



National Association of Letter Carriers

BRANCH 3, BUFFALO/WESTERN NEW YORK • Established 1889

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Jesica McGinnis
Editor

Brian L. Renfroe
President
National Association of Letter Carriers
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Brother Renfroe,

It is with the loosest of definitions and without fondness that we call you, "brother." Since you have been elevated to the national level of our union, many agreements you have entered into with management and contracts you have "negotiated" have been to the detriment of the membership. Going at least as far back as the infamous Das Award (in which you had a part in conceding the shameful creation of both the CCA classification and the unforgivable stab-in-the-back that is the "Table 2" wage structure which inexplicably survives to this day), to the more recent TIAREAP memos (which introduced "parameters" for route evaluation which were immediately bastardized by management and treated as illegitimate standards used to justify increased harassment and hostility on the workroom floor, and which opened the door to management spying on us on the street remotely), up to the recent contract "arbitration award" issued by Arbitrator Nolan, in which you clearly colluded with management to force your rejected tentative agreement down our throats; through all of this, you have proven yourself no friend to city letter carriers.

Thanks to you, we have endured pay cut after pay cut, contract after contract, as our "wage increases" have failed to keep up with inflation and increasing healthcare premiums. Thanks to you, we have endured increased hostility and abuse on the workroom floor due to management feeling justified in pushing us to achieve performance standards that do not exist. Thanks to you, carriers will undoubtedly now be pressured by management to "volunteer" to work beyond the 12-hour limit we fought for decades to enforce. Thanks to you, our founding ideal of a dignified lifestyle earned with 8 hours of work is a half-forgotten memory. Thanks to you and your weak leadership, our grievance/arbitration procedure is broken and no longer serves to effectively protect us or our pitiful contract. Thanks to you, members are living in their cars and showering at their branch hall.



4845 Union Road | Buffalo, New York 14225 | 716.631.3940





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When you say, "Fight Like Hell," many of us laugh bitterly because it is clear to us that you do not have the first idea of what it means to fight for anything. We remember when you failed to abide by the Open Bargaining Resolution. We remember when you called harassment based on TIAREAP parameters an "inconvenience." We remember when you refused to acknowledge the nationwide falsification of safety training records. We remember when you belittled our outrage over the death of Brother Eugene Gates, Jr. as us just wanting "a pound of flesh." You enjoy a position you were pushed into by others, and a \$300,000 salary taken from the crumbs we scrape together while many of us work overtime just to make ends meet. You enjoy privilege and power without knowing what it is to have to fight for anything. You are completely out of touch with the lives and concerns of city letter carriers, and it shows.

You have lost the confidence of the membership. We cannot and will not endure any more concessionary MOU's or contracts. We cannot allow ourselves to continue to be abandoned by apathetic, incompetent, or corrupt leadership. We will no longer tolerate the erosion of our rights, protections, and quality of life. We will no longer accept a leader who flouts the will of the membership.

We call for you to immediately resign your position as President of NALC.

Should you fail to do so, be advised that we will pursue any and every avenue available to remove you.

For once, we urge you to set your ego aside and actually listen to the will of the membership you serve. It is time you remembered that you work for US, Brian.

And we want you gone.

With Complete Sincerity,

David J Grosskopf Jr, for...

The members of NALC Branch 3, Buffalo/Western New York



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