

**ATTENTION:
NATIONAL ASSOCIATION OF LETTER CARRIERS (NALC)**

OFFICIAL CHARGES FOR REMOVAL OF OFFICERS:

**CHARGED PARTIES: BRIAN L. RENFROE – NALC NATIONAL PRESIDENT,
PAUL BARNER, NALC EXECUTIVE VICE PRESIDENT,
AND SELECTIVE NALC EXECUTIVE COUNCIL MEMBERS SO NOTED BELOW:
(NICOLE RHINE, DAN TOTH, STEPHANIE STEWART, SANDY LAEMMEL,
CHARLES P. HEEGE, NICK VAFIADES, DAN VERSLUIS, STEVE LASSAN,
BRIAN THOMPSON, VADA PRESTON, RICHARD J. DICECCA, BRUCE DIDRIKSEN)**

FRIDAY, APRIL 25, 2025

Sent via USPS Priority Mail Express

TO:

NALC EXECUTIVE COUNCIL

Mailing Address:

National Association of Letter Carriers
100 Indiana Ave., NW
Washington, DC 20001-2144

) **FROM:**

) Darin Nalls Sr.

) NALC Branch 459 Member / City Letter Carrier

) Mailing Address:

) P.O. Box 20301, Raleigh, NC 27619

) Email: darin_nalls@outlook.com

) Work Location: United States Postal Service

) (USPS) Raleigh Capitol Station, Route 808

) 311 New Bern Avenue, Raleigh, NC 27601

Dear NALC Executive Council Members,

In accordance with **Article 10** of the NALC Constitution, which states, in part:

Article 10 - Removal of Officers "In case of neglect of duty or violation of this Constitution on the part of any officer of this Association or a State Association, the Executive Council shall have power to remove them from office, impose such other penalty as it may deem proper, or suspend such State Association after a fair hearing, subject to appeal to the National Convention."

Pursuant to **Article 10** of NALC Constitution, these official charges are to be filed and served by registered mail to **Brian L. Renfroe**, NALC National President, **Paul Barner**, NALC Executive Vice President, as well as the following selective NALC Executive Council Members (**Nicole Rhine**, Secretary-Treasurer; **Dan Toth**, Director of Retired Members; **Stephanie Stewart**, Director, Health Benefits Plan; **Sandy Laemmel**, Trustee; **Charles P. Heege**, Trustee; **Nick Vafiades**, Region 2 National Business Agent; **Dan Versluis**, Region 4 National Business Agent; **Steve Lassar**, Region 8 National Business Agent; **Brian Thompson**, Region 12 National Business Agent; **Vada Preston**, Region 13 National Business Agent; **Richard J. "Rick" DiCecca**, Region 14 National Business Agent; **Bruce Didriksen**, Region 15 National Business Agent) a copy of the following charges in efforts to seek removal of National Officers so noted on these four (4) charges:

Charge 1: Violation of NALC Constitution: Conduct – Abuse of Power - Brian L. Renfroe, Paul Barner and selective Executive Council Members (Nicole Rhine, Dan Toth, Stephanie Stewart, Sandy Laemmel, Charles P. Heege, Nick Vafiades, Dan Versluis, Steve Lassar, Brian Thompson, Vada Preston, Richard J. "Rick" DiCecca, and Bruce Didriksen) abused their NALC constitutional powers in collusion, complicit, conspiracy, culpable and corrupt acts and violated NALC Constitution **Article 10 Charges** by voting to dismiss Article 10 charges dated April 3, 2025 (see attached **Exhibit 1**) against Brian Renfroe and Paul Barner filed by Brother Michael Rivera and members of NALC Branch 70.

