. He pointed out how he had managed to handle his own duties while stepping up to take on such an important role in the economics negotiations.

Alcohol addiction is a disease. That is a fact. But just like any other disease, it needs to be treated sooner rather than later. Assistant Secretary-Treasurer Mack Julion was an addiction counselor before becoming a letter carrier. He stated that he had some productive conversations with President Renfroe about his alcohol addiction. He noted that in his experience dealing with this disease, the addict is not responsible for his/her illness; but once they know they have a problem, it is on them

to correct it. President Renfroe didn't suddenly contract this disease in 2023. He has exhibited the symptoms and the effects of alcohol addiction since 2016, at least. (His claim, on page 12 of his rebuttal, of not having a physical addiction in 2018 when he was arrested for DUI notwithstanding.)

At the L.A. convention in 2016, EVP Renfroe was intoxicated and behaving inappropriately. [redacted] who, at that time, was the [redacted] and in charge of the [redacted], was uncomfortable enough to ask President Rolando to be removed from traveling with him. In the Fall of 2017, another issue arose with his alcoholism. Eddie Davidson, who was an assistant to the president for legislative matters at that time, received a call from EVP Renfroe's phone at 1:00 am. When he answered, he was surprised to hear a woman's voice. As it happened, she was a good Samaritan who had found Brian passed out in the bushes near his apartment. She found Eddie's number in Brian's phone and called him to see if he could help. At the time, Eddie lived in Fairfax, VA, so he called Paul Barner who lived closer to DC. Paul did not answer. So, Eddie called the woman back to say he was coming; but she said she had contacted another person with Brian's phone, and that person would be coming. That person was [redacted]. By the time she arrived, Brian had revived enough to make his way back to his apartment. [redacted] did not know his apartment number, but she was able to figure it out probably with the help of the good Samaritan. She knocked on the door, asked him if he was okay, yelled at him and then went home. [redacted], Eddie, and [redacted] had a conversation about the incident the next day, and President Rolando was told what had happened. During my interview with her, [redacted] indicated that she knew Brian needed help as early as 2017.

At the 2018 National Convention in Detroit, EVP Renfroe was involved in three separate incidents while intoxicated. Two of them involved inappropriate behavior toward other members' wives. The other one involved pro basketball player [redacted] in the lobby of the Convention. Brian was grabbing on to him, and pushed him off. Eddie and others had to get Brian away from him to avoid a confrontation. Two months later, EVP Renfroe was arrested for Driving Under the Influence (DUI) in Washington, DC. Just over two weeks later, Eddie Davidson arrived at the NALC HQ building early one morning to find that the side door had been broken. He called Paul Barner, who informed him that his chief engineer, who came into the office by 5:00 AM, had already apprised him of that fact. Eddie also said that Paul informed him there was a video showing EVP Renfroe yanking on the door before the glass shattered. The damage probably occurred the night before. EVP

Renfroe admitted to Paul that he was responsible for the damage. He said he just pulled on the door once, and the glass shattered. The Mag lock on the door would need 200 pounds of pressure to separate the magnet. Before that would happen, the frame would flex, causing the glass to shatter. It would take a great deal of force and significant effort to accomplish that. Normal pulling on the door wouldn't be enough. Brian would have had to have been yanking on that door very hard for an extended period of time. Given the fact that the card system for entry into the building was in place at that time, the question is why? Even if he had lost his card, or didn't use it to exit the building, he wouldn't have been able to reenter the building in that manner. I have enclosed a proposal from Central Glass DC, dated 10/01/2018, to fix the door. (See Attachment)

After the Detroit Convention, President Rolando assigned Eddie Davidson to handle the legislative side of EVP Renfroe's duties. In February 2019, Eddie was promoted to Executive Assistant to the President, but he actually worked directly with Brian. He said that Brian was unreliable. His attendance was atrocious. Either he was not showing up for work or he would come in late and leave early. Eddie used Paul Barner as his resource for getting things done when Brian was unavailable. Other staffers and some resident officers were aware of EVP Renfroe's behavior. Eddie stated that it was common knowledge that he drank a lot and had a problem maintaining control when he did. Sometime in 2019, [redacted] took the issue of Brian's drinking and attendance to President Rolando. He addressed it, and there was improvement for a while. Then, at the National Rap Session in Denver (August 2019), Brian was drinking and became physically aggressive toward [redacted] from [redacted], apparently because he was speaking with [redacted] wife. [redacted] wrote a letter to President Rolando. Fred addressed it with Brian, who assured him he would take care of it. In reality, Eddie took care of it, convincing [redacted] that Fred would ensure it never happened again. EVP Renfroe's issues with attendance and unreliability lasted pretty much until NALC switched to remote work in accordance with Covid protocols. Remote work remained in place from March 2020 until July 2022. During this period, it was nearly impossible to keep track of what Brian was doing and how he was behaving.

This pattern of behavior continued in the latter part of January, 2023; although [redacted] said she knew President Renfroe was not in a good place at the beginning of the year. At the Executive Council meeting in Marieta, Ga., President Renfroe showed up late and intoxicated to at least one of the meetings. On one of the days, EVP Barner went to the parking lot to call him. He drove up,

exited the car, stumbled forward and would have fallen to the ground if Paul had not caught him. On March 14, President Renfroe and [redacted] traveled to Biloxi, MS for the Region 8 Rap Session. Brian's presentation was scheduled for the next day. He went to one of the bars in the Golden Nugget Casino where everyone was staying, and the training was scheduled. (See Charge 4.) Many NALC members were gathered there, and most of them were drinking. [redacted] did not go to the bar. NBA Steve Lissan said that he left the bar at 2:30 AM. At that time, President Renfroe was still there and still drinking. The Rap Session was scheduled to start at 8:00 AM. At 6:30 AM, Brian texted [redacted] that they would meet in the lobby between 7 & 7:30 AM. He did not show up. [redacted] was waiting there with [redacted]. They started to look for him. Unfortunately, there was no room in his name because his room had been comped. They went to security for help, saying this was, potentially, an emergency. Unbeknownst to them, RAAs [redacted] and [redacted] were also searching for him. Suddenly, President Renfroe started texting again and showed up at the elevator. He was clearly intoxicated. [redacted] and [redacted] walked him to the room where the Rap Session was being held. [redacted] was very concerned. She told him not to go into the room. Brian said I'm fine, so they entered together. President Renfroe did a significantly shorter version of his presentation. NBA Lissan said he spoke for one hour at most. I asked [redacted] if she thought anyone noticed he was intoxicated. She said it was obvious to her, but perhaps not so to the attendees. Steve Lissan said he didn't seem as crisp as usual and a little grumpy. Other attendees said he was slurring his words and jumping around from one topic to another. They had difficulty understanding the presentation.

From March 16 to March 27, no one knew exactly where President Renfroe was and if he was going to come into the office [redacted] said she thought he was in his apartment in DC. Secretary/Treasurer Nicole Rhine had charters that only the president could sign and EVP Paul Barner wanted to discuss collective bargaining issues with him. When Paul was able to contact him by phone, Brian would cite some medical issues, say he was coming in tomorrow, but would not show up. He did come in for a little over three hours on March 28, took care of the charters; then Brian left to attend the Region 7 Rap Session in Minneapolis. He and [redacted] did their presentations on March 29. President Renfroe also attended a retirement party for former NBA [redacted] that evening. He and Michelle left very early the next morning. Previously, Brian had asked [redacted] to get him a couple of fundraiser tickets to the March 30 opening season baseball game

between the Washington Nationals and the Atlanta Braves, Brian's favorite team. \_\_\_\_\_ had arranged them for him; but, apparently, he did not use them. President Renfroe failed to attend Region 1's Rap Session on March 31 to April 1. (See Charge 1 (A)) From March 30 through April 9, President Renfroe was once again AWOL. He did show up on April 10 for the USPS Financial Presentation, and he was in the NALC HQ Building for three-and-one-half hours on April 11. Six days later, President Renfroe started his Leave of Absence.

Former President Rolando expressed his disappointment with how President Renfroe's behavior and absence had so significantly disrupted the collective bargaining process. Fred knew that Brian had an alcohol abuse problem as early as 2018. Periodically, he would address it with him; and Brian would allege he was talking to a counselor regularly, who was helping him with his issues. (There is no evidence that he actually did that.) Then, he would be okay for a while. But usually, he would make excuses for his behavior, citing his \_\_\_\_\_ or another medical ailment. Brian's pattern was he would drink, disappear, come back and everyone would be happy; then, he would disappear and become a problem again. Not all of the incidents I have cited were shared with Fred. Fred's plan was to have Brian at his side constantly for an extended period; so, he could learn how to do the job of being president. Covid quashed that plan. Everyone started working remotely, except Fred. It was difficult to monitor Brian and make sure he was ready for the challenge. Fred couldn't tell if Brian was doing what he needed to do to prepare himself for the presidency. Fred indicated that if he had known then, what he knows now, he would have stayed at least through contract negotiations.

In early April of 2023, \_\_\_\_\_ reached out to \_\_\_\_\_ for help with President Renfroe. \_\_\_\_\_ was \_\_\_\_\_ before becoming the \_\_\_\_\_. More importantly, he is 20 years sober with his alcohol addiction and a willing source of assistance for those still struggling with their own addictions. Originally, she had given his name to Brian; but when she realized Brian had not called him, she took it upon herself to hook them up. \_\_\_\_\_ recommended the Gosnold Treatment Center for inpatient treatment on Cape Cod. This is the same place that \_\_\_\_\_ used to treat his addiction. On April 17, President Renfroe began his own treatment there. Paul said that he was on the phone with Brian and his counselor at one point during his 6-day inpatient stay at Gosnold. They discussed treatment options going forward. The counselor gave them three options: 1) continue his inpatient treatment; 2) enter an Intensive Outpatient Program; and 3) go home and see how it goes. President

Renfroe chose option 2. He provided me with medical documentation for his 6-day inpatient stay at Gosnold as well as his intensive outpatient program (IOP) after he left. The documentation covers his treatment through June 28. I have included that documentation with this report. (See Attachment) In my interview with him, President Renfroe indicated that he still attends regular AA meetings, takes medication, and receives a once per month shot which is an opioid receptor blocker. He asserted that he is doing well and feels healthier than he has for a long time.

I asked [redacted] several questions about alcohol addiction. He confirmed that it is a disease which you must treat. It won't simply go away on its own. He further affirmed that different people experience it in different ways. There are binge drinkers, morning drinkers, evening drinkers, functional drinkers, etc. You could go for a period of time without drinking; then, have a drink and fall right back into a destructive pattern. **All alcoholics have a physical addiction. You get treatment and handle your sobriety on a day-to-day basis.** It's important to have the support of family, friends, and fellow addicts. [redacted] indicated that he spoke to Brian more than once and is still available if he needs to talk. He also provided some sobering information about relapse rates for recovering alcoholics. Approximately 18% of recovering alcoholics were able to abstain from drinking completely one year later. He further stated that recovery rates are less than 36% for people with a severe or lifetime alcohol dependence. However, 60% of those who are sober for two years tend to remain that way.

The fact that President Renfroe decided to get help for his alcohol addiction is a good step forward for his health and well-being. The fact that he waited so long to do so, and then took a Leave of Absence in the midst of contract negotiations was not good for the health and well-being of the Union.

**Bargaining Timeline (All dates in 2023) -**

January 18 – Collective Bargaining Meeting – Overall bargaining process, assignments, timeline, strategy, goals. (In attendance: Brian Renfroe, \_\_\_\_\_, Paul Barner, \_\_\_\_\_, Jim Yates, \_\_\_\_\_)

February 1 – Interest Arbitration Discussion – Strategy, assignments, timeline, goals. (In attendance: Brian Renfroe, \_\_\_\_\_, Paul Barner, \_\_\_\_\_, Jim Yates, \_\_\_\_\_)

February 6 – Bargaining Subcommittee Meeting Prep – Assignments, responsibilities, drafting proposals, timelines, etc. (In attendance: Paul Barner, \_\_\_\_\_)

February 9 – Bargaining Subcommittee Planning – Assignments, responsibilities, drafting proposals, timelines, etc. (In attendance: Paul Barner, \_\_\_\_\_)

February 10 – Collective Bargaining Opening Planning Meeting – Logistics, message, timeline, etc. (In attendance: Brian Renfroe, Paul Barner, \_\_\_\_\_)

February 14 – Bargaining Subcommittee Meeting – Met with all officers and staff who work at HQ to discuss their roles, responsibilities, and assignments. The goal was to finish all internal subcommittee meetings and submit bargaining proposals to main table negotiators by the end of March. (In attendance: Brian Renfroe, Paul Barner, \_\_\_\_\_, James Henry, \_\_\_\_\_, Manny Peralta, \_\_\_\_\_, Jim Yates, \_\_\_\_\_, Nicole Rhine, Mack Julion, \_\_\_\_\_)

February 21-24 – Executive Council Meeting – Overall bargaining discussion, subcommittee assignments, roles, responsibilities, repeat of class given on February 14. (In attendance: executive council and staff)

February 22 – Collective Bargaining Opening at USPS HQ – (In attendance: executive council and staff)

February 23 – Bargaining Subcommittee Meetings – Each subcommittee met in group all day at NALC HQ.

February 28 – Bargaining Meeting – Planning – (In attendance: Paul Barner and \_\_\_\_\_)

March 6 – Bi-Weekly Bargaining Logistics Meetings Begin – Meet twice weekly with USPS chief spokesperson for planning, logistics, timelines, bargaining proposals, etc. This has been going on for five months now. (In attendance: Paul Barner, \_\_\_\_\_)

March 13 – Bargaining Meeting with Subcommittee Chairs – Timelines, progress, goals, Q&A (In attendance: Paul Barner, \_\_\_\_\_, Manny Peralta, \_\_\_\_\_, James Henry, Jim Yates, \_\_\_\_\_, Dan Toth)

March 15 – Bargaining Meeting – Planning – (In attendance: Paul Barner and \_\_\_\_\_)



March 30 – Bargaining Proposals Meeting – Go over proposals from subcommittees, organizing, etc. (In attendance: Paul Barner,

April 5 – Bargaining Proposals Review – Begin thoroughly reviewing each of the 200+ proposals submitted by the subcommittees. (In attendance: Paul Barner,

April 7 – Meeting with Bargaining Subcommittee Chairs – Discuss proposals, Q&A (In attendance: Paul Barner, Jim Yates, James Henry, Manny Peralta, Dan Toth,

April 10 – USPS Financial Presentation – (In attendance: Brian Renfro, Paul Barner, Jim Yates

April 14 – Bargaining Proposals Review – Continue thoroughly reviewing each of the 200+ proposals submitted by the subcommittees. Prep for main table meetings to pass proposals. (In attendance: Paul Barner,

April 17 – Brian begins treatment.

April 19 – USPS Operations Presentation – (In attendance: Paul Barner, Dan Toth, Jim Yates,

April 19 – Collective Bargaining Meeting – Paul wanted to meet in the executive council room after we returned from the USPS presentation. We met for the rest of the day to discuss collective bargaining ideas and strategy. (In attendance: Paul Barner,

April 20 – Main Table Collective Bargaining Meeting with USPS – Begin passing of bargaining proposals. Met in EXC room at NALC HQ. (In attendance: Paul Barner, Jim Yates, USPS representatives)

April 27 – Main Table Collective Bargaining Meeting with USPS – Continue the passing of bargaining proposals. Met in EXC room at NALC HQ. (In attendance: Paul Barner, Jim Yates, USPS representatives)

April 28 – Bargaining Proposals Review – Continue thoroughly reviewing each of the 200+ proposals submitted by the subcommittees. Prep for main table meetings to pass proposals. (In attendance: Paul Barner,

May 2 – Bargaining Proposals Review – Continue thoroughly reviewing each of the 200+ proposals submitted by the subcommittees. Prep for main table meetings to pass proposals. (In attendance: Paul Barner, Jim Yates)

May 3 – Main Table Collective Bargaining Prep – (In attendance: Paul Barner, Jim Yates,

May 3 – Main Table Collective Bargaining Meeting with USPS – Continue the passing of bargaining proposals. Met in EXC room at NALC HQ. (In attendance: Paul Barner, Jim Yates, , USPS representatives)

May 5 – Main Table Collective Bargaining Meeting with USPS – Continue the passing of bargaining proposals. Met in EXC room at NALC HQ. (In attendance: Paul Barner, Jim Yates, Manny Peralta, James Henry, USPS representatives)

May 9 – Main Table Collective Bargaining Meeting with USPS – Continue the passing of bargaining proposals. Met in EXC room at NALC HQ. (In attendance: Paul Barner, ... , Jim Yates, USPS representatives)

May 9 – Interest Arbitration Planning – (In attendance: Other than me I'm not 100% sure)

May 12 – Collective Bargaining Meeting with Executive Council – Discuss collective bargaining issues and proposals. (In attendance: Executive council and staff)

May 15-20 – Hotel Bargaining Week – Met all week internally and with USPS representatives – (In attendance: Paul Barner, James Henry, Nicole Rhine, Mack Julion, Manny Peralta, Stephanie Stewart, Jim Yates, Dan Toth, Fred Rolando,

May 24 – Internal Bargaining Meeting – Recap from hotel week. Planning going forward. – (In attendance: Paul Barner,

June 5 – Internal Bargaining Meeting – Proposal discussions – (In attendance: Paul Barner,

June 7 – Internal Bargaining Meeting – Proposal discussions – (In attendance: Paul Barner,

June 12 – Interest Arbitration Discussion – (In attendance: Jim Yates,

June 12 – Internal Bargaining Meeting – Proposal discussions – (In attendance: Paul Barner,

June 15 – Interest Arbitration Panel Witness Discussion – (In attendance: Jim Yates,

June 20 – Internal Bargaining Meeting – Proposal discussions – (In attendance: Paul Barner,

June 26 – Brian returned to work in the HQ building

June 26 – Interest Arbitration Panel Witness Discussion – (In attendance: Jim Yates,

July 6 – Internal Bargaining Meeting – Proposal discussions – (In attendance: Paul Barner,

July 6 – Proposal Discussion with USPS (In attendance:

July 7 – Internal Bargaining Meeting – Proposal discussions – (In attendance: Paul Barner, [redacted])

July 7 – Proposal Discussion with USPS - (In attendance: [redacted])

July 11 – Collective Bargaining Economic Update – (In attendance: Brian Renfroe, Paul Barner, [redacted], Jim Yates)

July 12 – Collective Bargaining Economic Follow-up – (In attendance: Brian Renfroe, [redacted], Jim Yates, [redacted])

July 12 – Interest Arbitration Prep Update - (In attendance: Brian Renfroe, Paul Barner, [redacted], Jim Yates, [redacted])

July 14 – Internal Bargaining Meeting – Proposal discussions – (In attendance: Brian Renfroe, Paul Barner, [redacted], Jim Yates, [redacted])