(See next pages)

NATIONAL ASSOCIATION OF LETTER CARRIERS (NALC)
OFFICIAL CHARGES FOR REMOVAL OF OFFICERS: (continued)

Charge 2: Neglect of Duty: Brian L. Renfroe, neglected to discharge the duties of his office as National President and violated **Article 9** (Duties of Officers: President) by failing to provide a faithful performance of the duties of the NALC President for his excessive pattern of making false statements to NALC members and his dismissiveness towards the overwhelming votes of NO to Brian Renfroe's 2024 Tentative Agreement, Brian Renfroe's collusion with Doug Tulino, former USPS Deputy Postmaster General and recently appointed Acting Postmaster General and Chief Executive Officer, during the collective bargaining negotiations and Expedited Arbitration process that resulted in causing harm to NALC city letter carriers. President Renfroe acted in bad faith towards his members and his decisions were not in the best interest of city letter carriers and his decisions were not representative of the will of NALC members. President Renfroe caused a breach of trust among NALC Members resulting in multiple NALC branches across the United States of America demanding that Brian Renfroe resign from his office of President.

Charge 3: Neglect of Duty: Paul Barner, neglected to discharge the duties of his office as National Executive Vice President and violated **Article 9** (Duties of Officers: Executive Vice President) by failing to provide a faithful performance of the duties of the NALC Executive Vice President for being in collusion, complicit, conspiracy, culpable and corrupt acts in alignment with Brian Renfroe's excessive pattern of making false statements to NALC members and his dismissiveness towards the overwhelming votes of NO to Brian Renfroe's 2024 Tentative Agreement, Brian Renfroe's collusion with Doug Tulino, former USPS Deputy Postmaster General and recently appointed Acting Postmaster General and Chief Executive Officer, during the collective bargaining negotiations and Expedited Arbitration process that resulted in causing harm to NALC city letter carriers. President Renfroe and Executive Vice President Barner both acted in bad faith towards their members and their decisions were not in the best interest of city letter carriers and their decisions were not representative of the will of NALC members. Executive Vice President Barner and President Renfroe caused a breach of trust among NALC Members resulting in multiple NALC branches across the United States of America demanding that Brian Renfroe resign from his office of President.

Charge 4: Neglect of Duty: Nicole Rhine, neglected to discharge the duties of her office as National Secretary-Treasurer and violated **Article 9** (Duties of Officers: Secretary-Treasurer) by failing to perform such other duties as the laws require of the NALC Secretary-Treasurer for being in collusion, complicit, conspiracy, culpable and corrupt acts in violation of the NALC Constitution. Nicole Rhine also serves as a Member on the NALC Committee on Appeals (see attached **Exhibit 11**) along with James Henry, Chairman, and Lawrence D. Brown, Jr. Therefore, all three National Officers (James Henry, Nicole Rhine, and Lawrence D. Brown, Jr.) serve as skilled parliamentarians (experts on interpretation of the NALC Constitution). However, Nicole Rhine neglected to discharge the duties of her office by pledging allegiance to Brian Renfroe in which she intentionally violated the NALC Constitution by voting to dismiss Article 10 charges dated April 3, 2025 (see attached **Exhibit 1**) against Brian Renfroe and Paul Barner brought by Brother Michael Rivera and members of NALC Branch 70. The other parliamentarians James Henry and Lawrence D. Brown, Jr. were adamantly against dismissing recent charges because it was a violation of the NALC Constitution. Sadly, Nicole Rhine has no integrity and has breached the trust of members. As a skilled parliamentarian, she chose corruption over courage.

(Continued on next page)

NATIONAL ASSOCIATION OF LETTER CARRIERS (NALC)

OFFICIAL CHARGES FOR REMOVAL OF OFFICERS: (continued)

Pursuant to NALC Constitution, **Article 10**, a full specification of the charges summarizing the facts, evidence, and included is a list of Exhibits (so noted on page 7) are on the following pages of official charges for removal of the following national officers: **Brian L. Renfroe**, NALC National President, **Paul Barner**, NALC Executive Vice President, as well as the following selective NALC Executive Council Members (**Nicole Rhine**, Secretary-Treasurer; **Dan Toth**, Director of Retired Members; **Stephanie Stewart**, Director, Health Benefits Plan; **Sandy Laemmel**, Trustee; **Charles P. Heege**, Trustee; **Nick Vafiades**, Region 2 National Business Agent; **Dan Versluis**, Region 4 National Business Agent; **Steve Lissan**, Region 8 National Business Agent; **Brian Thompson**, Region 12 National Business Agent; **Vada Preston**, Region 13 National Business Agent; **Richard J. "Rick" DiCecca**, Region 14 National Business Agent; **Bruce Didriksen**, Region 15 National Business Agent).