July 17 – Internal Bargaining Meeting – Proposal discussions – (In attendance: Brian Renfroe, Paul Barner, [redacted], Jim Yates, [redacted])

July 19 – Interest Arbitration Panel Witness Discussion – (In attendance: Jim Yates, [redacted])

July 14 – Internal Bargaining Meeting – Proposal discussions – (In attendance: Paul Barner, Jim Yates, [redacted])

July 27 – Internal Bargaining Meeting – Proposal discussions – (In attendance: Paul Barner, Jim Yates, [redacted])

July 31 – Interest Arbitration Panel Witness Discussion – (In attendance: Jim Yates, [redacted])

NALC-USPS Subcommittee Assignments

Article	Title	USPS Chair	NALC Chair	NALC Subcommittee
1	Union Recognition	N/A	N/A	
2	Non-Discrimination and Civil Rights		Peralta	Safety
3	Management Rights	N/A	N/A	
4	Technological and Mechanization Changes		Toth	City Delivery
5	Prohibition of Unilateral Action	N/A	N/A	
6	No Layoffs or Reduction in Force		Barner	Main Table
7	Employee Classifications		Toth	City Delivery
8	Hours of Work		Toth	City Delivery
9	Salaries and Wages		Renfroe	
10	Leave		Toth	City Delivery
11	Holidays		Toth	City Delivery
12	Principles of Seniority, Posting and Reassignments		Toth	City Delivery
13	Assignment of Ill or Injured Regular Workforce Employees		Peralta	Safety
14	Safety and Health		Peralta	Safety
15	Grievance-Arbitration Procedure		Henry	CAU
16	Discipline Procedure			Workplace Issues
17	Representation		Henry	CAU
17.7	Dues Checkoff/Deductions		Barner	Miscellaneous
18	No Strike		N/A	
19	Handbooks and Manuals		Henry	CAU
20	Parking		Toth	City Delivery
21	Benefit Plans		Renfroe	
22	Bulletin Boards	N/A	N/A	
23	Rights of Union Officials to Enter Postal Installations		Toth	City Delivery
24	Employees on Leave with Regard to Union Business	N/A	N/A	
25	Higher Level Assignments			Route Structure and Adjustment
26	Uniforms and Work Clothes		Yates	Uniforms
27	Employee Claims	N/A	N/A	
28	Employer Claims		Toth	City Delivery
29	Limitation on Revocation of Driving Privileges		Toth	City Delivery
30	Local Implementation		Henry	CAU
31	Union-Management Cooperation		Henry	CAU
32	Subcontracting		Barner	Main Table
33	Promotions	N/A	N/A	
34	Work and/or Time Standards			Route Structure and Adjustment
35	Employee Assistance Programs		Peralta	Safety
36	Credit Unions and Travel	N/A	N/A	
41	Letter Carrier Craft		Toth	City Delivery
42	Energy Shortages	N/A	N/A	
43	Separability and Duration	N/A	N/A	
-	Appendix A		Renfroe	
-	Appendix B		Barner	Main Table
-	MOUs		Yates	

NALC-USPS Subcommittee Assignments

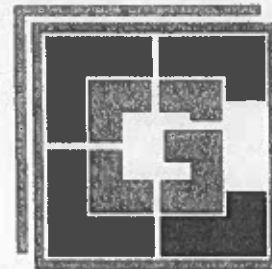
Article	Title	USPS Chair	NALC Chair	NALC Subcommittee
1	Union Recognition	N/A	N/A	
2	Non-Discrimination and Civil Rights		Peralta	Safety
3	Management Rights	N/A	N/A	
4	Technological and Mechanization Changes		Toth	City Delivery
5	Prohibition of Unilateral Action	N/A	N/A	
6	No Layoffs or Reduction in Force		Barner	Main Table
7	Employee Classifications		Toth	City Delivery
8	Hours of Work		Toth	City Delivery
9	Salaries and Wages		Renfroe	
10	Leave		Toth	City Delivery
11	Holidays		Toth	City Delivery
12	Principles of Seniority, Posting and Reassignments		Toth	City Delivery
13	Assignment of Ill or Injured Regular Workforce Employees		Peralta	Safety
14	Safety and Health		Peralta	Safety
15	Grievance-Arbitration Procedure		Henry	CAU
16	Discipline Procedure		McKay	Workplace Issues
17	Representation		Henry	CAU
17.7	Dues Checkoff/Deductions		Barner	Miscellaneous
18	No Strike	N/A	N/A	
19	Handbooks and Manuals		Henry	CAU
20	Parking		Toth	City Delivery
21	Benefit Plans		Renfroe	
22	Bulletin Boards	N/A	N/A	
23	Rights of Union Officials to Enter Postal Installations		Toth	City Delivery
24	Employees on Leave with Regard to Union Business	N/A	N/A	
25	Higher Level Assignments		McQuality	Route Structure and Adjustment
26	Uniforms and Work Clothes		Yates	Uniforms
27	Employee Claims	N/A	N/A	
28	Employer Claims		Toth	City Delivery
29	Limitation on Revocation of Driving Privileges		Toth	City Delivery
30	Local Implementation		Henry	CAU
31	Union-Management Cooperation		Henry	CAU
32	Subcontracting		Barner	Main Table
33	Promotions	N/A	N/A	
34	Work and/or Time Standards		McQuality	Route Structure and Adjustment
35	Employee Assistance Programs		Peralta	Safety
36	Credit Unions and Travel	N/A	N/A	
41	Letter Carrier Craft		Toth	City Delivery
42	Energy Shortages	N/A	N/A	
43	Separability and Duration	N/A	N/A	
-	Appendix A		Renfroe	
-	Appendix B		Barner	Main Table
-	MOUs		Yates	

## NALC Internal Bargaining Subcommittee Schedules

Subcommittee	Meeting Dates
City Delivery	March 14-15; March 22-24
Contract Administration Unit	March 13-17
Route Structure and Adjustment	March 1-2; March 27-28
Safety	March 1-3
Uniforms	Feb. 28, March 14, March 24
Workplace Issues	March 7-8; March 21-23; March 28
Miscellaneous	Feb. 28; March 2, 14, 20, 23, 27, 28, 30 (4 hours each)

Central Glass DC  
5590 Tuxedo Road  
Hyattsville, MD 20781  
Phone: 301-772-1800  
info@centralglassdc.com  
www.centralglassdc.com

## Proposal



**ADDRESS**  
National Association of Letter Carriers  
Building Corp.  
100 Indiana Avenue, NW  
Attention:  
Washington, DC 20001

**SHIP TO**  
National Association of Letter Carriers  
Building Corp.  
100 Indiana Avenue, NW  
Attention:  
Washington, DC 20001

**PROPOSAL #** 1749      **DATE** 10/01/2018      **PO #18-1024**

**PROJECT**  
C street doorlite

**ACTIVITY**

Furnish and install (1) new 1/4" laminated doorlite

**AMOUNT**

655.00

Excludes: overtime, weekends, holidays, replacing any missing screws in the door stop

Please find attached the estimate for this Job. Please reach out to us with any questions.

**TOTAL**

**\$655.00**

Thanks for your business!

Central Glass DC  
Devin Poulton  
www.centralglassdc.com

5590 Tuxedo Road  
Hyattsville, MD 20781  
Phone: 301-772-1800  
Fax: 301-772-1801  
Cell: 703-439-9023

Accepted By

Accepted Date

10/15/2018

**SWH05 - Door Access Flat Report (Admit or Reject)**

Text1:	Name	Door Name	Message Type	Message Text	Message Date/Time
		B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/6/2023 8:28:10 AM 'B1 Level Parking Garage AMEX DR' (IN) entering area Inside the Building.	
		GARAGE ELEV CALL	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/6/2023 8:28:22 AM 'GARAGE ELEV CALL' (IN).	
		ELEVATOR CAB-2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/6/2023 8:28:39 AM 'ELEVATOR CAB-2' (IN).	
		ELEVATOR CAB 1	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/6/2023 11:15:01 AM 'ELEVATOR CAB 1' (IN).	
		B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/6/2023 11:15:41 AM 'B1 Level Parking Garage AMEX DR' (OUT) entering area Outside the Building.	
		B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/6/2023 6:03:27 PM 'B1 Level Parking Garage AMEX DR' (IN) entering area Inside the Building.	
		GARAGE ELEV CALL	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/6/2023 6:03:43 PM 'GARAGE ELEV CALL' (IN).	
		ELEVATOR CAB 1	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/6/2023 6:27:31 PM 'ELEVATOR CAB 1' (IN).	
		B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/6/2023 6:28:03 PM 'B1 Level Parking Garage AMEX DR' (OUT) entering area Outside the Building.	
		B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/7/2023 6:19:52 AM 'B1 Level Parking Garage AMEX DR' (IN) entering area Inside the Building.	
		GARAGE ELEV CALL	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/7/2023 6:20:04 AM 'GARAGE ELEV CALL' (IN).	
		ELEVATOR CAB-2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/7/2023 6:20:21 AM 'ELEVATOR CAB-2' (IN).	
		ELEVATOR CAB-2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/7/2023 9:17:59 AM 'ELEVATOR CAB-2' (IN).	
		1st STREET ENTRY IN BOUND IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/7/2023 2:50:01 PM '1st STREET ENTRY IN BOUND IS5' (IN) entering area Outside the Building.	
		1st STREET ENTRY IN BOUND IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/7/2023 3:36:45 PM '1st STREET ENTRY IN BOUND IS5' (OUT) entering area Inside the Building.	



Text1:	Name	Door Name	Message Type	Message Text	Message Date/Time
		ELEVATOR CAB 1	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/7/2023 5:00:28 PM 'ELEVATOR CAB 1' (IN).	
		B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/7/2023 5:01:03 PM 'B1 Level Parking Garage AMEX DR' (OUT) entering area Outside the Building.	
		B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/28/2023 2:20:42 PM 'B1 Level Parking Garage AMEX DR' (IN) entering area Inside the Building.	
		GARAGE ELEV CALL	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/28/2023 2:20:52 PM 'GARAGE ELEV CALL' (IN).	
		ELEVATOR CAB-2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/28/2023 2:21:11 PM 'ELEVATOR CAB-2' (IN).	
		1st STREET ENTRY IN BOUND iS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/28/2023 2:38:34 PM '1st STREET ENTRY IN BOUND iS5' (IN) entering area Outside the Building.	
		1st STREET ENTRY IN BOUND iS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/28/2023 4:26:42 PM '1st STREET ENTRY IN BOUND iS5' (OUT) entering area Inside the Building.	
		1st STREET ENTRY IN BOUND iS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/28/2023 4:40:26 PM '1st STREET ENTRY IN BOUND iS5' (IN) entering area Outside the Building.	
		1st STREET ENTRY IN BOUND iS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/28/2023 5:46:25 PM '1st STREET ENTRY IN BOUND iS5' (OUT) entering area Inside the Building.	
		ELEVATOR CAB-2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/28/2023 5:46:51 PM 'ELEVATOR CAB-2' (IN).	
		ELEVATOR CAB-2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/28/2023 5:58:06 PM 'ELEVATOR CAB-2' (IN).	
		B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 3/28/2023 5:58:40 PM 'B1 Level Parking Garage AMEX DR' (OUT) entering area Outside the Building.	
		B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/10/2023 9:12:55 AM 'B1 Level Parking Garage AMEX DR' (IN) entering area Inside the Building.	
		GARAGE ELEV CALL	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/10/2023 9:13:06 AM 'GARAGE ELEV CALL' (IN).	
		ELEVATOR CAB-2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/10/2023 9:13:25 AM 'ELEVATOR CAB-2' (IN).	

**SWH05 - Door Access Flat Report (Admit or Reject)**

Text1:	Door Name	Message Type	Message Text	Message Date/Time
	1st STREET ENTRY IN BOUND iS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/10/2023 9:34:31 AM '1st STREET ENTRY IN BOUND iS5' (IN) entering area Outside the Building.	
	B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/10/2023 11:38:08 AM 'B1 Level Parking Garage AMEX DR' (IN) entering area Inside the Building.	
	1st STREET ENTRY IN BOUND iS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/10/2023 2:42:17 PM '1st STREET ENTRY IN BOUND iS5' (IN) entering area Outside the Building.	
	C STREET ENTRY iS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/10/2023 4:24:15 PM 'C STREET ENTRY iS5' (IN) entering area Inside the Building.	
	ELEVATOR CAB-2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/10/2023 4:24:28 PM 'ELEVATOR CAB-2' (IN).	
	ELEVATOR CAB 1	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/10/2023 4:29:40 PM 'ELEVATOR CAB 1' (IN).	
	B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/10/2023 4:30:17 PM 'B1 Level Parking Garage AMEX DR' (OUT) entering area Outside the Building.	
	B1 Level Parking Garage AMEX DR	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/11/2023 8:24:03 AM 'B1 Level Parking Garage AMEX DR' (IN) entering area Inside the Building.	
	GARAGE ELEV CALL	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/11/2023 8:24:13 AM 'GARAGE ELEV CALL' (IN).	
	ELEVATOR CAB-2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/11/2023 8:24:31 AM 'ELEVATOR CAB-2' (IN).	
	C STREET ENTRY iS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/11/2023 9:47:47 AM 'C STREET ENTRY iS5' (OUT) entering area Outside the Building.	
	C STREET ENTRY iS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/11/2023 11:37:33 AM 'C STREET ENTRY iS5' (IN) entering area Inside the Building.	
	ELEVATOR CAB 1	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/11/2023 11:38:08 AM 'ELEVATOR CAB 1' (IN).	
	1st STREET ENTRY IN BOUND iS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 4/11/2023 12:01:34 PM '1st STREET ENTRY IN BOUND iS5' (IN) entering area Outside the Building.	

**Charge 2 (A): Conduct. Impaired driving after hours in a NALC owned vehicle.**

In his rebuttal to the charge, President Renfroe takes the position that he was not impaired while driving a NALC car on 9/12/2018 at 10:49 PM. He explained that after work, he went to the Alibi for supper. Brian said that he “was there for approximately one and a half to two hours. (He) had three or four drinks with dinner.” (Page 12 of his rebuttal to the charges) I have attached the Personnel Admitted at Doors Report for 9/12/2018. (See Attachment) President Renfroe exited the NALC HQ building at 6:26 PM and reentered that building to pick up his car at 10:32 PM, four hours later. He was at the Alibi for a considerably longer period of time than he indicated. Thirteen minutes after he left the building in his NALC car, he was pulled over by the police. President Renfroe claimed he “was fine to drive and did not endanger anyone nor the vehicle I was driving.” (Page 12 of his rebuttal to the charges) The information provided in the police report completely undermines that assertion. His own words as recorded in that report demonstrate that he knew he shouldn't have been driving the car.

Officers Possinger, Naples and Koch were driving southbound when they heard excessive honking that was emanating from the red Chevrolet Traverse that (then) EVP Renfroe was driving. He was honking at two bicyclists directly in front of his vehicle. On page 13 of his rebuttal statement to the charge, President Renfroe explained that they had suddenly pulled in front of him before making a left-hand turn onto Massachusetts Avenue. The police report does not indicate that the officers felt the bicyclists were in any danger. EVP Renfroe continued northbound on 2<sup>nd</sup> Street NE, passing the officers after which an unknown female flagged them down and stated that she believed the driver of the red Chevrolet was intoxicated. With this information, the officers turned around and attempted to catch up to EVP Renfroe's vehicle. While doing so, Officer Possinger observed the Traverse cross the double yellow lines in the 600 block of 2<sup>nd</sup> Street NE, correct back into the proper lane and continue northbound. When the vehicle entered the 700 block of 2<sup>nd</sup> Street NE, the vehicle again crossed the double yellow lines and was driving northbound in the southbound lane of travel. At this point, Officer Possinger noted the risk posed to public safety and initiated his vehicle's emergency equipment, causing the Chevrolet to again correct into the proper lane. Officer Possinger then used the cruiser speaker to instruct EVP Renfroe to pull his vehicle to the curb. (See Attachment: includes the police report and court documents related to President Renfroe's case)

On Page 13 of his rebuttal statement to this charge, President Renfroe stated that due to the nature of the street in the 600 block of 2<sup>nd</sup> Street NE, he deliberately drove over the center lane as he and others do every day when no traffic is oncoming. He made a similar argument regarding the configuration of the street in the 700 block of 2<sup>nd</sup> Street NE, asserting that everyone drives over the center lane to ensure a safe distance from both

sides of the street. It's important to remember that these events occurred very late in the evening (almost 11:00 PM) when it was unlikely that there was much traffic heading southbound on 2<sup>nd</sup> Street NE. Additionally, I took the same route on 2<sup>nd</sup> Street NE between Massachusetts Avenue NE and I Street NE two times in the middle of the day and did not observe vehicles crossing the yellow lines as President Renfroe described.

The officers approached the vehicle. In his statement, Officer Possinger noted that he immediately smelled the odor of an alcohol beverage emanating from EVP Renfroe. Additionally, he noted EVP Renfroe's speech was slurred. At this point, the officers requested that EVP Renfroe step out of the vehicle. Officer Naples noticed that he was swaying while standing and had bloodshot eyes. The officer wanted to conduct the Standard Field Sobriety Tests. The report states that EVP Renfroe admitted that he probably would not pass the tests and that he probably should not have driven home. He indicated he needed an attorney before he would consent to the tests. It is, of course, his right to do so. The officers then placed him under arrest for Driving Under the Influence and transported him to the First District for criminal processing. At the station, Officer Naples provided EVP Renfroe with the Implied Consent Form and asked him to take a breathalyzer. He refused to do so without legal representation, which is his right to do. Again, while speaking with Brian at the station, Officer Naples smelled an odor of an alcoholic beverage coming from him. The police report provides sufficient information to conclude that EVP Renfroe was driving under the influence of alcohol.

There is a law called Implied Consent. Some version of it is on the books in all fifty states and the District of Columbia. Police officers are required to apprise defendants of the provisions of the law. Essentially, it states that by virtue of the fact that you are driving a vehicle, you automatically consent to taking a chemical test (breath, blood or urine) if an officer pulls you over and suspects you are driving under the influence. You can, of course, refuse to do so, but there are consequences. One is that your driver's license may be suspended for one year. In this instant case, the police report notes that Officer Naples provided EVP Renfroe with the Implied Consent Form. I spent quite a lot of time trying to understand how this law would apply in this situation. Finally, I contacted the DC Department of Motor Vehicles via email on August 25. My question to them was "If you are arrested for a DUI, refuse the breathalyzer test, and settle in court for a diversion program, is your license suspended for the one year duration of the program; and must you retake the written test and the road test in order to have it reinstated?" **JF-12543** (DC Department of Motor Vehicles) responded to me on August 28. "Yes, it will be suspended while you are in the program. Yes, you will have to start over if convicted of the DUI. Even if you plead guilty you will still have to wait one year and then start the process over." The relevant part of this answer is that EVP Renfroe's driver's license was

suspended while he was in the diversion program. (See Attachment for the email thread) I have also provided the Car Mileage Summary for CY: 2018 for Brian Renfroe's car. (See Attachment) It shows that he was driving the car throughout the time he was in the diversion program. Of course, there are serious penalties for driving in DC on a suspended license. For our purposes, if he had had an accident during this timeframe, NALC could have faced serious liability.