According to Barron's Legal Guides Law Dictionary, 6th Edition, by author Steven H. Gifts, the legal definition of **ABUSE** is "improper use or exercise". **COLLUSION** is "the making of an agreement with another for the purposes of perpetrating a fraud." **CONSPIRACY** is "a combination of two or more persons to commit an unlawful act." Additionally, the legal definition of **CULPABLE** is "deserving of moral blame; it means disregard of the consequence which may ensue from the act, and indifference to the rights of others." According to Merriam-Webster dictionary, **COMPLICIT** is "helping to do wrong in some way; association or participation in a wrongful act."

CHARGE 1:

VIOLATION OF NALC CONSTITUTION – ARTICLE 10 CHARGES – CONDUCT: ABUSE OF POWER

Brian L. Renfroe, Paul Barner and selective Executive Council Members (Nicole Rhine, Dan Toth, Stephanie Stewart, Sandy Laemmel, Charles P. Heege, Nick Vafiades, Dan Versluis, Steve Lissan, Brian Thompson, Vada Preston, Richard J. "Rick" DiCecca, and Bruce Didriksen) abused their NALC constitutional powers in collusion, complicit, conspiracy, culpable and corrupt acts and violated NALC Constitution **Article 10 Charges** by voting to dismiss Article 10 charges dated April 3, 2025 (see attached **Exhibit 1**) against Brian Renfroe and Paul Barner brought by Brother Michael Rivera and members of NALC Branch 70.

BACKGROUND:

On April 3, 2025, Brother Michael Rivera and members of NALC Branch 70 filed six (6) Article 10 charges against President Brian Renfroe and Executive Vice President Paul Barner. James Henry, NALC Vice President, appointed a member (Pete Moss) to investigate the charges. Brian Renfroe and Paul Barner held an Executive Council meeting and violated the NALC Constitution by voting to dismiss the Article 10 charges against them. A total of 14 Executive Council members intentionally violated the NALC Constitution. There were 11 Executive Council members opposed to dismissing the charges.

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CHARGE 1:
VIOLATION OF NALC CONSTITUTION – ARTICLE 10 CHARGES –
CONDUCT: ABUSE OF POWER (CONTINUED)

David J. Grosskopf Jr. posted on social media the names of the fourteen (14) National Officers of the Executive Council who failed to follow the NALC Constitution regarding Michael Rivera and NALC Branch 70 Article 10 charges against Brian Renfroe and Paul Barner. Also posted was Michael Rivera's summary of how certain Executive Council members violated the NALC Constitution related to Branch 70 Article 10 charges. (see attached **Exhibit 2**)

David J. Grosskopf Jr. also posted on social media the names of the eleven (11) National Officers of the Executive Council who opposed dismissing Article 10 charges because it violated the NALC Constitution as well as the names of three (3) National Officers who were not present or unavailable due to technical communication issues. (see attached **Exhibit 3**)

Article 9 (Duties of Officers – Executive Council) of the NALC Constitution states:

“The Executive Council is hereby authorized to...(2) establish and order compliance with such rules; regulations, or procedures, consistent with this Constitution...”

Article 10 (Removal of Officers) of the NALC Constitution states:

“Any member may file with the Executive Council a charge that an officer of the National Association or a State Association has been guilty of neglect of duty or violation of the Constitution.”

The NALC Constitution further states:

“The President or Vice President...shall, as soon as practicable...(b) appoint a member, who is not involved in the charge, to investigate the same and to make a report in writing within 30 days to the Executive Council on the results of their findings.”