EVP Renfroe was charged with Driving Under the Influence of Alcohol or a Drug and Operating a Vehicle While Impaired. He was assigned an initial court date of October 11, 2018. Ultimately, on his attorney's recommendation and the court's approval, EVP Renfroe entered diversion through a deferred sentencing agreement. This procedure required him to plead guilty. The sentencing was then deferred, and the defendant was allowed to withdraw the guilty plea and nolle the case if he completed all the conditions of the agreement. Diversion agreements generally run from six months to one year. His agreement was set up for the latter. EVP Renfroe successfully completed the diversion agreement. On 12/20/2019, Charge #1: Driving under the influence of Alcohol or a Drug was dismissed. After five years, the arrest will be expunged from his record. That will happen this year. The requirement that the public record must be maintained for five years is the only reason this DUI was discovered.

Fortunately, in this case, there were no injuries or damage to the vehicle. Obviously, though, when someone is driving under the influence of alcohol, the chances that injuries or damage to the vehicle may occur are greatly increased, as is the potential liability for the Union. That's why NALC has a policy that all drivers of NALC cars must abide by. I have enclosed a copy of that policy, which I was provided by the

∴ It states, in relevant part:

Driving under the influence of drugs or alcohol is prohibited.

All traffic violations and accidents (whether at fault or not) must be immediately reported to NALC Human Resources and if applicable, a police report must be provided.

This policy was sent to all NBAs, with a Cc: to Fred Rolando, Brian Renfroe and on August 2, 2018. (See Attachment) By his own admission, when President Renfroe was EVP, he did not report his DUI to anyone at NALC. Additionally, everyone I interviewed during this investigation indicated that they had never heard of this DUI until they read the charges. EVP Brian Renfroe definitely violated this policy.

Journal

Cardholder Name	Door Name	Journal Log Message Type	Message Text	Message Date/Time
RENFROE, BRIAN	ELEVATOR CAB 1	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 1' (IN).	9/12/2018 4:46:45 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (IN).	9/12/2018 6:22:56 PM
RENFROE, BRIAN	ELEVATOR CAB 2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 2' (IN).	9/12/2018 6:23:13 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (OUT).	9/12/2018 6:26:35 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (IN).	9/12/2018 10:32:57 PM
RENFROE, BRIAN	ELEVATOR CAB 2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 2' (IN).	9/12/2018 10:33:10 PM
RENFROE, BRIAN	ELEVATOR CAB 1	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 1' (IN).	9/12/2018 10:36:13 PM

Journal

Cardholder Name	Door Name	Journal Log Message Type	Message Text	Message Date/Time
RENFROE, BRIAN	ELEVATOR CAB 2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 2' (IN).	9/12/2018 2:38:54 PM
RENFROE, BRIAN	ELEVATOR CAB 2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 2' (IN).	9/12/2018 2:46:49 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (OUT).	9/12/2018 3:40:37 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (IN).	9/12/2018 3:46:03 PM
RENFROE, BRIAN	ELEVATOR CAB 2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 2' (IN).	9/12/2018 3:46:15 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (OUT).	9/12/2018 4:38:52 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (IN).	9/12/2018 4:43:49 PM

Journal

Cardholder Name	Door Name	Journal Log Message Type	Message Text	Message Date/Time
RENFROE, BRIAN	ELEVATOR CAB 2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 2' (IN).	9/12/2018 12:27:26 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (OUT).	9/12/2018 1:07:15 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (IN) ([Unused]).	9/12/2018 1:14:14 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (IN).	9/12/2018 1:14:32 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (IN).	9/12/2018 1:18:56 PM
RENFROE, BRIAN	ELEVATOR CAB 2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 2' (IN).	9/12/2018 1:19:26 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (IN).	9/12/2018 2:38:38 PM



Journal

Cardholder Name	Door Name	Journal Log Message Type	Message Text	Message Date/Time
RENFROE, BRIAN	GARAGE ELEV CALL	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'GARAGE ELEV CALL' (IN).	9/8/2018 8:00:21 AM
RENFROE, BRIAN	ELEVATOR CAB 2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 2' (IN).	9/8/2018 8:00:38 AM
RENFROE, BRIAN	ELEVATOR CAB 1	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 1' (IN).	9/8/2018 8:05:07 AM
RENFROE, BRIAN	GARAGE ELEV CALL	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'GARAGE ELEV CALL' (IN).	9/12/2018 11:06:11 AM
RENFROE, BRIAN	ELEVATOR CAB 2	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'ELEVATOR CAB 2' (IN).	9/12/2018 11:06:29 AM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (OUT).	9/12/2018 12:13:52 PM
RENFROE, BRIAN	C STREET ENTRY IS5	Card Admitted	Admitted 'RENFROE, BRIAN' (Card: 36311258) at 'C STREET ENTRY IS5' (IN).	9/12/2018 12:20:59 PM

**SUPERIOR COURT FOR THE DISTRICT OF COLUMBIA**

**CCN #: 18153941**

**Arrest Number: 011834431**

**GERSTEIN AFFIDAVIT**

**District of Columbia**

**VS**

**RENFROE, BRIAN LEE**

Officer Possinger, Scott, CAD# 10643, personally appeared on 09/12/2018 and under penalty for making a false statement, set forth the below statement regarding the named defendant as true and/or as based upon information s/he believes to be true, and that the events occurred in the District of Columbia.

The event occurred on 09/12/2018 at approximately 22:49 at SENATE SQUARE, 201 I STREET NE, WASHINGTON, DC 20002

**BWC Activated by Officer Possinger, S., Officer Naples, D., Officer Koch, D., and Sergeant Nelson, J.**

**On Wednesday, September 12, 2018, while in full uniform, utilizing call sign Robbery Suppression 7 and Scout Car 1, Officer Possinger, Officer Naples and Officer Koch were driving southbound in the 500 block of 2nd Street Northeast, Washington, D.C.**

**At approximately 2244 hours, while driving southbound on 2nd Street Northeast, Officer Possinger heard an unknown vehicle excessively honking near his vehicle. After arriving at the intersection of 2nd & Massachusetts Avenue Northeast, Officer Possinger realized that a red in color Chevrolet Traverse, facing northbound at the intersection on 2nd Street, was honking at two bicyclists directly in front of the vehicle. The bicyclists then turned westbound into the 100 block of Massachusetts Avenue Northeast and the Chevrolet Traverse continued traveling northbound on 2nd Street. After the Chevrolet Traverse passed the Officers, an unknown white female flagged down Officer Possinger and stated that she believed the driver of the red Chevrolet was intoxicated.**

**At that point, Officer Possinger turned his vehicle around and attempted to catch up to the Chevrolet Traverse. While catching up to the vehicle, Officer Possinger observed the Traverse cross the double yellow lines in the 600 block of 2nd Street Northeast. The vehicle then corrected and continued northbound. Once the vehicle entered the 700 block of 2nd Street Northeast, the vehicle again crossed the double yellow lines and was driving northbound in the southbound lane of travel. Realizing the risk to public safety, Officer Possinger initiated all emergency equipment on his vehicle to conduct a traffic stop on the vehicle. After initiating the emergency equipment, the Chevrolet corrected, and approached the intersection of 2nd & I Street Northeast. Officer Possinger then utilized the cruiser speaker to instruct the driver to pull to the right side of the roadway. The Chevrolet Traverse bearing D.C. tags DN2310 then pulled to the curb in the 200 block of I Street Northeast.**

**Officers Possinger, Naples and Koch then approached the vehicle. Officer Possinger then introduced himself and explained the reason for the traffic stop to D-1 (Renfroe, Brian Lee DOB 4/7/1980), who was in operation of the vehicle. Officer Possinger immediately was able to smell the odor of an alcoholic beverage emanating from Defendant Renfroe's person. Additionally, Defendant Renfroe's speech was slurred. Officer Possinger questioned if Defendant Renfroe had any alcoholic beverages, to which he responded "I had a couple of beers like an hour ago...at The Alibi".**

**At which point, Officers requested that Defendant Renfroe step out of the vehicle. Officer Naples then explained to Defendant Renfroe that he would be conducting the Standard Field Sobriety Tests. Officer Naples noticed that Defendant Renfroe was swaying while standing and had bloodshot eyes. While speaking to Defendant Renfroe, it became evident that the Defendant was hesitant to participated in SFSTs. While speaking with the Defendant, he admitted that he probably would not pass the tests and that he probably should not have driven home. After over five minutes of discussing the Standard Field Sobriety Tests with Defendant Renfroe, Defendant Renfroe stated that he needed an attorney before he would consent to the SFSTs. At that point, Officers placed Defendant Renfroe under arrest for Driving Under the Influence. The Defendant was then transported to the First District for criminal processing.**

**Defendant Renfroe was identified by a District of Columbia Driver's Permit as Renfroe, Brian DOB 4/7/1980.**

At the First District, Officer Naples attempted to obtain chemical specimens from Defendant Renfro. After having the Implied Consent Form to to him, Defendant Renfro refused give chemical specimens at 2355 hours. Again while speaking to Defendant Renfro at the First District, Officer Naples was able to smell an odor of an alcoholic beverage coming from Defendant Renfro.

Defendant Renfro was issued NOI #282578940 for Failing to Keep in Proper Lane.

**POSSINGER, SCOTT (09/13/2018) E-SIGNATURE**

Police Officer

**ANDERSON, SETH / 6401 (09/13/2018) E-SIGNATURE**

Witness / Assistant Attorney General for the District of Columbia

**POSSINGER, SCOTT / 10643**

Printed Name / CAD#  
Clerk

**ANDERSON, SETH / 6401**

Printed Name of Witness / Deputy

The foregoing statement was made under penalty of criminal prosecution and punishment for false statements pursuant to D.C. Code 22-2405

**Superior Court of the District of Columbia  
CRIMINAL DIVISION**

---

**THE ATTORNEY GENERAL FOR THE DISTRICT OF COLUMBIA  
INFORMS THE COURT THAT WITHIN THE DISTRICT OF COLUMBIA:**

RENFROE, BRIAN  
NAME LEE PDID# 734796 DOB 4/7/1980 SEX Male  
ADDRESS 300 L STREET NE, 603, WASHINGTON, D.C.  
PERMIT # \_\_\_\_\_ ARREST # 011834431  DCTN # DCP 547558 TAG # \_\_\_\_\_  
on or about September 12, 2018  
at 201 I STREET NE, WASHINGTON, D.C.

DRIVING UNDER THE INFLUENCE OF ALCOHOL OR A DRUG: did operate or was in physical control of any vehicle in the District: (1) while intoxicated; or (2) while under the influence of alcohol or drug or any combination thereof in violation of D.C. Code § 50-2206.11 (2013), for which a penalty is provided in D.C. Code § 50-2206.13, D.C. Code § 50-2206.17, and D.C. Code § 50-2206.18 (2013).

OPERATING A VEHICLE WHILE IMPAIRED: did operate or was in physical control of any vehicle in the District while impaired by the consumption of alcohol or any drug or any combination thereof in violation of D.C. Code § 50-2206.14 (2013), for which a penalty is provided in D.C. Code § 50-2206.15 (2013).

DATE October 3, 2018

*Melissa H. Shear*

Melissa Shear  
Assistant Attorney General  
District of Columbia

COURT DATE 10/11/2018

REPORTED BY Possinger DIST.# 1st District BADGE # \_\_\_\_\_

COL. Citation Release LOCKUP # 0 WARRANT \_\_\_\_\_

CDL

HAZMAT

CMV

**Notice to Appear in Court or Post and Forfeit**  
1st, 3rd and 4th District Arrests by Any Law Enforcement Agency Within These Districts

**SUBJECT INFORMATION**

Arrest No. 011834431 CCN 18153941 PDID 734796 DOB 4/7/80

Station Clerk/Officer/Badge/Unit/Cad.No. Allen of Robinson Offense PSA 104

Name of Arrested Person: Last, First, Middle Ren Froe, Brian

You Have Been Arrested for the following offense(s).  
(Please List All Arrest Charges) Driving Under Influence 1st offense

You are being released on your promise to appear at the Superior Court of the District of Columbia, 500 Indiana Ave., NW, Washington, D.C. on the DATE and TIMES below:

ONLY DAG Charge(s)  
10/11/18 at 9:00 AM  
DATE TIME  
in Courtroom 120

ONLY U.S. Charge(s)  
DATE at 9:30 a.m. in Courtroom C-10  
DATE TIME

U.S. AND DAG Charges  
DATE at 9:00 a.m. in Courtroom 120  
DATE TIME  
DATE at 9:30 a.m. in Courtroom C-10  
DATE TIME

I acknowledge receipt of this Notice to Appear. I promise to appear on the date and time indicated above. I understand that if I fail to appear, a bench warrant may be issued for my arrest. I also understand that if I fail to appear I may be charged with a criminal offense that may result in a fine, imprisonment, or both if I am convicted of failing to appear.

[Signature] Signature of Arrested Person 10/11/18 Date

Charge: \_\_\_\_\_ Post and Forfeit Amount: \$ \_\_\_\_\_

I have chosen to pay and forfeit the collateral (money) amount set for the charge(s). I understand that I am waiving my right to a Court hearing when I pay and forfeit the amount set for the charge(s).

\_\_\_\_\_  
Signature of Arrested Person Date

**ATTENTION ALL ARRESTED PERSONS**

If the Superior Court is closed due to an emergency, you must return to Court on the next business day at 9 a.m.

RENFROE BRIAN  
04/07/1980  
M W  
734796

I have paid the bond set by the Court. I promise to appear on the date and time above. I understand that if I fail to appear, a bench warrant may be issued for my arrest. I also understand that if I fail to appear, I may be charged with a criminal offense that may result in a fine, imprisonment, or both if I am convicted of failing to appear.

\_\_\_\_\_  
Signature of Arrested Person Date

You were arrested on a bench warrant for failing to appear for D.C. Superior Court jury service. You will be released today to report to the D.C. Superior Court, Room 3130 (The Jurors' Office), 500 Indiana Ave., NW, Washington, D.C., on:

DATE at 9:30 a.m. TIME

I promise to appear on the date and time above. I understand that if I fail to appear, a bench warrant may be issued for my arrest. I also understand that if I fail to appear I may be charged with a criminal offense that may result in a fine, imprisonment, or both if I am convicted of failing to appear.

\_\_\_\_\_  
Signature of Arrested Person Date

I acknowledge that I have received and read the Notice To Arrested Persons and I understand my rights.

[Signature] Signature of Arrested Person 10/11/18 Date

Address: 306 C St NE  
Phone: 202-374-1669 Email: \_\_\_\_\_

Issued by Acting Clerk, Superior Court of the District  
[Signature] Signature of Station Clerk 2146 Badge No. 10 Unit

**2018 CTF 014630 District of Columbia vs. RENFROE, BRIAN LEE JB**

Case Type:  
Traffic  
Case Status:  
Closed  
File Date:  
10/04/2018  
Status Date:  
10/04/2018  
Next Event:

All Information | Party | Event | Docket | Receipt | Disposition

**Party Information**

**RENFROE, BRIAN LEE**  
- Defendant (Criminal)

- Disposition Alias
- Disp Date Party Attorney
- Attorney
- MYKYTIUK, JAY

**Events**

Date/Time	Location	Type	Result	Event Judge
10/11/2018 09:30 AM	Courtroom 120	Arraignment - Citation	Hearing Held	NOTI, ADRIENNE
11/02/2018 10:00 AM	Courtroom 120	Ascertainment of Counsel	Defense Counsel Unavailable	NOTI, ADRIENNE
11/27/2018 10:00 AM	Courtroom 120	Status Hearing	Change of Plea to Guilty	NOTI, ADRIENNE
11/19/2019 09:30 AM	Courtroom 120	Deferred Sentencing Review	Hearing Held	BESHOURI, JOSEPH E
12/20/2019 09:30 AM	Courtroom 120	Deferred Sentencing Review	Dismissed - Nolle	BESHOURI, JOSEPH E

**Docket Information**

Date	Docket Text	Image Avail.
10/03/2018	Charge Filed Charge 1: Driving Under the Influence of Alcohol or a Drug Charge 2: Operating a Vehicle While Impaired	<a href="#">Image</a>
10/03/2018	Gerstein Affidavit Filed	<a href="#">Image</a>
10/03/2018	Gerstein Affidavit Filed	<a href="#">Image</a>
10/04/2018	Event Scheduled Event: Arraignment - Citation Date: 10/11/2018 Time: 9:30 am Judge: NOTI, ADRIENNE Location: Courtroom 120	

10/11/2018	Release Conditions	<a href="#">Image</a>
	Pre-Trial Services Release Form Sent on: 10/11/2018 09:38:19.69	
10/11/2018	Event Resulted - Release Status: PR PSA - The defendant was arraigned. The Defendant pled not guilty. Duty representations were made. Speedy Trial rights were asserted. Release conditions were imposed. Case continued for an Ascertainment of Counsel Hearing. AAG Arrele Wakefield was before the court. The following event: Arraignment - Citation scheduled for 10/11/2018 at 9:30 am has been resulted as follows:  Result: Hearing Held Judge: NOTI, ADRIENNE Location: Courtroom 120 BRIAN LEE RENFROE (Defendant (Criminal)); Judge ADRIENNE NOTI	
10/11/2018	Event Scheduled  The following event: Arraignment - Citation scheduled for 10/11/2018 at 9:30 am has been rescheduled as follows:  Event: Arraignment - Citation Date: 11/02/2018 Time: 10:00 am Judge: NOTI, ADRIENNE Location: Courtroom 120	
10/11/2018	Event Scheduled Event: Ascertainment of Counsel Date: 11/02/2018 Time: 10:00 am Judge: NOTI, ADRIENNE Location: Courtroom 120	
10/11/2018	Event Resulted - Release Status: The following event: Arraignment - Citation scheduled for 11/02/2018 at 10:00 am has been resulted as follows:  Result: Hearing Vacated Judge: NOTI, ADRIENNE Location: Courtroom 120	
10/18/2018	Retained Praecipe Filed Attorney: MYKYTIUK, JAY (976596)	<a href="#">Image</a>
10/18/2018	Attorney Appointed (Retained) Attorney MYKYTIUK, JAY representing Defendant (Criminal) RENFROE BRIAN LEE as of 10/18/2018	
11/01/2018	Notice of Compliance filed	<a href="#">Image</a>
11/02/2018	Event Scheduled Event: Status Hearing Date: 11/27/2018 Time: 10:00 am Judge: NOTI, ADRIENNE Location: Courtroom 120	
11/02/2018	Release Conditions  Pre-Trial Services Release Form Sent on: 11/02/2018 10:06:06.08	<a href="#">Image</a>
11/02/2018	Event Resulted - Release Status: PR Mr. Mutimer stood in for attorney of record. Case is continued to allow for the presence of attorney of record. Release conditions were updated. The following event: Ascertainment of Counsel scheduled for 11/02/2018 at 10:00 am has been resulted as follows:  Result: Defense Counsel Unavailable Judge: NOTI, ADRIENNE Location: Courtroom 120 BRIAN LEE RENFROE (Defendant (Criminal)); Judge ADRIENNE NOTI	
11/27/2018	Defendant Enrolled in Diversion	
11/27/2018	Consent Order for Trial or Plea before Magistrate Judge Filed	<a href="#">Image</a>
11/27/2018	Deferred Sentencing Agreement with Community Service	<a href="#">Image</a>
11/27/2018	Waiver of Trial (Plea Form) Filed	<a href="#">Image</a>
11/27/2018	Charge Disposed - Pled Guilty Sentencing Deferred	
11/27/2018	Charge Disposed - Dismissed as Part of Plea Agreement	