Clearly, Brian L. Renfroe, Paul Barner and selective Executive Council Members (Nicole Rhine, Dan Toth, Stephanie Stewart, Sandy Laemmel, Charles P. Heege, Nick Vafiades, Dan Versluis, Steve Lissan, Brian Thompson, Vada Preston, Richard J. “Rick” DiCecca, and Bruce Didriksen) abused their NALC constitutional powers in collusion, complicit, conspiracy, culpable and corrupt acts and violated NALC Constitution **Article 10 Charges** by voting to dismiss Article 10 charges dated April 3, 2025 against Brian Renfroe and Paul Barner brought by Brother Michael Rivera and members of NALC Branch 70.

Darin Nalls Sr. filed previous Article 10 charges against National Officers of the Executive Council (**Brian Renfroe, Paul Barner, and Eddie Davidson**) in 2023 and 2024. The attached **Exhibits 4, 5, 6, 7, 8, 9, 10, and 11** illustrated Executive Council's adherence to Constitution and responsibility to “appoint a member, who is not involved in the charge[s], to investigate the same and to make a report in writing within 30 days to the Executive Council on the results of their findings.” Therefore, the Executive Council cannot pick and choose when they want to adhere to the NALC Constitution. There MUST be a check and balance process.

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NATIONAL ASSOCIATION OF LETTER CARRIERS (NALC)
OFFICIAL CHARGES FOR REMOVAL OF OFFICERS: (continued)

Request for Supporting Documentation:

In connection with Charges 2 and 3, I respectfully request that the appointed Investigator and Executive Council obtain and review all correspondence between Brian Renfroe and Doug Tulino during the collective bargaining negotiations, review the original national contract proposal submitted by former President Fredric Rolando and Executive Vice President Paul Barner. This document is essential for establishing the nature and significance of the proposal that was later withdrawn during President Renfroe's term. Its contents will provide critical context for evaluating whether the omission of this withdrawal from the 2022-2024 Biennial Report constituted a violation of Article 9, Section K.

I also respectfully request that any internal communications, meeting minutes, or correspondence related to the withdrawal or replacement of this proposal—particularly those involving President Brian Renfroe and Executive Vice President Paul Barner, who played an active role in negotiations during President Renfroe's absence—also be made available as part of the formal investigation.

To clarify the role of the Council and evaluate compliance with Article 9, Section K, we request full and unredacted minutes from Executive Council meetings where collective bargaining strategy or arbitration was discussed—particularly:

- Whether Council members were notified of the arbitration timeline;
- Whether decision-making authority was shared, delegated, or withheld;
- Any dissent or documented concern expressed by Council members.

Furthermore, I request following:

- Clarification of whether the agreement was treated as the product of arbitration or mediation, as the Memorandum of Understanding (MOU) language distinguishes these processes;
- Any memos or advisories sent to staff or the Executive Council explaining why a vote was deemed unnecessary under Article 16.3
- Documentation identifying any period during which EVP Barner was delegated full or partial bargaining authority;
- Communications showing whether EVP Barner was empowered to act independently or at the direction of President Renfroe during negotiations;
- All written or electronic communication between Fredric Rolando, Brian Renfroe, and Paul Barner between March 2023 and July 2023, specifically concerning the status, substance, or near-completion of the 2021-2023 contract negotiations;
- Any transition briefing materials prepared by or presented to President Renfroe and/or EVP Barner summarizing the status of collective bargaining upon Rolando's departure from office;

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NATIONAL ASSOCIATION OF LETTER CARRIERS (NALC)

OFFICIAL CHARGES FOR REMOVAL OF OFFICERS: (continued)

Request for Supporting Documentation: (continued)

- Statements or testimony submitted by former President Rolando to the Weir or Weiner Investigative bodies, including any claims that the NALC and USPS were near agreement on a final contract;
- Internal memos, meeting notes, or Council briefings referencing a decision to discard, delay, or suppress disclosure of the progress previously made in collective bargaining;
- Any communications between President Renfroe and EVP Barner discussing whether the prior bargaining work should be continued, acknowledged, or concealed from the Executive Council or the membership;
- Any advisories issued to staff or regional officers clarifying the status of bargaining progress following the leadership transition in mid-2023.