11/27/2018	Release Conditions	<a href="#">Image</a>
	Pre-Trial Services Release Form Sent on: 11/27/2018 10:06:46.12	
11/27/2018	Event Scheduled Event: Deferred Sentencing Review Date: 11/19/2019 Time: 9:30 am Judge: NOTI, ADRIENNE Location: Courtroom 120	
11/27/2018	Event Resulted - Release Status: PR; the defendant entered diversion through a deferred sentencing agreement and pled guilty to the charges. Sentencing was deferred. The government agreed to allow the defendant to withdraw the guilty plea and nolle the case if the defendant completes all conditions of the agreement. AAG Rankowicz was present on behalf of the government The following event: Status Hearing scheduled for 11/27/2018 at 10 00 am has been resulted as follows  Result: Change of Plea to Guilty Judge: NOTI, ADRIENNE Location: Courtroom 120 BRIAN LEE RENFROE (Defendant (Criminal)); JAY MYKYTIUK (Attorney) on behalf of BRIAN LEE RENFROE (Defendant (Criminal)); Judge ADRIENNE NOTI	
11/27/2018	Community Service Placement Filed - 1st District	<a href="#">Image</a>
12/31/2018	Judge Caseload Transfer-Criminal The judge was changed from NOTI, ADRIENNE to BESHOURI, JOSEPH	
12/31/2018	Event Scheduled Event: Deferred Sentencing Review Date: 11/19/2019 Time: 9:30 am Judge: BESHOURI, JOSEPH E Location: Courtroom 120	
11/19/2019	Crime Victims Compensation Fund Receipt: 297702 Date: 11/19/2019	
11/19/2019	Notice to Return to Court Filed  Notice to Return to Court Sent on: 11/19/2019 09:52:39.22	<a href="#">Image</a>
11/19/2019	Event Scheduled Event: Deferred Sentencing Review Date: 12/20/2019 Time: 9:30 am Judge: BESHOURI, JOSEPH E Location: Courtroom 120	
11/19/2019	Defendant Re Enters Diversion	
11/19/2019	Event Resulted - Release Status: PR. The defense requested a continued DSA return date, as the defendant needed additional time to complete the DSA agreement. The government did not oppose; the court granted the request and set a further DSA hearing date The following event: Deferred Sentencing Review scheduled for 11/19/2019 at 9.30 am has been resulted as follows  Result: Hearing Held Judge: BESHOURI, JOSEPH E Location: Courtroom 120 BRIAN LEE RENFROE (Defendant (Criminal)); JAY MYKYTIUK (Attorney) on behalf of BRIAN LEE RENFROE (Defendant (Criminal)); Judge JOSEPH E BESHOURI	
11/20/2019	Community Service Placement Filed - 1st District	<a href="#">Image</a>
11/25/2019	8 Hours of Community Service Completed at Downtown DC BID	
12/01/2019	Community Service Hours Completed Successfully	<a href="#">Image</a>
12/20/2019	Guilty Plea Withdrawn	
12/20/2019	Diversion Successfully Completed	
12/20/2019	Charge Disposed - Nolle Diversion Charge #1: Driving Under the Influence of Alcohol or a Drug	
12/20/2019	Event Resulted - Release Status: N/A Defense Counsel informed the court Defendant's presence was waived and has met all conditions of the Diversion program. The government dismissed the case. AAG, Mr. Cargill, was present in court. The following event: Deferred Sentencing Review scheduled for 12/20/2019 at 9:30 am has been resulted as	



follows:

Result: Dismissed - Nolle  
Judge: BESHOURI, JOSEPH E Location: Courtroom 120  
JAY MYKYTIUK (Attorney) on behalf of BRIAN LEE RENFROE (Defendant (Criminal))  
Participant(s): Judge JOSEPH E BESHOURI

01/10/2020 Case Disposed - Nolle Diversion

**Receipts**

<u>Receipt Number</u>	<u>Receipt Date</u>	<u>Received From</u>	<u>Payment Amount</u>
297702	11/19/2019	RENFROE, BRIAN LEE	\$100.00
Total	Total	Total	Total
			\$100.00

**Case Disposition**

<u>Disposition</u>	<u>Date</u>	<u>Case Judge</u>
Dismissed-Nolle-Diversion	12/20/2019	BESHOURI, JOSEPH E

[DC Department of Motor Vehicles] Re: your support request I am looking for information on how the implied consent law is applied for a DUI arrest when the defendant refuses a breathalyzer test.

---

From: DC Department of Motor Vehicles (support@dcdmv.zendesk.com)

To: [REDACTED]

Date: Monday, August 28, 2023 at 08:18 AM EDT

---

##- Please type your reply above this line -##

Good Day [REDACTED]

Your DCDMV question/request (56293) has been solved or closed.

If you have any additional questions or comments related to this request, you may reply to this email to reopen the matter.

Thank You,

DC DMV

---

**JF-12543 (DC Department of Motor Vehicles)**

Aug 28, 2023, 8:18 AM EDT

Yes, it will be suspended while you are in the program.

Yes, you will have to start over if convicted of the DUI.

Even if you plead guilty you will still have to wait one year and then start the process over.

Best,

---

**Michael Weir**

Aug 25, 2023, 5:39 PM EDT

If you are arrested for a DUI, refuse the breathalyzer test, and settle in court for a diversion program, is your license suspended for the one year duration of the program; and, must you retake the written test and the road test in order to have it reinstated?

---

**Michael Weir**

Aug 25, 2023, 5:36 PM EDT

**National Association of Letter Carriers  
Car Mileage Summary For CY: 2018  
For: Brian Renfro**

2010 Chevy Transverse (FMV = \$17092 as of Dec 1 2014)  
(FMV Good for 4 years)

	Beginning Odometer Reading	Ending Odometer Reading	Elapsed Mileage	Business Mileage	Personal Mileage	Number of Days	Taxable Value	Personl Miles/fuel	Total Taxable
Dec 2017	67,724	70,844	3,120	206	2,914	31	384.72	164.64	549.36
Jan 2018	70,844	71,848	1,004	374	630	31	258.47	35.60	294.07
Feb 2018	71,848	75,199	3,351	2,350	1,001	28	111.14	56.56	167.70
March 2018	75,199	75,654	455	0	455	31	411.92	25.71	437.63
April 2018	75,654	75,992	338	0	338	30	398.63	19.10	417.73
May 2018	75,992	76,208	216	0	216	31	411.92	12.20	424.12
June 2018	76,208	76,541	333	0	333	30	398.63	18.81	417.44 NOV
July 2018	76,541	76,792	251	64	187	31	306.89	10.57	317.46 NOV
Aug 2018	76,792	76,971	179	66	113	31	260.04	6.38	266.42 NOV
Sept 2018	76,971	77,548	577	446	131	30	90.50	7.40	97.90 Nov
Oct 2018	77,548	77,655	107	74	33	31	127.04	1.86	128.90 NOV
Nov 2018	77,655	77,689	34	4	30	30	351.73	1.70	353.43 DEC
			9,965	3,584	6,381		3,511.63	360.53	3,872.16

**Chevy Transverse**

Time Period	Annual Value	Total Mileage	Personal Mileage	% Personal To Total	Number of Days	Taxable Value
November 2018	4,850.00	34	30	88.235%	30	351.73
Employer provided fuel @ .0565/personal mile						1.70
		34	30		30	353.43

Total Taxable Value 353.43

**National Association of Letter Carriers**  
**Car Mileage Summary For CY: 2018**  
**For: Brian Renfro**

2010 Chevy Transverse (FMV = \$17092 as of Dec 1 2014)  
 (FMV Good for 4 years) 0.0565 FMV \$4,850  
 Fuel Personal mlr:

	Beginning Odometer Reading	Ending Odometer Reading	Elapsed Mileage	Business Mileage	Personal Mileage	Personal % of Mileage	Days	Taxable Value	Personal Fuel Miles	Total Taxable	Month Entered in Payroll
DEC 2018	77,689	77,967	278	273	5	1.798%	31	7.41	0.28	7.69	
JAN 2019	77,967	78,106	139	138	1	0.715%	31	2.98	0.06	3.02	
FEB 2019	78,106	78,110	4	0	4	100.000%	28	372.28	0.23	372.28	
MAR 2019	78,110	78,180	70	62	8	11.429%	31	47.08	0.45	47.53	
APR 2019	78,180	78,194	14	0	14	100.000%	30	398.63	0.79	399.42	
MAY 2019	78,194	78,310	116	78	38	32.759%	31	134.94	2.15	137.09	
JUNE 2019	78,310	78,412	102	79	23	22.549%	30	89.89	1.30	91.19	
JULY 2019	78,412	78,543	131	124	7	5.344%	31	22.01	0.40	22.41	
AUG 2019	78,543	78,601	58	50	8	13.793%	31	56.82	0.45	57.27	
SEPT 2019	78,601	78,612	11	0	11	100.000%	30	398.63	0.62	399.25	
OCT 2019	78,612	78,624	12	0	12	100.000%	31	411.92	0.68	412.60	
NOV 2019	78,624	78,749	125	88	37	29.600%	30	117.99	2.09	120.08	
DEC 2019	78,749	78,779	30	6	24	80.000%	31	329.53	1.36	330.89	
Jan 2020	78,779	78,893	114	81	33	28.947%	31	119.24	1.86	121.10	
February 2020	78,893	81,153	2,260	6	2,254	98.735%	29	384.32	127.35	511.67	
March 2020	81,153	82,481	1,328	120	1,218	91.031%	31	374.97	68.82	443.79	
April 2020	82,481	82,520	39	0	29	100.000%	30	398.63	1.64	400.27	
May 2020	82,520	82,629	109	0	109	100.000%	30	398.63	6.16	404.79	
June 2020	82,629	82,803	174	0	174	100.000%	30	398.63	9.83	408.46	
July 2020	82,803	82,933	130	0	130	100.000%	31	411.92	7.35	419.27	813.25
August 2020	82,933	83,180	247	0	247	100.000%	31	411.92	13.96	425.88	
September 2020	83,180	83,640	460	0	460	100.000%	30	398.63	25.99	424.62	
October 2020	83,640	83,795	155	0	155	100.000%	31	411.92	8.76	420.68	
November 2020	83,795	84,125	330	0	330	100.000%	30	398.63	18.65	417.28	
December 2020	84,125	84,344	219	0	219	100.000%	31	411.92	12.37	424.29	841.57
January 2021	84,344	84,642	298	0	298	100.000%	31	411.92	16.84	428.76	
			1,204	1,105	225			2,389.86	10.85	2,400.71	

**Chevy Transverse**

Time Period	Annual Value	Total Mileage	Personal Mileage	% Personal To Total	Number of Days	Taxable Value
November 2018	4,850.00	34	30	88.235%	30	351.73
Employer provided fuel @ .0565/personal mlr						1.70
		34	30		30	353.43
						<u>353.43</u>
						<u>Total Taxable Value</u> 353.43

## Fwd: YOUR ACTION REQUIRED: NALC-owned Vehicle Use Policy

From: [REDACTED]

To: [REDACTED]

Date: Tuesday, August 8, 2023 at 01:54 PM CDT

Hi Mike, per request, please see the attached policy regarding reporting moving violation procedures, as they relate to company-owned vehicles.

Please let me know if there are any questions or if you need additional information. Thank you.

---

From:

Sent: Thursday, August 2, 2018 9:51 AM

To: All NBAs <allnbas@nalc.org>

Cc: Fred Rolando ; Brian Renfro

Subject: YOUR ACTION REQUIRED: NALC-owned Vehicle Use Policy

Good morning,

As you know, NALC-owned vehicles are provided for business purposes; however, commuting and other personal use is permitted. Drivers are covered under NALC's insurance policy in all normal situations, as it relates to liability, damage, and loss, **when used to conduct business**. Drivers **are not** personally covered while commuting or using the vehicles for other non-business. Therefore, each driver should annually provide proof of coverage of personal insurance (or *Drive Other Car* insurance, commonly called "DOC") if using the vehicle to commute or for other non-business / personal use. Without such personal coverage, you can be **personally exposed to great financial risk**.

Please see the attached policy which highlights the guidelines to be followed when driving a NALC-owned vehicle, including our request to provide proof of coverage of personal insurance if using the vehicle to commute or for other non-business. We ask that you provide us with a current copy of your proof of insurance card, and return a completed copy the attached policy no later than next Friday (8/10). Simply mail to my attention, fax [REDACTED] or email a pdf copy to this email address by 8/10.

As always, if you need additional time to complete this request or have any questions, please let me or Judy know. Thank you!

Regards,

National Association of Letter Carriers  
100 Indiana Avenue NW | Washington, DC 20001-2144  
Direct (202) 662-2854 | Fax (202) 662-2815



NALC Vehicle Use Guidelines.final.pdf

## NALC OWNED VEHICLE USE

NALC-owned vehicles are provided for business purposes; however, commuting and other personal use is permitted. Drivers are covered under NALC's insurance policy in all normal situations, as it relates to liability, damage, and loss, **when used to conduct business.** Drivers **are not** personally covered while commuting or using the vehicles for other non-business. Therefore, each driver should annually provide proof of coverage of personal insurance (or Drive Other Car insurance, commonly called "DOC") if using the vehicle to commute or for other non-business. Without such personal coverage, you can be **personally exposed to great financial risk.**

In addition to the above, it is NALC policy:

- Driving under the influence of drugs or alcohol is prohibited.
- Driver must have a valid driver's license
- The person assigned to the vehicle will not use or permit the use of the vehicle in a negligent or improper manner or in violation of any law.
- All traffic violations and accidents (whether at fault or not) must be immediately reported to NALC Human Resources and if applicable, a police report must be provided.
- Maintenance is the responsibility of the person assigned to the vehicle (you must insure the maintenance is performed as scheduled by the manufacturer and it is a reimbursable expense you submit).

Below please fill out the necessary insurance information:

Insurance Company Name: \_\_\_\_\_

Insurance Company Contact Phone Number: \_\_\_\_\_

Insurance Agent (if applicable): \_\_\_\_\_

License No./State \_\_\_\_\_ Date of Birth \_\_\_\_\_

(Please attach a current copy of your proof of insurance card).

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

Signature certifies that you have the necessary vehicle insurance to drive a NALC-owned vehicle for personal use and that you will adhere to the guidelines set forth above.

**Charge 2 (B): Circulating false or Misleading Statements about a NALC Officer: Brian Renfroe shared and referenced confidential Information about an employee matter.**

As noted in the charging document, rumors apparently started to circulate at Region 1's Training, which was conducted from March 30 to April 1, regarding [redacted] having inappropriate contact with female [redacted]. I asked NBA Keisha if she had heard anything at the training, and she indicated she had not. The alleged allegations in question originated at the Marieta, GA Executive Council meeting in January (23-26). One female [redacted] casually mentioned to President Brian Renfroe an incident that had occurred between her and the [redacted]. Ultimately, two female [redacted] said they had experienced issues, though neither of them filed official complaints.

The charge referenced several sources having asserted that President Renfroe had informed them of alleged complaints prior to the regional training at San Diego, CA. My investigation determined that six former and current national officers, and on [redacted] were contacted by President Renfroe with this information. When I questioned the President about why he did this, he explained that he was just seeking advice from several sources on how to proceed. I questioned each of the individuals that President Renfroe had contacted. Each of them agreed that they had been contacted, but each of them also stated that they had not shared the information with anyone else. Nonetheless, the rumors did surface and began to take on a life of their own.

There was a significant gap in time between when alleged inappropriate behavior was brought to President Renfroe's attention, and stories began to circulate at the Region 1 Training regarding that behavior...about two months. During this time, no appropriate action was taken with Human Resources to address the issue.

The charging officer, Director of City Delivery Chris Jackson, told me that he was contacted by a former branch president from Region 1 regarding the allegations. By this time, Chris was already aware of them, but he had not told [redacted] about them. He asked the former branch president not to bother [redacted] with this information while he was on vacation. He did anyway. This was sometime at the beginning of April. This accounts for the gap in time between when the [redacted] learned of the alleged allegations being made public and his request to speak to President Renfroe about them.

The email thread between President Renfroe and \_\_\_\_\_, which occurred between April 10, 11 and 12, is part of the documentation associated with this charge. It is quite clear from the language and tone of the \_\_\_\_\_ emails that he was very upset and wanted to address this matter as soon as possible. President Renfroe indicated that he was in meetings all afternoon on the 10<sup>th</sup> and had to leave early on the 11<sup>th</sup> (due to a migraine), so he was unable to meet. He offered a meeting after the resident officers' meeting on the 12<sup>th</sup>, but \_\_\_\_\_ had a very important doctor's appointment at that time. However, since the resident officers' meetings usually occur in the afternoon, the \_\_\_\_\_ offered to meet in the morning or, if that was not possible, he would make a special trip back to the building later that afternoon to meet. Ultimately, the meeting did not occur, and \_\_\_\_\_ then approached EVP Paul Barner to address his concerns. (See Attachment)

Paul immediately turned the matter over to the Director of Human Resources, \_\_\_\_\_, who expeditiously conducted an investigation, interviewing everyone involved within three to four days of being notified of the issue. On April 18, EVP Barner announced the results of said investigation at the same Executive Council meeting when he announced that President Brian Renfroe was taking a Leave of Absence. He said Human Resources had determined that the facts did not exactly support the allegations.