In connection with Charges 1 and 4, I respectfully request that the appointed Investigator and Executive Council obtain and review all correspondence between Brian Renfroe, Paul Barner and the following Executive Council Members (Nicole Rhine, Dan Toth, Stephanie Stewart, Sandy Laemmel, Charles P. Heege, Nick Vafiades, Dan Versluis, Steve Lissan, Brian Thompson, Vada Preston, Richard J. "Rick" DiCecca, and Bruce Didriksen) related to Article 10 charges dated April 3, 2025 (see attached **Exhibit 1**) against Brian Renfroe and Paul Barner brought by Brother Michael Rivera and members of NALC Branch 70.

REMEDY:

My proposed remedy is for **REMOVAL** of Brian L. Renfroe, Paul Barner, Nicole Rhine, Dan Toth, Stephanie Stewart, Sandy Laemmel, Charles P. Heege, Nick Vafiades, Dan Versluis, Steve Lissan, Brian Thompson, Vada Preston, Richard J. "Rick" DiCecca, and Bruce Didriksen from their current NALC national positions for their blatant abuse of power and intentional collusion, conspiracy, culpability, complicity, and corrupt behavior that resulted in Violations of the NALC Constitution and Neglect of Duty so noted in the above-mentioned four (4) charges.

Respectfully submitted,

Dated this 25th day of April, 2025



Darin Nalls Sr., USPS Carrier (City), NALC Branch 459 Union Member
P.O. Box 20301, Raleigh, NC 27619 Email: darin_nalls@outlook.com.

LIST OF EXHIBITS

- 1 Exhibit 1: 04-03-2025 Article 10 Charges by Michael Rivera and Members of Branch 70
- 2 Exhibit 2: David J. Grosskopf Jr. social media post ("The following individuals who failed
- 3 to follow the NALC Constitution will have some explaining to do:...")
- 4 Exhibit 3: David J. Grosskopf Jr. social media post ("The eleven (11) National officers that
- 5 followed your NALC Constitution as it pertains to Article 10:...")
- 6 Exhibit 4: 12-07-2023 Letter from Paul Barner to Darin Nalls Sr. regarding Article 10 charges
- 7 against NALC President Brian Renfroe and National Business Agent Eddie Davidson
- 8 Exhibit 5: 02-16-2024 Letter from Mack I. Julion to Darin Nalls Sr. regarding NALC Executive
- 9 Council's vote to extend the time for submission of Javier Bernal's investigative report
- 10 with respect to the charges filed against NALC President Brian Renfroe and
- 11 National Business Agent Eddie Davidson
- 12 Exhibit 6: 02-20-2024 Letter from Brian Renfroe to Darin Nalls Sr. regarding Article 10 charges
- 13 against NALC Executive Vice President Paul Barner
- 14 Exhibit 7: 02-20-2024 Letter from Brian Renfroe to Darin Nalls Sr. regarding Article 10 charges
- 15 against National Business Agent Eddie Davidson
- 16 Exhibit 8: 02-20-2024 Letter from appointed investigator Mike Birkett to Darin Nalls Sr.
- 17 regarding Article 10 charges against National Business Agent Eddie Davidson
- 18 Exhibit 9: 03-14-2024 Letter from Paul Barner to Darin Nalls Sr. regarding Investigative Report # 1
- 19 with respect to the charges filed against National Business Agent Eddie Davidson
- 20 and Report # 2 regarding charges filed against NALC President Brian Renfroe
- 21 Exhibit 10: 04-30-2024 Letter from Mack Julion to Darin Nalls Sr. regarding Mike Birkett's
- 22 Investigative reports with respect to the charges filed against
- 23 Executive Vice President Paul Barner and National Business Agent Eddie Davidson
- 24 This letter includes in the cc: Nicole Rhine, Member, Committee on Appeals as well as
- 25 James Henry, Chairman, Committee on Appeals and
- Lawrence D. Brown, Jr., Member, Committee on Appeals