Based on my investigation of this charge, it became clear to me that this matter had been handled improperly, to the detriment of all the concerned parties. I spoke with Human Resources Manager \_\_\_\_\_ to determine if there was a policy in place for reporting allegations of inappropriate behavior, and if the procedures contained therein had been followed properly. He indicated that there was a policy, and it had not been followed in this case. It is found on everyone's Dayforce and is attached to the training module which is rolled out every two to three years. All employees and officers are required to read it and sign off that they have done so. The policy was recently updated in January of 2021. President Renfroe was certainly aware of the policy and its guidelines for what must be done when someone reported an allegation. He was involved in the update of the policy and had an additional role to play in the application of the policy.

H.R. Director \_\_\_\_\_ provided me with a copy of **NALC's Policy Prohibiting Workplace Harassment and Discrimination and Sexual Harassment Complaint Form**. I have included a copy with this report. (See Attachment) I have also included emails from April of 2021 which confirm EVP



Brian Renfroe's receipt of the policy and procedures, and his position as the one to whom the individual reporting the alleged misconduct can appeal a resolution they do not agree with. (See Attachment) Policy item number 7 is relevant to the issue at hand. It reads, in part:

"All supervisors and managers who receive a complaint or information about suspected harassment or discrimination, observe what may be harassing or discriminatory behavior or for any reason suspect that sexual harassment is occurring, **are required** to report such conduct to \_\_\_\_\_."

I have also included an email between Paul Barner and Brian Renfroe, dated April 16, 2021, which confirms Brian's receipt of the policy and the procedures. (See Attachment)

These procedures were put in place to protect the privacy of both the accuser(s) and the accused. Had this policy been followed, we would not be here addressing this charge today. Given the fact that the accused in this matter has now retained an attorney, the charging officer's concern that the Union may be exposed to possible litigation and liability has an increased level of validity.

Additionally, in President Renfroe's rebuttal to this charge, he indicated that "over the course of several weeks (now months) in 2023, multiple headquarters staff members communicated concerns and allegations to me regarding what they perceived as inappropriate behavior by \_\_\_\_\_" (Page 9 of President Renfroe's rebuttal to the charges) I spoke with H.R. Director \_\_\_\_\_ regarding this issue. He indicated that he and his staff had never been notified of any additional allegations.

There are two other issues related to this charge that I believe are important to address. First of all, it has come to my attention that due to how this particular situation was handled and the resulting fallout (publicity) for the parties involved, there are women who are saying they will not report any type of inappropriate behavior or harassment they may encounter in the future. This would result in a hostile workplace environment. Secondly, there were two different ways that the issue in this case was characterized. 1): that inappropriate touching was involved; and 2): that a more aggressive physical interaction was involved. To be clear, neither of these two options is acceptable; but the latter one strikes people as being more egregious. The latter one was the one taken to Human Resources for review.

I located seven people whom President Renfroe had contacted about the allegations. Five said he characterized the issue the first way; two said he characterized it the second way. In his rebuttal to this charge, President Renfroe said: "The idea that I would make this up and spread it is ridiculous. On the contrary, I wanted to handle this appropriately and as quietly as possible to respect the privacy of everyone involved." (Page 9 of President Renfroe's rebuttal to the charges) Again, had President Renfroe immediately contacted Human Resources as required in the NALC policy, he would have handled it appropriately, quietly and respectfully for everyone involved. He chose not to do so. Instead, President Renfroe initiated discussions with seven people, purportedly for advice as to how the matter should be handled, rather than go through the proper channels of which he was fully aware. By doing this he left the door open for confidential employee matters to potentially spread throughout the membership. Had President Renfroe abided by the policy, we may have gotten the same result in terms of Human Resources' assessment of the complaint. The difference is the privacy of both the accusers and the accused would have been preserved. And trust in the system would not have been so utterly compromised.

Thank you! Immensely appreciated! I'll standby to hear back from you.

Have a fantastic rest of your day!

100 Indiana Avenue, NW  
Washington, DC 20001

**From:** Brian Renfroe <RENFROE@NALC.ORG>  
**Sent:** Monday, April 10, 2023 5:13 PM  
**To:**  
**Cc:** Paul Barner < >; Julion, Mack  
**Subject:** Re: Request Meeting; Regarding Accusations

I was in meetings all afternoon. I'll let you know a good time tomorrow.

Brian L. Renfroe  
President  
National Association of Letter Carriers, AFL-CIO  
100 Indiana Ave NW  
Washington, DC 20001

On Apr 10, 2023, at 4:42 PM, > wrote:

Brian,

I came to your office today at approximately 1:30 PM to meet with you, but you were not there. However, I'm requesting a meeting with you ASAP regarding very concerning allegations that I've received from the field regarding my conduct. If you are available today, please let me know and I will come up to your office and would like to have Mack Julion present. If you are not available today, please advise as to when you are available to meet as expeditiously as possible.

Your prompt response and attention to this matter is greatly appreciated.

Thank you,

100 Indiana Avenue, NW  
Washington, DC 20001

**From:** [REDACTED]  
**Sent:** Monday, April 10, 2023 5:15 PM  
**To:** Brian Renfroe  
**Cc:** Paul Barner; Julion, Mack; Mack Julion  
**Subject:** RE: Request Meeting; Regarding Accusations

Thank you! Immensely appreciated! I'll standby to hear back from you.

Have a fantastic rest of your day!

100 Indiana Avenue, NW  
Washington, DC 20001

**From:** Brian Renfroe <[REDACTED]>  
**Sent:** Monday, April 10, 2023 5:13 PM  
**To:** [REDACTED] G>  
**Cc:** Paul Barner [REDACTED] Julion, Mack [REDACTED]  
**Subject:** Re: Request Meeting; Regarding Accusations

I was in meetings all afternoon. I'll let you know a good time tomorrow.

Brian L. Renfroe  
President  
National Association of Letter Carriers, AFL-CIO  
100 Indiana Ave NW  
Washington, DC 20001

On Apr 10, 2023, at 4:42 PM, [REDACTED] wrote:

Brian,

I came to your office today at approximately 1:30 PM to meet with you, but you were not there. However, I'm requesting a meeting with you ASAP regarding very concerning allegations that I've received from the field regarding my conduct. If you are available today, please let me know and I will come up to your office and would like to have Mack Julion present. If you are not available today, please advise as to when you are available to meet as expeditiously as possible.

Your prompt response and attention to this matter is greatly appreciated.

Thank you,

100 Indiana Avenue, NW  
Washington, DC 20001

---

**From:** [REDACTED]  
**Sent:** Wednesday, April 12, 2023 11:34 AM  
**To:** Brian Renfroe  
**Cc:** Paul Barner; Julion, Mack  
**Subject:** RE: Request Meeting; Regarding Accusations

Brian,

I hadn't received a response from you regarding my requested meeting to occur today. However, you indicated in your previous email that we could meet today after the officers meeting. I will be at the doctor's office at the time and am departing today at 11:30 AM. However, as I stated in my response to you on yesterday, the issue at hand is ultra important and of the utmost urgency. Therefore, I'm willing to return after my doctor appointment today to meet with you. I anticipate that it would be approximately 4:30 – 5:00 PM. Please advise if the aforementioned can and will be accommodated.

I'm not comfortable with allowing the concerns I have to discuss with you to go unaddressed pass today. It is in regards to allegations of my conduct and I view it as having an adverse impact on my reputation and career.

Please advise.

[REDACTED]  
100 Indiana Avenue, NW  
Washington, DC 20001

**From:** Brian Renfroe  
**Sent:** Monday, April 10, 2023 5:13 PM  
**To:** [REDACTED]  
**Cc:** Paul Barner ; [REDACTED]  
**Subject:** Re: Request Meeting; Regarding Accusations

I was in meetings all afternoon. I'll let you know a good time tomorrow.

Brian L. Renfroe  
President  
National Association of Letter Carriers, AFL-CIO  
100 Indiana Ave NW  
Washington, DC 20001

On Apr 10, 2023, at 4:42 PM, [REDACTED]

Brian,

---

**From:**  
**Sent:** Tuesday, April 11, 2023 2:36 PM  
**To:** Brian Renfroe  
**Cc:** Paul Barner; Julion, Mack; Mack Julion  
**Subject:** RE: Request Meeting; Regarding Accusations

Brian,

I'm disappointed that we will not be able to meet today as anticipated. I truly hope that you began to feel better and have a speedy recovery.

I have a doctor's appointment with a specialist tomorrow 12 APR 2023 in Bowie, MD at 1:00 PM that I've been waiting for almost 4 months. I will be here tomorrow morning until 11:30 AM. I must express the utmost urgency in meeting with you since you are the President, as my reputation and livelihood is under attack.

Is it possible we can meet in the morning? I don't care what time, if you say 5:00 AM I'm good because it's that important to me and the matter needs to be addressed sooner than right now and faster than immediately.

Please advise.

100 Indiana Avenue, NW  
Washington, DC 20001

**From:** Brian Renfroe <RENFROE@NALC.ORG>  
**Sent:** Tuesday, April 11, 2023 12:06 PM  
**To:**  
**Cc:** Paul Barner; Julion, Mack; Mack Julion  
**Subject:** Re: Request Meeting; Regarding Accusations

Unfortunately I have a migraine so I'm going home shortly. Let's talk after the residents meeting tomorrow. My apologies.

Brian L. Renfroe  
President  
National Association of Letter Carriers, AFL-CIO  
100 Indiana Avenue NW  
Washington, DC 20001

On Apr 10, 2023, at 5:15 PM,

I came to your office today at approximately 1:30 PM to meet with you, but you were not there. However, I'm requesting a meeting with you ASAP regarding very concerning allegations that I've received from the field regarding my conduct. If you are available today, please let me know and I will come up to your office and would like to have Mack Julion present. If you are not available today, please advise as to when you are available to meet as expeditiously as possible.

Your prompt response and attention to this matter is greatly appreciated.

Thank you,

[REDACTED]  
[REDACTED]  
100 Indiana Avenue, NW  
Washington, DC 20001  
[REDACTED]



## Paul Barner

---

**From:** [REDACTED]  
**Sent:** Thursday, August 3, 2023 10:18 AM  
**To:** Paul Barner  
**Subject:** Fwd: Harassment Policy updated  
**Attachments:** NALC 2 - Policy Prohibiting Workplace Harassment and Discrimination w\_ Complaint Form. Apr 2023.docx

Hi Paul, please see the attached policy per request. It is found on both Dayforce, as part of our onboarding, and attached to the training module (which will be sent to you under separate cover). It was recently modified only to include Jeannay as part of the HR team. Please let me know if you have any questions. Thanks!

## NALC's Policy Prohibiting Workplace Harassment and Discrimination and Sexual Harassment Complaint Form

National Association of Letter Carriers, AFL-CIO ("NALC") is committed to creating a work environment free from sexual harassment, and harassment and discrimination based on race, color, religion, creed, sex, national origin, citizenship, age, disability, genetic predisposition or carrier status, marital status, sexual orientation, uniformed service or any other characteristics protected by applicable law. This harassment is illegal and strictly prohibited, whether committed by supervisory or non-supervisory personnel, management, or third parties, such as vendors. Every supervisor, manager and employee is responsible for complying with NALC's Policy Prohibiting Workplace Harassment and Discrimination.

In keeping with this policy, NALC reaffirms that it will not tolerate any form of harassment or discrimination on any of the bases listed above. Should any supervisor, manager or employee be subject to, or become knowledgeable about, workplace harassment or discrimination, NALC has established a formal procedure for reporting misconduct. This procedure is intended to supplement—not to replace or supersede—the other procedures available to supervisors, managers and employees under applicable laws or acts.

### Policy:

1. Coverage: NALC's Policy Prohibiting Workplace Harassment and Discrimination applies to all supervisors, managers and employees, applicants, paid or unpaid interns, or non-employees<sup>1</sup> (hereinafter "employees") of the Firm.
  - a. This policy applies to conduct occurring in NALC's physical workplace; NALC sponsored events, parties or business travel; and gatherings, calls, texts, emails, and social media usage by supervisors, managers and employees away from the workplace, on personal devices or during non-work hours.
  
2. Prohibited Conduct:
  - a. *Sexual Harassment.* For the purposes of the Firm's policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct or graphic displays of a sexual nature when (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (ii) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (iii) such conduct has the purpose or effect of unreasonably

---

<sup>1</sup> A non-employee is someone who is (or is employed by) a contractor, subcontractor, vendor, consultant, or anyone providing services in the workplace (e.g., individuals providing equipment repair or cleaning services). Protected non-employees include persons commonly referred to as independent contractors, "gig" workers and temporary workers.

interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

- i. Sexual harassment may involve individuals of the same or different sex or gender.
  - ii. The following are examples of unlawful sexual harassment that are strictly prohibited:
    1. Physical acts of a sexual nature, such as unwanted touching, pinching, patting, kissing, hugging, grabbing, brushing against another supervisor's, manager's or employee's body, blocking modes of ingress or egress, or attempts to commit these assaults;
    2. Unwanted sexual advances or propositions, such as requests for sexual favors accompanied by implied or overt threats concerning the target's job performance evaluation, a promotion or other job benefits or detriments; and sexually oriented gestures, noises, jokes, or comments about a person's sexuality or sexual experience, which create a hostile work environment; and
    3. Sexual or discriminatory displays or publications anywhere in the workplace, such as: pictures, posters, calendars, graffiti, objects, promotional material, reading materials or other materials that are sexually demeaning or pornographic.
- b. *Harassment on the basis of other protected characteristics.* For purposes of the Firm's policy, harassment of this kind consists of verbal or physical conduct or graphic displays that target, demean or show hostility or aversion toward an individual because of their race, color, religion, creed, sex, national origin, citizenship, age, disability, genetic predisposition or carrier status, marital status, sexual orientation, uniformed service or any other characteristics protected by applicable law and that: (i) have the purpose or effect of creating an intimidating, hostile or offensive work environment; (ii) have the purpose or effect of unreasonably interfering with an individual's work performance; or (iii) otherwise adversely affect an individual's employment opportunities.
- i. Depending on the circumstances, harassing conduct may include, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; demeaning jokes and displays, or circulation in the workplace of written or graphic material that targets or denigrates or shows hostility or aversion toward an individual or group.

- c. *Discrimination.* For purposes of the Firm's policy, discrimination occurs when a supervisor, manager or employee is treated less favorably because of their: (i) membership in a protected class (i.e., race, color, religion, creed, sex, national origin, citizenship, age, disability, genetic predisposition or carrier status, marital status, sexual orientation, uniformed service or any other characteristics protected by applicable law); (ii) assumed membership in a protected class regardless of whether the supervisor, manager or employee is a member of that protected class; (iii) or relationship with someone who is a member of a protected class.
3. Liability: Harassment and discrimination are offensive, a violation of the Firm's policies, and may subject NALC to liability. Supervisor, managers and employees who engage in harassing and discriminatory behavior may also be held individually liable.
  4. Discipline: Harassment and discrimination will not be tolerated. Any supervisor, manager or employee who engages in harassing or discriminatory behavior, and supervisors and managers who allow such conduct to continue, will be subject to disciplinary action, up to and including termination.
  5. Retaliation: No person covered by this Policy shall be subject to an adverse employment action for reporting an incident of harassment or discrimination, providing information, or otherwise assisting in any investigation of a harassment or discrimination complaint. NALC will not tolerate such retaliation against anyone who, in good faith, reports or provides information about suspected harassment or discrimination. Any NALC supervisor, manager or employee found to have engaged in retaliation will be subjected to disciplinary action, up to and including termination.
  6. Reporting an Incident of Harassment, Discrimination or Retaliation: NALC encourages all supervisors, managers and employees who believe they have been subject to, witness or become aware of activities violating this Policy to inform a supervisor, manager, Director of Human Resources at (HR Generalist Admin at \_\_\_\_\_, or \_\_\_\_\_ HR Generalist II at \_\_\_\_\_). Reports of harassment, discrimination and/or retaliation may be made verbally or in writing. A Complaint Form for submission of a written complaint is attached to this Policy.
    - a. Individuals may also seek relief from the following governmental agencies:
      - i. Federal: Equal Employment Opportunity Commission: Contact the main office by calling 800.669.4000 (TTY: 1.800.669.6820); visit [www.eeoc.gov](http://www.eeoc.gov); or email at [info@eeoc.gov](mailto:info@eeoc.gov).
      - ii. State: Many states have civil or human rights agencies that can provide relief from sexual harassment, harassment and discrimination, such as:

1. New York State Division of Human Rights: Contact the main office at NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458; call 718.741.8400; or visit: [www.dhr.ny.gov](http://www.dhr.ny.gov).
  - iii. City: Many local municipalities have civil or human rights agencies that can provide relief from sexual harassment, harassment and discrimination, such as:
    1. New York City Commission on Human Rights: Contact the main office at Law Enforcement Bureau of the NYC Commission on Human Rights, 22 Reade Street, New York, New York 10007; call 311 or 212.306.7450; or visit [www.nyc.gov/html/cchr](http://www.nyc.gov/html/cchr).
  - iv. The Local Police Department: Contact the local police department if the harassment involves violence such as unwanted physical touching, coerced physical confinement or coerced sex acts.
7. Supervisor/Manager Reporting Obligations: All supervisors and managers who receive a complaint or information about suspected harassment or discrimination, observe what may be harassing or discriminatory behavior or for any reason suspect that sexual harassment is occurring, **are required** to report such conduct to \_\_\_\_\_ (Director of Human Resources at \_\_\_\_\_ (HR Generalist Admin at \_\_\_\_\_, or \_\_\_\_\_ (HR Generalist II at \_\_\_\_\_.
  - a. In addition to being subject to discipline for engaging in harassing or discriminatory conduct themselves, supervisors and managers may be subject to discipline for failing to report suspected Policy violations or otherwise knowingly allowing such behavior to continue.
  - b. Supervisors and managers will be subject to discipline for engaging in any retaliation.
8. Investigation of Misconduct: NALC will conduct a prompt and thorough investigation that ensures due process for all parties, whenever management receives a complaint about harassment or discrimination, or otherwise knows of possible harassment or discrimination occurring.
  - a. NALC will keep the investigation confidential to the extent possible. Effective corrective action will be taken whenever the alleged harassment or discrimination is found to have occurred.

- b. All employees, including managers and supervisors, are required to cooperate with any internal investigation of harassment or discrimination.
- c. Upon the conclusion of the investigation, the individual reporting the alleged misconduct and the individual(s) about whom the report was made will be notified of the final determination, and corrective action will be implemented when necessary.
- d. If the individual reporting the alleged misconduct does not agree with the resolution, the individual may appeal to President Brian Renfroe at [renfroe@nalc.org](mailto:renfroe@nalc.org) or \_\_\_\_\_

Questions or concerns about this policy should be directed to \_\_\_\_\_ Director of Human Resources at \_\_\_\_\_, or Brian Renfroe (President at \_\_\_\_\_)

## Sexual Harassment Complaint Form

If you believe that you have been subjected to sexual harassment, you are encouraged to complete this form and submit it to \_\_\_\_\_ (Director of Human Resources at \_\_\_\_\_ (HR Generalist Admin at \_\_\_\_\_ (HR Generalist II at \_\_\_\_\_ or Brian Renfroe (President at \_\_\_\_\_ . Either \_\_\_\_\_ or Brian Renfroe will complete this form and provide you with a copy if you are more comfortable reporting verbally or in another manner. You will not be retaliated against for filing a complaint.