EXHIBIT 1

Michael Rivera
5052 Clairemont Dr.
San Diego, CA 92117

NALC Executive Council
c/o National Association of Letter Carriers
100 Indiana Avenue NW
Washington, DC 20001

Date: April 3rd, 2025

Subject: Submission of Article 10 Charges Against President Brian L. Renfroe and Executive Vice President Paul Barner

To the Members of the NALC Executive Council:

On behalf of the undersigned members of Branch 70, I respectfully submit the attached formal charges pursuant to Article 10 of the NALC Constitution against NALC President Brian L. Renfroe and Executive Vice President Paul Barner.

These charges address multiple violations of constitutional duties, including failure to report official acts, neglect of adopted Convention resolutions, failure to initiate arbitration in a timely manner, bypassing mandatory contract ratification, and failure to provide a complete report of acts at the Biennial Convention.

Each charge is supported by citations from the NALC Constitution, factual summaries, and specific requests for documentation and constitutional interpretation. We submit this material in good faith and with the intent of upholding the principles of transparency, accountability, and democratic integrity upon which our union was founded.

This submission is made solely by the individual members signing below and does not represent an official action or endorsement by Branch 70 as a whole. Each signer affirms their commitment to the democratic principles and constitutional responsibilities that guide the National Association of Letter Carriers.

We respectfully request that the Executive Council initiate a formal investigation as outlined under Article 10 and take appropriate action in accordance with the findings.

Thank you for your attention to this matter.

Faternally,



Michael Rivera
Member of NALC Branch 70

Enclosure: Formal Article 10 Charges Submission

To the Executive Council of the National Association of Letter Carriers:

We, the undersigned members in good standing of the National Association of Letter Carriers, Branch 70, respectfully submit the following charges under Article 10 of the NALC Constitution against President Brian L. Renfroe and Executive Vice President Paul Barner.

We charge President Renfroe and Executive Vice President Barner with dereliction of duty and violation of constitutional responsibilities as follows:

Charge 1: Charge Against President Brian L. Renfroe for Violation of Article 9, Section 1(K) – Failure to Disclose Official Acts

Article 9, Section K of the NALC Constitution states:

"The President shall submit at each Convention a written report of all their official acts during their term of office..."

President Renfroe failed to report a critical action during his term: the withdrawal of the national contract proposal originally submitted by former President Fredric Rolando and Executive Vice President Paul Barner. This retraction was not disclosed in the 2022–2024 Biennial Report submitted at the 73rd Biennial Convention. The omission concealed from the membership a pivotal shift in bargaining strategy, which led to the expiration of the previous proposal, delayed progress, and contributed to the union's entry into expedited arbitration. This material omission constitutes a violation of his duty to report all official acts.

This failure to disclose may be part of a broader pattern of concealment, as further detailed in Charge 6, wherein both President Renfroe and Executive Vice President Barner withheld information on the near-complete bargaining work carried out by former President Fredric Rolando.

Charge 2: Charge Against President Brian L. Renfroe for Dereliction of Duty – Failure to Implement Convention Resolutions

President Renfroe failed to carry out two binding resolutions adopted by the 2024 National Convention:

General Resolution 12 required:

- Monthly bargaining updates via the Members Only portal
- National contract rallies leading up to the ratification vote

General Resolution 22 required:

- Negotiation updates to be posted on the first and third Fridays of each month

The investigative report by Matty Rose, commissioned under Article 10, confirms that:

- The required updates were not posted as scheduled
- No rallies occurred during the mandated period
- The Executive Council received limited or no information during the contract negotiation period

The President's failure to execute Convention mandates represents a breakdown of constitutional responsibility, violating both the letter and spirit of Article 9, Section K, and undermining the authority of the Union's supreme body.