---

### COMPLAINANT INFORMATION

Name:

Work Address:

Work Phone:

Job Title:

Email:

Select Preferred Communication Method:     Email     Phone     In person

### SUPERVISORY INFORMATION

Immediate Supervisor's Name:

Title:

Work Phone:

Work Address:

### COMPLAINT INFORMATION

1. Your complaint of Sexual Harassment is made about:

Name:

Title:

Work Address:

Work Phone:

Relationship to you:     Supervisor     Subordinate     Co-Worker     Other

2. Please describe what happened and how it is affecting you and your work. Please use additional sheets of paper if necessary and attach any relevant documents or evidence.

3. Date(s) sexual harassment occurred:

Is the sexual harassment continuing?  Yes  No

4. Please list the name and contact information of any witnesses or individuals who may have information related to your complaint:

*The last question is optional, but may help the investigation.*

5. Has the conduct reported above previously occurred? If yes, please state whether, when and to whom you reported (verbal or written) the previous conduct.

If you have retained legal counsel and would like us to work with them, please provide their contact information.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



**Acknowledgement of Receipt**  
**NALC Policy Prohibiting Workplace Harassment and Discrimination**  
**and Complaint Form**

---

By my signature below, I acknowledge that I have received a copy of the National Association of Letter Carriers, AFL-CIO Policy Prohibiting Workplace Harassment and Discrimination and Complaint Form. In addition, I agree to read both documents thoroughly and, should I have questions, I will seek clarification from \_\_\_\_\_ Director of Human Resources at \_\_\_\_\_), or Brian Renfroe (President at \_\_\_\_\_).

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Please return this form to \_\_\_\_\_ Director of Human Resources at \_\_\_\_\_),  
(HR Generalist Admin at \_\_\_\_\_),  
(HR Generalist II at \_\_\_\_\_)

## CONFIDENTIAL FW: Workplace Harassment and Discrimination Policy

From: [REDACTED]

To: [REDACTED]

Date: Friday, August 4, 2023 at 02:13 PM CDT

Hi Mike, per your request, please see the email below which confirms Brian's receipt of the policy and procedures. Please let me know if there are any further questions. Thank you.

Ken

---

**From:** Paul Barner

**Sent:** Friday, April 16, 2021 1:07:43 PM

**To:** [REDACTED]

**Subject:** Fwd: Workplace Harassment and Discrimination Policy

**From:** Brian Renfroe

**Sent:** Friday, April 16, 2021 10:04 AM

**To:** Paul Barner >

**Subject:** Re: Workplace Harassment and Discrimination Policy

Yes please. Thanks

---

**From:** Paul Barner

**Sent:** Friday, April 16, 2021 9:59:38 AM

**To:** Brian Renfroe >

**Subject:** Workplace Harassment and Discrimination Policy

Hi Brian,

I have attached the final draft of the policy. It has been posted on the NALC & MBA Dayforce portal in Ceridian since January 1, 2021. Do you want Ken to reach out to Stephanie and [REDACTED] see if they need assistance posting it in HBP's Dayforce portal?

Thanks,  
Paul

## Confidential: Information Request

From: [REDACTED]

To: [REDACTED]

Date: Friday, August 4, 2023 at 01:59 PM CDT

Hi Mike, per request, please see the email below which highlights President Rolando's directive for the policy contact amendments. In response to your original question: yes, Brian was aware that he was the final contact for these matters, as indicated below, and as amended in the policy. Please let me know if there are any further questions. Thank you.

Ken

**From:** Fred Rolando

**Sent:** Tuesday, April 20, 2021 4:21 PM

**To:** Brian Renfroe ; Stephanie Stewart

James Yates

; Paul Barner

**Cc:**

**Subject:**

All:

Regarding the employee contact names for the templates of our Workplace Harassment and Discrimination Policy at NALC & HBP, please amend the policies as follows:

HBP Item #6: ...to inform a supervisor, manager,

NALC Item #6: ...to inform a supervisor, manager,

HBP Item #7: ...report such conduct to

NALC Item #7: ...report such conduct to

NALC & HBP Item #8d: ..may appeal to Brian Renfroe.

Please include the job titles and contact information for each.

Please note: The person receiving the written or oral report of an incident must immediately contact EVP Brian Renfroe, who will then meet with the relevant Officers to arrange for a prompt and thorough investigation while ensuring confidentiality and consistent compliance with the Policy.

#### CHARGE 4:

##### Behavior to female member unbecoming of our National President.

On March 14, President Renfroe and [redacted] travelled to Biloxi, MS for Region 8's Rap Session. President Renfroe was scheduled to speak the next day. Later that evening, Brian decided to go to the bar at the Golden Nugget Casino where the Rap Session was being held. [redacted] did not go to the bar; and [redacted], who was also there for a legislative presentation, went to the bar for a short period of time. Actually, there were a number of bars in the casino. The one where NALC members were gathering was not on the casino floor, so it was a little more private.

President Renfroe is from Region 8. He knew a number of the people in the bar. [redacted] saw President Renfroe enter the bar and mingle around with different people. As a member of Region 8, [redacted] had seen Brian before but had never spoken with him. He had the opportunity to do so with a group of people. His impression was that he seemed nice. Everyone was drinking and having a good time. It was a Tuesday night, and the bar was not very loud. The time was somewhere between 11:30 PM and midnight.

[redacted] is the [redacted] of Branch 6194 in Moulton, AL. It is a small branch with only four members. She had never met President Renfroe before he approached her in that bar. She was speaking with [redacted], the [redacted] of Branch 1314, Decatur, AL. [redacted] son is a member of that branch. She had her hand on [redacted] shoulder and was talking him up as an excellent representative of letter carriers. [redacted] stated that Brian removed her hand from his shoulder, told her he did not care about him and wanted to talk to her. [redacted] confirmed her version of events. [redacted], a [redacted] from Branch 1314, was a witness to Brian's disrespectful treatment of [redacted]. President Renfroe then led [redacted] over to a table and sat down on a couch across from her. She said he was arrogant and aggressive toward her. [redacted], a [redacted] from Branch 1314 who was standing near [redacted] described Brian's behavior in a similar fashion. He also noticed that [redacted] seemed upset. He did not think it was appropriate for a National President to be behaving in that manner.

President Renfroe's description of his conversation with [redacted] does not exactly match up with [redacted]. They both agreed that he was being very aggressive toward her. Her statement regarding the incident, which is included in the file, and her statement to me differ from his in terms of what was said and how it was said. He

said they had a normal conversation until she "began a baseless attack on the NALC as a union." He said she works in a one-person office, so he recommended that she merge with Decatur, AL. President Renfroe further noted that he: "could not figure out why she was even at a training from a branch with no money and holding such disdain for the union." He claims she told him: "it was based on what she perceived as a lack of representation...for a family member in an EEO proceeding." His statement continues with "She then told me her only loyalty was to [redacted]" (All these statements are from page 16 of President Renfroe's rebuttal to the charges.) After telling him what branch she was from, she asserts: "I declined the merger and explained my reasons. Renfroe then proceeded to pressure me and told me I wasn't being loyal to NALC. I explained I was very loyal to the NALC, even after they had failed to properly represent my son that was in the branch, he was expecting me to merge into. I explained how I had reached out to [redacted] when I was helping my son with his EEO after the union said he had no grievance and due to the help we received, was loyal to [redacted] because he was so helpful." (See Attachment: Excerpt from [redacted] statement) [redacted] met [redacted] four to five years ago. He had helped her before with grievance issues, not just with the EEO. It was at that point, [redacted] said, that President Renfroe said to her, "So you are [redacted] bitch now." [redacted] became very uncomfortable with the aggression in his voice. She thought that phrase was used because he might have been agitated about her bragging on [redacted]

Neither [redacted] nor [redacted] heard the conversation between [redacted] and President Renfroe. They both heard and saw [redacted] suddenly yelling, cursing, pointing his finger at President Renfroe and saying he was going to "whip his ass." [redacted] said [redacted] was standing not too far away from President Renfroe and [redacted] He was visibly upset. A physical confrontation was avoided when people came over to check on [redacted] [redacted] stepped in front of him, moved him back and tried to calm him down. [redacted] told him he was getting madder by the minute. NBA Steve Lassan came over to them to see what was wrong. [redacted] said he was going to take [redacted] upstairs to his room. Contrary to President Renfroe's assumption regarding [redacted] and [redacted], [redacted] and [redacted] had traveled together to the Rap Session and were sharing a room. Since [redacted] is a retiree with time on his hands, he and [redacted] would sometimes travel together to trainings and arbitrations where [redacted] would TA for him. When they reached the room, [redacted] told [redacted] what he heard President Renfroe say to [redacted] Soon after, [redacted] came up to make sur- [redacted] was alright. (See Attachment: [redacted] Statement)

\_\_\_\_\_ and \_\_\_\_\_ met a few years ago and became friends. When one of her sons was murdered, he traveled to the funeral. They both came across as credible witnesses. There are differing accounts about how far away \_\_\_\_\_ was from \_\_\_\_\_ and President Renfroe, and who intervened to get him under control. \_\_\_\_\_ says he was five feet away. \_\_\_\_\_ agrees with that statement. \_\_\_\_\_ also says he was fairly close. Others, including NBA Steve Lissan, say that he was closer to fifteen or twenty feet away. In any case, it appears clear that \_\_\_\_\_ was close enough to hear what President Renfroe said to \_\_\_\_\_. It seems highly unlikely that he would suddenly start pointing at President Renfroe and screaming about how he was going to "whip his ass" for what he said to \_\_\_\_\_, without that kind of provocation.

\_\_\_\_\_ did not attend the morning session on March 15. She said she felt uncomfortable with President Renfroe, and still kind of in shock about the "bitch" reference. I asked her how her branch could afford to send her to the Rap Session, and she indicated that she paid her own way because she wanted to learn as much as she could to better represent the members in her branch. I also asked her if she felt disdain for the union. She responded that she did not feel that way. She had been upset about her son's situation and was simply trying to help him by enlisting \_\_\_\_\_ assistance with that issue. She is actually good friends with the branch officers in Decatur, AL, particularly with the incoming \_\_\_\_\_. They shared a room at the Golden Nugget. As noted previously, her son is a member of that branch (1314). She simply prefers to be part of her smaller branch, and the officers of Branch 1314 are respectful of her decision.

I have enclosed \_\_\_\_\_ statement and \_\_\_\_\_ statement regarding the events of March 14 in the bar.



[Redacted]

(No subject)

I was on the training trip in Biloxi and was at the bar after our last evening of classes. I was approached by Brian Renfroe, which I had never met. Renfroe proceeded to quiz me about who I was and what branch I was from. I told him that I was from Moulton, explained our office dynamics, then he proceeded to tell me that we needed to merge with Decatur. I declined the merge and explained my reasons. Renfroe then proceeded to pressure me and told me I wasn't being loyal to the NALC. I explained I was very loyal to the NALC, even after they had failed to properly represent my son that was in the branch he was expecting me to merge into. I explained how I had reached out to [Redacted] what I was helping my son with his EEO, after the union said he had no grievance and due to the help we received, was loyal to [Redacted] because he was so helpful. Renfroe then proceeded to ask questions and said, "So you are [Redacted] bitch now." I became very uncomfortable due to the aggression in the tone of his voice. I then called a friend over, [Redacted] for reinforcements. [Redacted] heard what had been said and immediately took up for us and threatened to whop Brian Renfroe for the inappropriate accusation and disrespect he was displaying towards me.



Copy text



Share



More

To whom it may concern,

On Sunday March 12, 2023 I went to Biloxi Mississippi, as a guest, with my good friend \_\_\_\_\_ to our annual Regional Training. On Tuesday night, the last night we were there, numerous people congregated to the bar area. At approximately 11:30 pm I was sitting on a couch at the bar and \_\_\_\_\_ and NALC President Brian Renfroe were sitting two tables down to my right. I could hear Brian ask \_\_\_\_\_ if she was going to merge with another branch and she stated that she was not. Brian asked her something to the effect of why was she not loyal to the union. She stated that the only person she was loyal too was \_\_\_\_\_. At that time, I heard Brian Renfroe ask \_\_\_\_\_ if she was \_\_\_\_\_ bitch. \_\_\_\_\_ called me down to their table \_\_\_\_\_ and I are good friends and I've known her for several years. I went to the \_\_\_\_\_, and have talked with her on and off for years. When I got to their table, I was already incensed from hearing Brian Renfroe call my friend a bitch. Words were exchanged between myself and Mr. Renfroe and I told him I'd beat his fucking ass if he ever said anything like that again.

At this time several people came and got in between me and Mr. Renfroe. It was Business agent Steve Lassen and several others from the business agent's office who intervened. I continued to yell out that id beat that mother fucker's ass right here in this bar if he ever spoke to my friend like that again. At this time \_\_\_\_\_ who was talking with \_\_\_\_\_, came over and grabbed me and asked what happened. I pointed at Mr. Renfroe and said that mother fucker is two seconds from getting his ass whipped for what he said to \_\_\_\_\_. \_\_\_\_\_ took me back to my room and \_\_\_\_\_ came and checked on me later. I told her she should have slapped that son of a bitch right in the face when he said that.

If you have any questions for me concerning my statement, please feel free to call me anytime. I'm a retired City Letter Carrier so I'm available 24/7.

Thank you,



## **CHARGE 6: Conduct shameful and inexcusable.**

This charge involves President Renfroe clicking “like” on a social media post which included a reference to the Ku Klux Klan. President Renfroe provided me with a more legible image of this post. He explained that it was generated because of trash talk about a super regional round of the NCAA Baseball Tournament which pitted the University of Tennessee against the University of Southern Mississippi on June 10-12. Tennessee was upset that the game was going to be played at Southern Mississippi. So, a Tennessee fan with a Twitter profile of [redacted] posted “I know it must be tough to get a decent job in Mississippi. The klan and bad drinking water and all.” Brian’s friend, whose Twitter profile is [redacted] posted that the KKK was actually founded in Tennessee. President Renfroe said he “‘liked’ the tweet because of the irony and pointing out the idiocy of this Tennessee fan.” (Page 19 of President Renfroe’s rebuttal to the charges.)

I provided this explanation to Director of City Delivery Chris Jackson. Chris became very emotional as he spoke about the KKK and his personal recollections of it and the history relayed to him by his parents. They grew up in Memphis, TN., which is about thirteen miles from the border with Mississippi. They told him about blacks hanging from trees and lampposts just across the state line in Mississippi, for everyone to see. Sometimes, there would just be shoes hanging there, with signs saying the person who owned them had been hanged. His father told him how he had to flee Memphis when white residents there told him if he didn’t, he would be hanged. That’s how the family ended up in California, where Chris and his brother were born. These images and this history are very powerful. To see the National President involved in “liking” anything associated with the Ku Klux Klan was a shock and impacted him on a deeply emotional level. Just talking to me about it, he was filled with a feeling of abhorrence that was so raw he had to leave the room to compose himself. I confess I was deeply moved by his pain and the history that was passed down to him by his parents.

The more I thought about it, the more I recognized that this charge has merit. I reread President Renfroe’s rebuttal of this particular charge. On page 18, he stated: “This charge demonstrates a total absence of knowledge or understanding of social media.” I wonder how many of our members know little or nothing about Twitter. Even those members who use Twitter may not understand the nuance of this interaction as explained by President Renfroe. How many members from very different backgrounds, who might be exposed to this Twitter thread in some way,

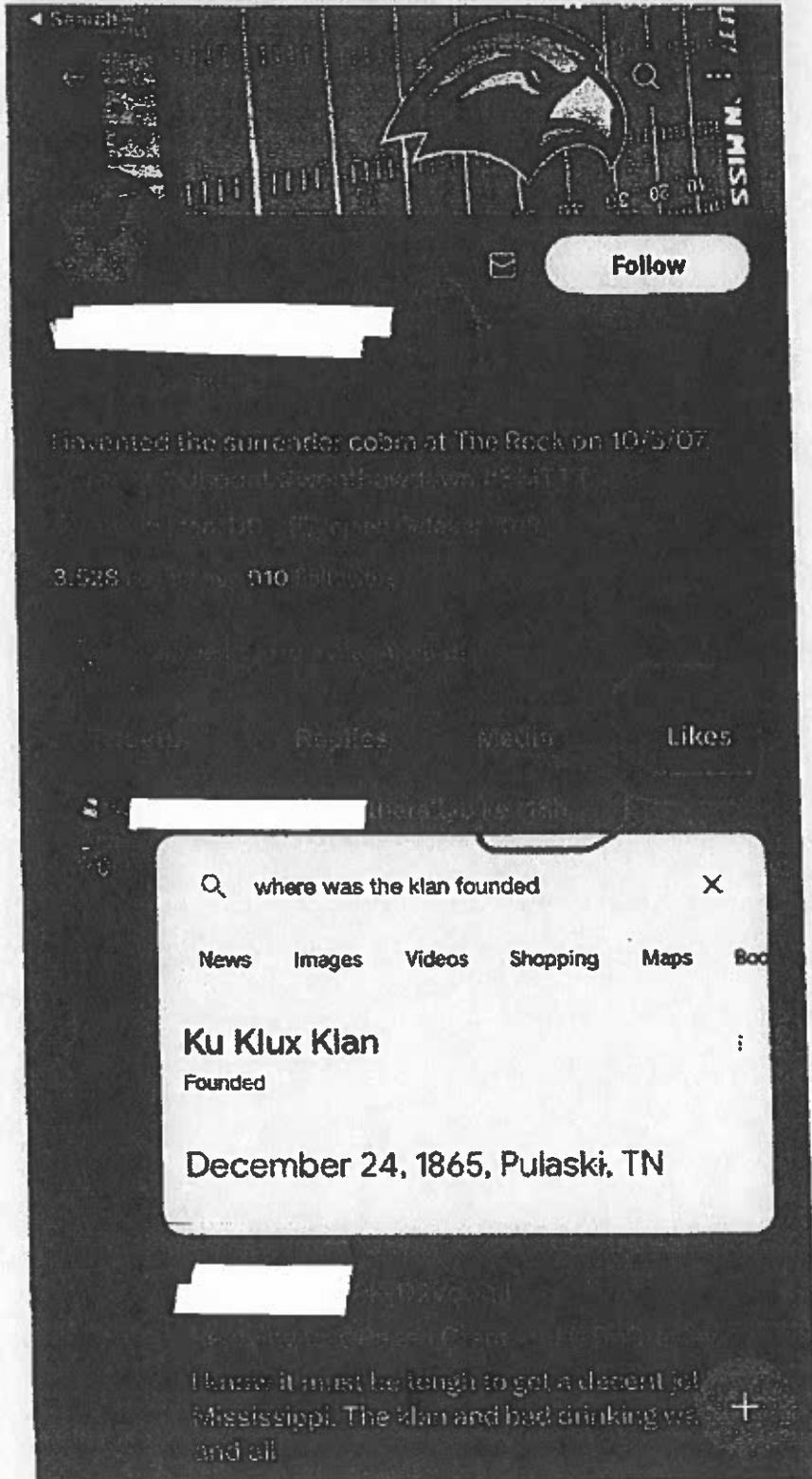
would be equally shocked to find their National President “liking” a post mentioning the Ku Klux Klan? We simply don’t know how many others might be engaged in what he described as “an absurd reading of social media from a place of complete ignorance.” (Page 19 of President Renfroe’s rebuttal to the charges.)

A leader must be aware of the impact that his actions may have on all the members; and, in this case, on those members whose heritage is different from his own. Too many white supremacist groups and other racist individuals are now promoting the same kind of hate and calling for the same kind of violence that the Klan has advocated since its inception. Many of our members have oral and written histories handed down from parents, grandparents and great grandparents who experienced these atrocities firsthand. And many of those members are experiencing the same kinds of bigotry and injustice in their own lives today. A leader must be conscious, mindful and respectful of how their actions can impact all their members, as well as what actions could be misconstrued, especially with a membership as diverse as ours, and act accordingly.

Finally, regardless of what President Renfroe or anyone else thinks of this particular charge, each charge must be weighed and decided on its own merits.

(See Attachments): I have included copies of the Twitter exchange associated with this charge. One is the original screen shot, and the other is an enhanced version provided by President Renfroe.

← Fw: FYI



Delete



Archive



Move

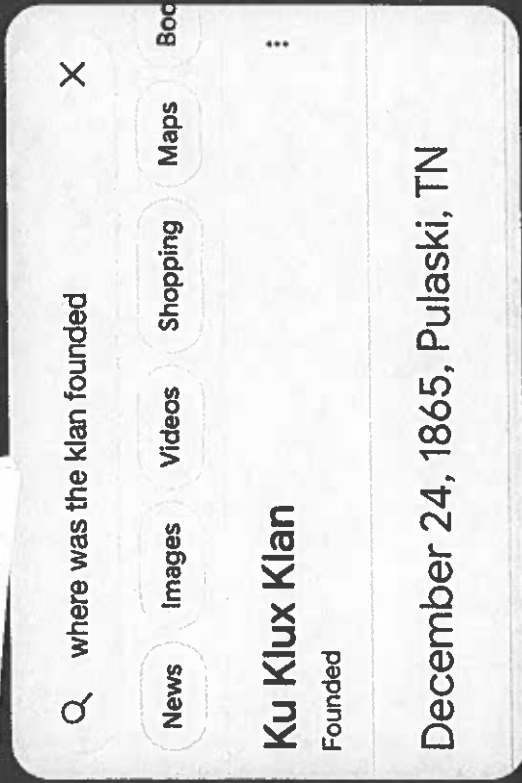


Reply all



More





and @BnGreview  
@Ragan\_Grant

I know it must be tough to  
get a decent job in  
Mississippi. The klan and  
bad drinking water and all

NALC Executive Council members,

This is written in response to charges dated July 11, 2023 and entitled "Re: Charges against NALC President Brian L. Renfroe" initiated by Director of City Delivery Christopher Jackson (herein referred to as charging officer) against me.

The charges as submitted by the charging officer are full of falsehoods and misleading statements. The few factual statements lack context, and in any case, do not come close to substantiating the two criteria for charges explicitly stated in Article 10 of the NALC Constitution – neglect of duty or violation of the NALC Constitution.

The respective submission that follows will address each charge separately with the facts and appropriate context that will clearly demonstrate these charges are not substantial, and the charging officer is completely disconnected from the work of the union with no knowledge of the processes used in important functions of the union such as collective bargaining.

#### Charging Document 1

Bolded, italicized language is quoted from the charges.

*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.*

Beginning April 17, 2023, I used sick leave to receive treatment for alcoholism, \_\_\_\_\_,

\_\_\_\_\_ and a few other minor conditions. These issues began seriously impacting me around March 20 and my health regressed very quickly over the following few weeks.

Upon my return, I communicated the reasons for my absence in a very honest, open and forthcoming manner to the executive council in an executive session meeting on June 29, 2023 at NALC HQ. There was a virtual option for the meeting. The charging officer did not attend the referenced executive council meeting, but did email an electronic copy of documents very similar to the July 11, 2023 charges at approximately 9:30 a.m. on June 29, 2023 – about 30 minutes after the executive council meeting began.

The opening session of collective bargaining took place on February 22, 2023. I was not missing in the weeks prior. This is false. A daily summary of my activities from January 3, 2023 to the collective bargaining opening session on February 22, 2023 follows. Please note these are all in addition to daily duties such as various approvals, assigning correspondence, emails, phone calls, etc.

Tuesday 1/3/23 – prepared for executive council meeting, worked on draft MOUs for S&DCs

Wednesday 1/4/23 – Met with USPS on S&DC MOU drafts, call with lawyers at Cohen Weiss and Simon, met with \_\_\_\_\_

Thursday 1/5/23 – Worked on correspondence, hosted a lunch with USPS labor relations staff in preparation for collective bargaining, finalized MOUs for S&DCs

Friday 1/6/23 – Met with USPS on LiteBlue and Postalease security, held a resident officer meeting

Saturday 1/7/23 – Worked on February 2023 Postal Record, met with \_\_\_\_\_ and \_\_\_\_\_ regarding Leadership Academy

Sunday 1/8/23 – Spoke to new class at NALC Leadership Academy

Monday 1/9/23 – Traveled to Atlantic City, NJ and spoke to attendees at Branch 38 training in Atlantic City, NJ

Tuesday 1/10/23 – traveled back to Washington, DC, lunch with marketing professional to discuss NALC needs in community service, met with potential PRC nominee Darryl Anderson, attended a reception and dinner to speak with Former Speaker of the House Rep. Nancy Pelosi and House Democratic Leader Rep. Hakeem Jeffries, and sat next to House Democratic Whip Rep. Katherine Clark

Wednesday 1/11/23 – Prepared collective bargaining topics, reviewed economic factors, resolutions, etc.

Thursday 1/12/23 – “Ask the president” class at NALC Leadership Academy, hosted dinner at Leadership Academy

Friday 1/13/23 – Interviewed by reporter with Clarion Ledger, prepared for upcoming executive council meeting

Saturday 1/14/23 – traveled to Zanesville, OH and attended retirement party for retiring RAA and close friend

Sunday 1/15/23 – traveled back to Washington, DC

Monday 1/16/23 – prepared for collective bargaining by reviewing previous rounds of negotiations and internal committees, internal staff meeting

Tuesday 1/17/23 – Fingerprints at DC Metropolitan PD for MBA, traveled to Philadelphia, PA and installed Branch 157 officers

Wednesday 1/18/23 – traveled back to Washington, DC, internal collective bargaining meeting, internal staff meeting, call with Executive Coach

Thursday 1/19/23 – made travel plans, finished February Postal Record editing, finalized executive council meeting agenda

Friday 1/20/23 – March 2023 Postal Record planning meeting, travel to Hattiesburg, MS

Saturday 1/21/23 – Install Branch 938 officers

Sunday 1/22/23 – travel from Jackson, MS to Atlanta, GA

Monday 1/23/23 – prepare for executive council meeting, visit NALC owned building in Marietta, GA

Tuesday 1/24/23 – Thursday 1/26/23 – executive council meeting

Friday 1/25/23 – Met with USPS on implementation Postal Service Reform Act, met with House Committee on Oversight and Reform Ranking member Rep. Jamie Raskin

Saturday 1/28/23 - Collective bargaining prep, reviewed interest arbitration from 2020

Sunday 1/29/23 – traveled to Los Angeles, CA for branch officer training, toured facilities and reviewed training

Monday 1/30/23 – addressed attendees at branch officer training, traveled back to Washington, DC

Tuesday 1/31/23 – met with Senate Homeland Security and Government Affairs Committee Chairmen Sen. Gary Peters, met with Sen. Cindy Hyde-Smith, met with APWU President Mark Dimondstein

Wednesday 2/1/23 – Internal meeting on interest arbitration preparation, prepared for internal collective bargaining committees, set up structure for committee work and meeting with USPS

Thursday 2/2/23 – met with AFL-CIO President Liz Schuler, attended Women in Logistics & Delivery Services (WILDS) lunch where USPS Inspector General Tammy Whitcomb Hull was honored, met with Senate Majority Leader Sen. Charles Schumer, met with National Vote at Home Institute attorney Mike Pfeifer

Friday 2/3/23 – Traveled to Philadelphia, PA for Democratic National Committee (DNC) meeting, attended event with President Joe Biden and Vice President Kamala Harris

Saturday 2/4/23 – attended DNC meeting where I was elected a member of the DNC, traveled back to Washington, DC

Sunday 2/5/23 – Continued collective bargaining preparation

Monday 2/6/23 – met with DPMG Doug Tulino on collective bargaining, USPS Board of Governors candidates, and partnership with the White House on issues like further electrification of vehicles and implementation of the PRC's Segal study, met with USPS VP Labor Relations Tom



Blum, met with House Committee on Oversight and Reform Chairman Rep. Jamie Comer, met with LPOs, met virtually with Branch 137 stewards to update them and answer questions

Tuesday 2/7/23 – Attended AFL-CIO executive council meeting in Washington, DC where I was seated as a member of the council

Wednesday 2/8/23 - Attended AFL-CIO executive council meeting in Washington, DC

Thursday 2/9/23 – met on NALC Annuity Trust Fund, met with House majority Leader Rep. Steve Scalise, lunch with NALC auditor David Dorsey and CWS attorney Jani Rachelson to discuss financial issues, attended NALC employee wonderful performance as Harriet Tubman to honor Black History Month, met with PRC Commissioner Ashley Polling

Friday 2/10/23 – Joined a small delegation of union presidents to meet with newly elected President of Brazil and labor leader Lula de Silva, internal meeting planning collective bargaining opening session

Saturday 2/11/23 – Continued collective bargaining preparation, worked on opening statement

Sunday 2/12/23 – Finished collective bargaining opening statement

Monday 2/13/23 – met with Executive coach Julie Couret, internal staff meetings

Tuesday 2/14/23 – met with attorneys concerning Supreme Court case Groff vs. DeJoy, met with all officers and staff involved in collective bargaining to explain the process – both internal preparation and meeting with USPS

Wednesday 2/15/23 – met with Senate Majority Whip Sen. Richard Durbin

Thursday 2/16/23 – Collective bargaining preparation, internal staff meetings

Friday 2/17/23 – Edited March Postal Record

Saturday 2/18/23 – Took most of the day off, reviewed collective bargaining opening

Sunday 2/19/23 – Continued collective bargaining preparation

Monday 2/20/23 – Addressed the Region 10 Rap Session virtually

Tuesday 2/21/23 – met with AFL-CIO Secretary-Treasurer Fred Redmond, April Postal Record planning meeting

Wednesday 2/22/23 – Executive council meeting, collective bargaining opening

I attended the USPS financial presentation on April 10. I am intimately familiar with the roles of everyone involved in the collective bargaining process. The only other official session the NALC President traditionally attends is the USPS Operations presentation, which was on April 19 after I was out on sick leave. All other conversations are off the record with USPS executives.

As evidenced by my activities above, I prepared the union for collective bargaining and set up the internal structure, as well as established with USPS how both work rules and economic discussions would be handled. This was communicated consistently to all of those involved.

The only replacement on any negotiating team was Executive Vice President Paul Barner replacing me in economic discussions. EVP Barner and I communicated throughout the collective bargaining process prior to my absence, and throughout the majority of my absence. Upon my return, I resumed my role in economic discussions and overseeing the work rules proposals, and ultimately, agreements.

There was no replacement negotiating team. The NALC officers and staff that I had prepared and given direction to engaged in their work and did an outstanding job in making progress on work rules. Some of that work is ongoing as we continue to seek agreements that will benefit NALC members.

There was no lack of direction. EVP Barner was the only replacement and he was not only aware, but very supportive of my decision to seek the treatment I needed for this disease. There is no requirement for an NALC officer to give notice of taking sick leave to treat a disease. EVP Barner informed the executive council of my absence, and as noted earlier, I very openly explained the reasons upon my return to the executive council. I also explained it to headquarters letter carrier staff and professional staff that I work with frequently, all of which have been supportive and are excited about the direction we are going as a union in a variety of areas.

I have also been open with the members of NALC. I explain the reasons for my absence to every group I speak to. I've posted a lengthy message on social media explaining it. I wrote about it in the August Postal Record. I was under no obligation to explain anything to anyone, as the illness and treatment I received is covered under medical privacy laws. I do it because it may help someone else. The charging officer has not heard me explain the reasons for my absence because he did not attend the resident officer meeting where I explained the reasons for my absence nor the executive council meeting on June 29.

Our internal process for developing bargaining proposals worked well. Our economic collective bargaining goals and priorities are no secret to those that are involved. During the time I was on leave dealing with my illness, EVP Barner progressed with our economic goals and, upon my return, we have continued to move forward seamlessly.

The accusation that I wasn't incapacitated is both false and slanderous. The charging officer has no idea of my physical condition at the time I took leave to seek treatment. The charging officer was on sick leave from January 2023 until May 2023 and then chose to take about six weeks of annual leave until mid-July – during the same period of ongoing contract negotiations during which he claims I abandoned the membership.

I have battled alcoholism for several years, the vast majority of the time during which I did not drink. Due to the health problems I mentioned earlier, I was physically unable to travel and leave home at times. [redacted] results in [redacted] in the [redacted] is a [redacted] that occurs in those with [redacted]. These [redacted] combined with addiction that accelerated rapidly clearly rendered me incapacitated to perform my duties. Therefore I decided to step away and get treatment.

I must point out the irony in the charging officer claiming I wasn't incapacitated, yet he was unable to attend the 2022 NALC Convention in Chicago for health reasons but left on the Friday of the convention on a vacation to Europe.

I have explained the following to the executive council in detail. I went to an inpatient medical facility for six days. Then I entered an intensive outpatient program (IOP) where outpatient group therapy is one portion of the treatment. I also saw multiple doctors frequently, had multiple tests and received medical treatment for all of the issues I named earlier.

I completed the IOP in early June. During the time I was in the IOP, my father was hospitalized for almost a month and was [redacted] for nine days. I spoke with EVP Barner multiple times about the status of contract negotiations, my return, and my recovery. With his encouragement and agreement, I decided to take some annual leave and go visit my family since I had been unable to do so during the time my father was hospitalized due to receiving treatment myself. I then returned to Washington, DC and spent a week preparing and meeting internally on several topics before returning to the office on June 26.

The idea that I have not demonstrated the desire or capability to serve as NALC President is ridiculous. I am healthy and excited about the progress we are making as a union. I have dedicated my life to working for the members of NALC and I've never been more motivated than I am now. I am grateful for all the opportunities I've had to serve NALC members. I am proud of my record of negotiating countless agreements with USPS both in and out of collective bargaining, led our legislative and political efforts that have brought landmark legislation already with more to come, and appropriately staffed the union to achieve positive results for NALC members. We are moving forward on programs that will transform our efforts and provide opportunities for all NALC members to get involved and further their involvement, strengthening our union.

*Charge 2: Circulating False or Misleading Statements about a NALC Officer: Brian Renfroe shared and referenced confidential information about an employee matter. On or about March 30, 2023, at Region I's Training in San Diego, California, stories began circulating about [REDACTED] having inappropriate contact with female [REDACTED].*

*Testimony from several sources assert that President Renfroe had informed them of alleged complaints prior to the regional training.*

*Brian Renfroe shared and referenced confidential information about an employee matter. When [REDACTED] became aware of the false allegations after the Region 1 Training, he immediately attempted to meet with President Renfroe regarding the unfounded accusations. [REDACTED] 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 [REDACTED] to meet regarding the false rumors spread.*

*[REDACTED] 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.*

*Brian Renfroe shared and referenced confidential information about an employee matter. 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 [REDACTED] 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.*

At the outset, I regret that I have been put in the position to bring all of this information to the executive council. However, due to this false allegation against me, I am left with no other choice.

I have not made allegations about [redacted] I have not initiated or spread allegations about [redacted]. Any statement otherwise is a lie. The idea that I would do something like that is nonsensical.

Though I was EVP at the time, I was heavily involved in former President Rolando's decision to appoint [redacted] as [redacted]. I communicated with [redacted] and shared his excitement about his appointment. [redacted] was on my slate in the 2022 NALC Officer Election.

Over the course of several weeks (and now months) in 2023, multiple headquarters staff members communicated concerns and allegations to me regarding what they perceived as inappropriate behavior by [redacted]

- Multiple [redacted] communicated to me that [redacted] had made inappropriate physical contact with them to areas of their body that should not be touched, and they were sure it was intentional.
- Other [redacted] communicated to me that they had witnessed [redacted] make inappropriate contact with women at NALC HQ, meetings off site, and at national trainings. This was again communicated to me by yet another staff member as recently as the week of July 24<sup>th</sup>.
- Other headquarters staff members communicated to me that they had heard sexually explicit conversations between [redacted] and a female [redacted] that is his subordinate, making them feel uncomfortable.

I have no judgement on what happened or didn't happen. The idea that I would make this up and spread it is ridiculous. On the contrary, I wanted to handle this appropriately and as quietly as possible to respect the privacy of everyone involved. I had confidential conversations with a small number of former and current members of the executive council seeking their advice and counsel, as each of my predecessors has done before me.

The only conversations I have had about the allegations were with those that communicated them to me, and those current and former executive council members I reached out to for advice. That is all. I do not know of, nor do I have control over, any communication from the multiple staff members that communicated their concerns to me.

As I've previously explained, I was suffering from multiple physical issues during the time VP [redacted] asked to meet with me. I gave him a time and he couldn't meet because he had a doctor's appointment. I regret I wasn't able to meet with him. I attempted to call him. I did not tell

about the accusations for one reason – because I expected he would do exactly what he’s done over the last few months – talk about it constantly and cause further disruptions in executive council meetings and in the NALC headquarters building, resulting in loss of productivity.

I have not exposed NALC to any legal risk. That is false. The only potential exposure of NALC to legal risk is if the allegations are true or the charging officer presenting clearly false accusations in these charges about people other than me.