Charge 3: Charge Against President Brian L. Renfroe for Neglect of Duty – Failure to Initiate Arbitration Timely

Under the Postal Reorganization Act (PRA), Section 1207, if no agreement is reached within 90 days of contract expiration, an arbitration board shall be established. Despite the NALC working under an expired contract since May 2023, President Renfroe did not schedule arbitration, even when progress stalled and inflation diminished members' earnings.

The result was a delay in securing a new contract, harming the membership's economic standing. The investigative report, as well as President Renfroe's own admissions, confirm that arbitration was not prioritized nor prepared for. This deviation from legal precedent and common practice constitutes neglect of duty, leaving the union exposed and without resolution for nearly two years. Furthermore, testimony from former President Fredric Rolando—referenced in the Weir and Weiner Reports—suggests that the parties were close to a negotiated agreement prior to Renfroe assuming office. This raises serious concerns that Renfroe failed to act on valuable progress that could have expedited a fair agreement and instead allowed negotiations to stagnate, ultimately harming the membership.

Charge 4: Charge Against President Brian L. Renfroe for Violation of Article 16.3 – Bypassing Required Membership Ratification

Article 16.3 of the NALC Constitution states:

"Any National Collective Bargaining Agreement entered into between the NALC and USPS shall be ratified by the regular members..."

The Memorandum of Understanding (MOU) included in the Nolan "Award" clearly outlines that the agreement resulted from mediation, not arbitration. Key items in the MOU:

- Assign Arbitrator Nolan to mediate (Item #3)
- Emphasize voluntary cooperation (Item #4)
- Distinguish mediation from binding arbitration (Item #5)

If the agreement was achieved through mediation, it meets the definition of a collective bargaining agreement and therefore must be ratified by the membership. President Renfro's failure to recognize this and proceed without ratification violates the Constitution and disrespects the membership's role in contract approval.

Charge 5: Charge Against Executive Vice President Paul Barner — Violation of Article 9, Section 2(b)

Article 9, Section 2(b) of the NALC Constitution states:

"The Executive Vice President shall make a complete report of their acts at each Convention of the National Association of Letter Carriers."

Executive Vice President Paul Barner failed to make a complete report of his official acts at the 2024 Biennial Convention of the National Association of Letter Carriers. Specifically, EVP Barner was directly involved in the development and presentation of a collective bargaining proposal that was later retracted by President Brian L. Renfro. Despite this, EVP Barner did not provide a full or transparent account of the negotiations, the substance of the proposal, or the implications of the retraction.

This omission constitutes a neglect of duty and a violation of his constitutional obligation under Article 9, Section 2(b), which mandates that the Executive Vice President make a complete report of their acts at each Convention.

This failure to report raises questions about whether Executive Vice President Barner and President Renfro jointly acted to suppress disclosure of critical bargaining developments, as examined further in Charge 6.

Charge 6: Charge Against President Brian L. Renfroe and Executive Vice President Paul Barner for Collusion and Concealment of Collective Bargaining Progress — Violation of the Oath of Office and Article 10, Section 1

NALC Officer Oath of Office (Article 9, Section 1):

"I do solemnly pledge, on my honor, that I will faithfully observe the Constitution of the National Association of Letter Carriers... I will faithfully perform all the duties of my office... I will harm no member and see no member harmed if I can prevent it."

Article 10, Section 1 of the NALC Constitution:

"Charges may be preferred against any officer of the National Association of Letter Carriers for violation of the Constitution, or for conduct detrimental to the best interests of the Association, or for violation of official duties..."

We charge that President Brian L. Renfroe and Executive Vice President Paul Barner engaged in coordinated concealment of critical information related to the status of national collective bargaining negotiations developed under former President Fredric Rolando. This concealment constitutes a willful violation of Article 10, Section 1 of the NALC Constitution, and a breach of the oath of office which binds national officers to "harm no member and see no member harmed if you can prevent it."