## Charging Document 2

Bolded, italicized language is quoted from the charges.

***CHARGE 1: Abandoned Position and Dereliction/Neglect of duty. After President Renfroe's attendance was scheduled and announced, he failed to show at Regions 1, 11, and 14 Regional Rap Sessions where the membership in these three regions were there waiting on him to arrive and speak. The attending Branch Officials --sent by their members' dues-- expected to be updated by the National President on the latest issues affecting Letter Carriers and report the same back to their membership.***

***Renfroe's no-show AWOL harmed the Union by causing a waste of time and resources. The negative optics of the local leaders who had to fill the void without advance preparation to do so was a disappointment to the members present and further generated a negative impression of the NALC.***

As I explained in the previous response, I was physically incapacitated. I attended the Region 7 Rap Session in Minneapolis, MN on 3/29-30. I was in intense pain, but told no one and I updated the members and attended a retirement celebration for retired NBA . On 3/31, I was very ill and had difficulty walking. I changed my flight to later to hopefully get a little better and be able to attend. I simply could not go to the Region 1 Rap Session.

The following week, I was sick and could not attend the Region 11 Rap Session. The Region 14 Rap Session took place the same day I went out on sick leave and entered a medical facility.

I certainly regret not being physically able to attend these rap sessions. For several years, I have attended dozens of regional trainings all over the country and enjoy being with the members, updating them, and answering their questions. As I explained to the executive council, my biggest regret about receiving treatment for alcoholism is that I didn't do it earlier. I am healthier than I have been in years and excited to continue to speak to our members all over the country.

The charging officer included an email from Branch 70 in the file. Attached is my exchange with as well as screenshots of text messages I sent him explaining why I was not able to attend the Region 1 Rap Session (Attachment 1).

*CHARGE 2: Conduct. Impaired driving after hours in a NALC owned vehicle. While driving a NALC vehicle after work hours at 10:49 PM on Wednesday 09/12/2018 --according to the attached Superior Court of the District of Columbia Criminal Division-- then Executive Vice-President Renfroe was arrested for "Driving under the Influence of alcohol and/or drug or any combination thereof" (DUI). The Superior Court narrative as detailed in relevant part stated:*

*The police heard excessive honking when Renfroe almost hit two cyclists. An unknown female waved down the police car and told them she believed the driver [Renfroe] was intoxicated. The police turned around and followed Renfroe who twice crossed double yellow lines. He was then pulled over and the police stated Renfroe smelled of alcohol and his speech was slurred. The police also noticed him swaying while standing and he had bloodshot eyes. Renfroe admitted to drinking at "The Alibi Bar". When the police were talking to Renfroe, he admitted that he probably would not pass the tests and probably should not have driven home. However, he refused to take the Standard Field Sobriety Tests (SFST) stating he first needed to consult with a lawyer. At that point, the Police Officers placed Renfroe under arrest for driving under the influence (DUI).*

*Renfroe's drinking then driving a NALC car almost caused serious injury or possible death to two cyclists and created a serious liability to the NALC. The NALC vehicles are provided for business and personal use, and not intended to be used for drinking at bar-runs (wrong place, wrong time).*

The charging officer has clearly taken the position of guilty until proven innocent in this case, which stands in contrast to what the union does for our members accused of misconduct. Here are the facts.

On 9/12/18, I worked late and after leaving the office, walked back to a bar and grill called The Alibi to eat supper. I was there for approximately one and a half to two hours. I had three or four drinks with dinner. I did not have a physical addiction to alcohol in 2018. Alcoholism is a progressive disease and one cannot make an assumption that the state of the disease has always been the same. Such an assumption is wildly inconsistent with medical evidence and fact.

I have never been an individual that would drink and drive. On this night, I had a few drinks while eating over a period of time. To this day, I believe I was fine to drive and did not endanger anyone nor the vehicle I was driving.

On my way home, I turned left from D Street NE onto 2<sup>nd</sup> Street NE and came to the red light at the intersection of Massachusetts (green dot on Attachment 2). This is the same way I have



driven home for ten years. As the light turned green, two bicyclists came from my right side and turned directly in front of me just as my vehicle began to move. I honked the horn excessively as they almost ran into the vehicle I was driving. I also shouted at them to watch where they were riding and that they almost hit me. The vehicle had not moved more than a couple of feet before I hit the brakes to avoid hitting them as they cut in front of me and turned to my left on Massachusetts Ave NE toward Union Station.

After calming myself for a minute, I proceeded northbound on 2<sup>nd</sup> Street NE. I went through stop signs at E Street NE and F Street NE. Between F Street NE and G Street NBE on 2<sup>nd</sup> Street NE (600 block, blue on Attachment 2) is streetside parking on the right as you are going northbound. Bicyclists also ride between the parked cars and northbound lane. There was no traffic coming in the other direction so I drove over the center line – as I (and others) do every single day when no traffic is oncoming.

Between G Street NE and I Street NE (H Street NE is an overpass) is the 700 block of 2<sup>nd</sup> Street NE (red on Attachment 2). As you are going northbound, on the right is a curb next to an apartment building and on the left is a curb next to a hospital. Neither side has street parking on the first half of the block so it is narrow. Mid-block, the street curves to the left and street parking begins on the right and there are unloading zones and parking garages on the left and right for the various buildings around. As you enter the curve and there is no oncoming traffic, everyone drives over the center lane to ensure a safe distance from both sides of the street where there are often parked cars and cars and trucks entering and exiting the garages on both sides. When there is oncoming traffic, cars often have to stop and allow them to pass before proceeding. I drove through those blocks on 9/12/18 just as I still do to this day.

After I was pulled over, the officer asked me to take a field sobriety test. I refused to do so without legal representation. I was exhausted after a long day. They took me to the station and I was asked to take a breathalyzer and I refused to do so without legal representation. They wrote me a citation with a court date and released me a few minutes later.

Initially, I pled not guilty. My attorney explained that going to trial was a one option and that the case was reasonably strong because there wasn't much proof other than officer's claims that he smelled alcohol. My attorney said that is almost always recorded in an officer's statement about an arrest for any alleged alcohol related violation and unreliable as evidence. He said that my belief that I wasn't impaired to drive was convincing.

He also explained that no matter how strong the case, there is always risk of losing. He explained the additional option of a diversion program where I would initially plead guilty, then complete activities such as training and community service, after which the government would withdraw the charge. This is the option nearly everyone chooses if it is available to them (when the

government doesn't have a strong case for a first alleged offender), regardless of guilt or innocence.

Because the outcome of a successful trial and the diversion program is essentially the same, I chose the diversion program based on the advice of my attorney. In our union world, this is very similar to settling a discipline grievance in a way that clears a grievant's record without running the risk of losing in arbitration -- a settlement we have all executed at times.

I completed the requirements of the diversion program and withdrew my guilty plea on 12/20/2019. The case was dismissed on 12/20/2019. The arrest will be expunged from my record this year.

To this day, I maintain that I was not impaired to drive and that I did not endanger anyone or put the vehicle I was driving at risk.









The idea that this like exposed the union to possible litigation is nonsense. This charge is nonsense and shows the executive council that once again, not only are these charges not substantial, but they are clear evidence of someone attempting to take advantage of the fact that I made a decision to treat a disease – a decision that was in the best interest of my health and all the people I love, which includes all the members of NALC, even the charging officer.

Sincerely and fraternally,



Brian L. Renfro

# ATTACHMENT 1

**From:** [redacted]  
**To:** Brian Renfroe  
**Subject:** Re: President Renfroe back to work?  
**Date:** Saturday, June 24, 2023 2:16:14 PM

---

Brian,

First and foremost I am glad to hear you are doing well.

In regards to what has taken place, including not showing up for the Region 1 Rap Session, I am looking forward to being provided with the facts of what has taken place.

In solidarity,

On Saturday, June 24, 2023 at 10:53:46 AM PDT, Brian Renfroe

A letter from me has been mailed to all branch and state presidents. You should receive it early next week. It will also be distributed electronically to the regional offices on Monday. I suspect Keisha will distribute it electronically as well. I will be back in the office Monday, June 26.

I have never, and will never respond to despicable lies such as those being propagated by some on social media.

After I meet with the resident officers and executive council next week, I will be happy to discuss the reasons for my sick leave usage. I will tell you that I am healthy and doing well.

Hope all is well and I look forward to seeing you soon,

Brian

---

**From:** [redacted]  
**Sent:** Saturday, June 24, 2023 1:33 PM  
**To:** Brian Renfroe  
**Cc:** Paul Barner ; James D. Henry ; Nicole Rhine  
; Mack Julion ; Christopher Jackson  
Manny Peralta ; Daniel Toth ; J Yates  
Stephanie Stewart ; Larry Brown  
; Charles Heege ; Keisha Lewis ; Nick Vafiades  
; Michael Caref ; Daniel P. Versluis  
; David Teegarden  
; Steve Lissan ; Eddie Davidson



# ATTACHMENT 1

Shawn Boyd ; Mark S. Camilli Brian Thompson  
Vada Preston < ; Richard J. DiCecca  
; Bruce Didriksen

**Subject:** President Renfroe back to work?

Brian,

I saw the Juneteenth video and the statement regarding on the NALC website. What I did not see was an announcement that you are back to work. To this date we have not received a letter, or any other type of notice, to let us know you have returned to work.

I received a letter dated April 24, 2023, announcing that you were on a leave of absence. As you know you work for the membership. We deserve to be officially notified of your return to work. We also deserve an explanation as to why you were on a leave of absence. In addition, NALC Region 1 deserves an explanation as to why you were AWOL for the Region 1 Rap Session on April 1, 2023.

There are many rumors that are very disturbing pertaining to you. It is for this reason we need to know the facts. We are requesting you disseminate the information the membership deserves to know.

In Unionism,

NALC Branch 70

## ATTACHMENT 1

Sat, Jun 24 at 2:24 PM

Hey brother -  
thought I would send  
you what I posted on  
my personal social  
media. I have  
nothing to hide from  
anyone, I just didn't  
want to get ahead of  
the executive council  
publicly, as I'm sure  
you understand. I  
didn't come to  
region 1 because I  
physically I couldn't  
due to [REDACTED]  
[REDACTED]  
as a result of the  
disease. All that stuff

## ATTACHMENT 1

disease. All that stuff on social media about crashing cars and such is totally false. I'm doing great and ready to go. Look forward to seeing you soon, and definitely being at the region 1 rap in 2024! This is what I posted....

"Earlier this year, I decided to no longer allow alcohol to damage my health and cause negative consequences in all aspects of my life. In

## ATTACHMENT 1

aspects of my life. In my role as President of the NALC, the greatest labor union in America, I make difficult decisions every day, but I've never made any decision that was more difficult than choosing to step away for a period of time to recover my health and wellness as well as free myself from the shackles of alcohol dependence and abuse.

I made this difficult

## ATTACHMENT 1

aspects of my life. In my role as President of the NALC, the greatest labor union in America, I make difficult decisions every day, but I've never made any decision that was more difficult than choosing to step away for a period of time to recover my health and wellness as well as free myself from the shackles of alcohol dependence and abuse. I made this difficult

## ATTACHMENT 1

I made this difficult decision because it was the best long-term course for me and my health, as well as for the people I love, including my family, friends, and every officer, staffer, and member of the union I am privileged to lead. I knew when I chose to step away for a period to treat this disease that my absence would create difficult circumstances for a number of my

## ATTACHMENT 1

number of my brothers and sisters with varying responsibilities in our union. Some decisions have no answer without negative consequences. This was one. But as we always have, the members and leaders of NALC stepped up and continued the work for our members. I am eternally grateful for their work. Our union is as strong as ever. As I step back

## ATTACHMENT 1

ever. As I step back into my role as president, I can express full confidence to every member that our success in important areas such as collective bargaining is within reach and the subject of my immediate focus. I am grateful to all who sent thoughts, prayers, and well wishes during my time on leave. I am also thankful to my family, friends, and colleagues for your



## ATTACHMENT 1

[REDACTED]

colleagues for your encouragement, involvement, and support in my recovery. I want to express my deepest appreciation to my sister (tag). Little sisters just have a way. You've helped me change my life while living 1000 miles away and raising three caring, kind, and beautiful little girls, and putting up with (tag). I love you [REDACTED] and [REDACTED]

I write this after

## ATTACHMENT 1

I write this after months of sobriety. By the grace of God, I am physically, mentally, and spiritually healthier than I have ever been. I have zero doubts about my recovery and my future, as well as the future of NALC. The most important reason I am sharing this is to encourage others. If alcohol or drugs is causing negative consequences in your life, no matter

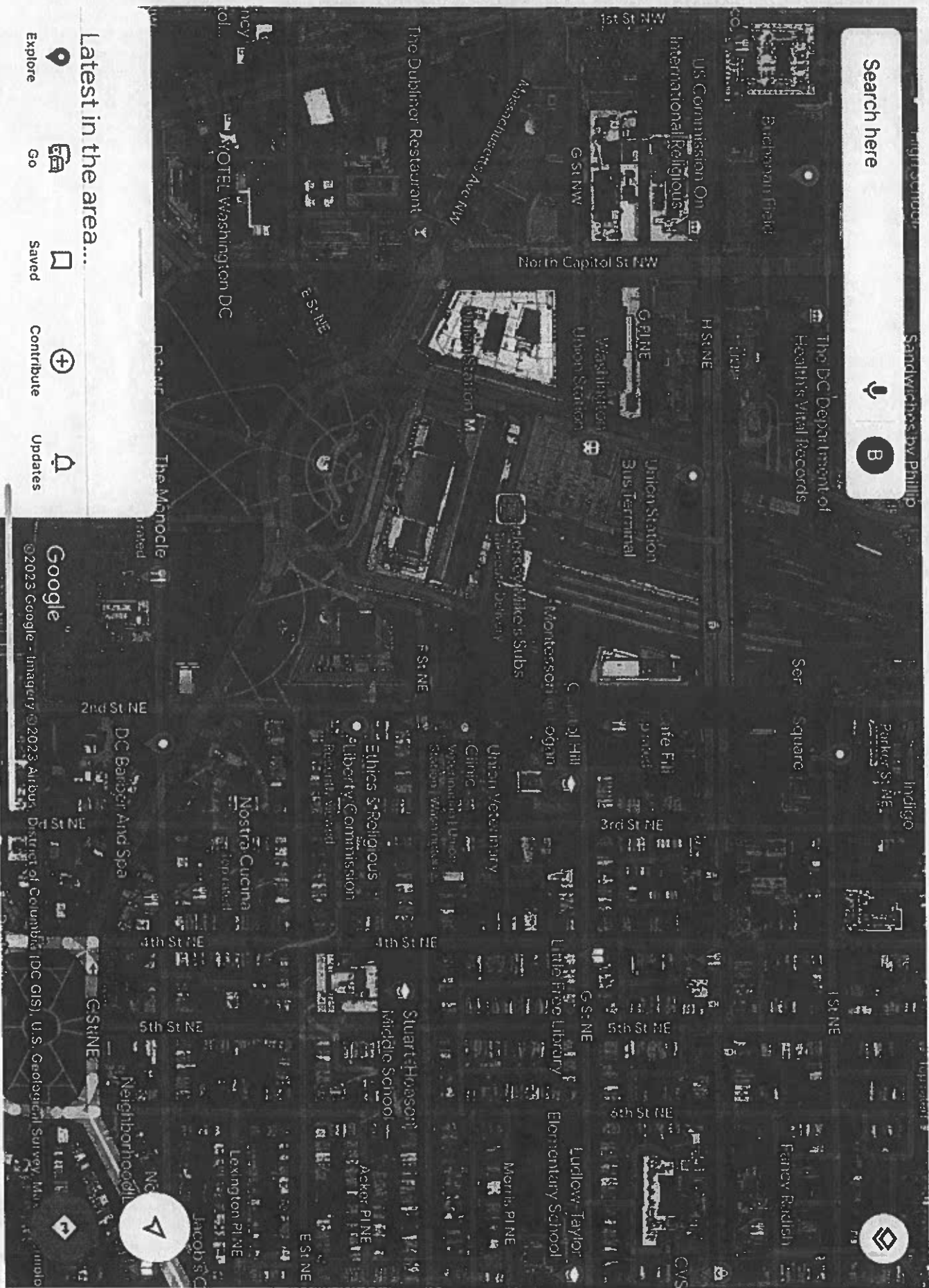
## ATTACHMENT 1

your life, no matter how large or small, please reach out to someone for help. The disease of addiction and substance abuse is complicated and difficult. Thankfully, there is help out there for you no matter where you are located, what your daily responsibilities may be, or how much money you have. There is nothing to be ashamed of or embarrassed by, and your only regret will

## ATTACHMENT 1

The disease of addiction and substance abuse is complicated and difficult. Thankfully, there is help out there for you no matter where you are located, what your daily responsibilities may be, or how much money you have. There is nothing to be ashamed of or embarrassed by, and your only regret will be not reaching out for help sooner. "

Delivered



My Statement,

I did spend a great deal of soul-searching and time considering the consequences of filing the charges.

Given the fact that two RAAs were fired by Renfroe because they ran for office, was the first clue of his retaliatory nature. Which he did take my duties away, and also [REDACTED]. I weighed these facts against Renfroe's abandonment of duties during contract negotiations and the malicious nature of the rumors spread by President Renfroe against [REDACTED]. Additionally, it appeared to me that a pattern of immoral and unethical behavior would, if unchecked, expose this Union to a level of unprecedented liability.


Ultimately, after much prayer and weighing my responsibilities as an officer of this Union, a decision was reached that I could not condone and be part of an obvious cover-up of conduct beneath the office of a national NALC President. I conducted my own investigation including online searches, had conversation with members, and a review of Renfroe's social media sites. I found a report of an arrest and plea for driving under the influence. It became relevant when it was discovered that Renfroe was driving a NALC Staff car and did not report the incident. Regardless of the amount of time that has passed, and the fact that no one on the Executive Council knew about this, it establishes a pattern of neglect and dishonesty. This was further highlighted when Renfroe lied to the Executive Council claiming he had never been arrested for a DUI, on June 29, before I email the council a copy of the charges. This was his opportunity to come clean. The fact that this charge was dropped because he completed a court ordered diversion program doesn't mean that he's never been arrested. In my eyes, his response establishes a pattern of dishonesty that exists to this day.

I also took noted that he is in violation of NALC policy on confidential information that should've been forward to manager of HR, and not reporting that he received a DUI in the NALC vehicle, which is also in violation of policy.

He as the president of NALC, should never used the "B" word toward a female letter carrier of NALC.

By him clicking the word "like" for the KKK remarked, should've been a dislike, or strong language that you will not be part of my social media page. The three letter KKK stand for hate.

I personally know how KKK affected my Father and Mother in their life.

  
DIRECTOR OF CITY DELIVERY