Testimony contained in the Weir and Weiner Reports confirms that, according to former President Rolando, the NALC and USPS were near agreement on the terms of a negotiated collective bargaining contract prior to his departure. This progress was never disclosed by either President Renfroe or Executive Vice President Barner following the leadership transition. Neither officer has provided a clear record of what progress had been made, whether the prior agreement was continued or abandoned, or whether the membership's interests were weighed in that decision.

The deliberate omission of this material information from all reports submitted to the Executive Council and the membership suggests a coordinated effort to obscure the union's bargaining posture and strategy. The effect of this silence may have been a delay in achieving a fair and timely agreement, directly harming the economic interests of the membership.

This failure to disclose not only contradicts the officers' constitutional duty to report their official acts (Article 9, Sections 1 and 2), but also undermines the democratic accountability of our union and violates the spirit of the National Convention's authority as its highest decision-making body.

This charge is submitted with the belief that such concealment rises to the level of official misconduct and calls for investigation under Article 10, Section 1 of the NALC Constitution.

Request for Supporting Documentation

In connection with Charge 1, we respectfully request that the Executive Council obtain and review the original national contract proposal submitted by former President Fredric Rolando and Executive Vice President Paul Barner. This document is essential for establishing the nature and significance of the proposal that was later withdrawn during President Renfroe's term. Its contents will provide critical context for evaluating whether the omission of this withdrawal from the 2022-2024 Biennial Report constituted a violation of Article 9, Section K.

We further request that any internal communications, meeting minutes, or correspondence related to the withdrawal or replacement of this proposal—particularly those involving President Brian Renfroe and Executive Vice President Paul Barner, who played an active role in negotiations during President Renfroe's absence—also be made available as part of the formal investigation.

To clarify the role of the Council and evaluate compliance with Article 9, Section K, we request full and unredacted minutes from Executive Council meetings where collective bargaining strategy or arbitration was discussed—particularly:

- Whether Council members were notified of the arbitration timeline;
- Whether decision-making authority was shared, delegated, or withheld;
- Any dissent or documented concern expressed by Council members.

To evaluate Charge 4, we request:

- Clarification of whether the agreement was treated as the product of arbitration or mediation, as the MOU language (Item #5) distinguishes these processes;
- Any memos or advisories sent to staff or the Executive Council explaining why a vote was deemed unnecessary under Article 16.3.

To determine EVP Barner's formal role during President Renfroe's absence, we request:

- Documentation identifying any period during which EVP Barner was delegated full or partial bargaining authority;
- Communications showing whether EVP Barner was empowered to act independently or at the direction of President Renfroe during negotiations.

In connection with Charge 6, we request:

That the Executive Council obtain and review the following documents and testimony to determine whether President Brian Renfroe and Executive Vice President Paul Barner engaged in coordinated concealment of collective bargaining progress developed under former President Fredric Rolando:

- All written or electronic communications between Fredric Rolando, Brian Renfroe, and Paul Barner between March 2023 and July 2023, specifically concerning the status, substance, or near-completion of the 2021–2023 contract negotiations.
- Any transition briefing materials prepared by or presented to President Renfroe and/or EVP Barner summarizing the status of collective bargaining upon Rolando's departure from office.
- Statements or testimony submitted by former President Rolando to the Weir or Weiner investigative bodies, including any claims that the NALC and USPS were near agreement on a final contract.
- Internal memos, meeting notes, or Council briefings referencing a decision to discard, delay, or suppress disclosure of the progress previously made in collective bargaining.
- Any communications between President Renfroe and EVP Barner discussing whether the prior bargaining work should be continued, acknowledged, or concealed from the Executive Council or the membership.
- Any advisories issued to staff or regional officers clarifying the status of bargaining progress following the leadership transition in mid-2023.

Request for Constitutional Interpretation and Factual Clarification

In accordance with the principles of accountability, transparency, and fidelity to the NALC Constitution, the following questions are respectfully submitted to the Executive Council. These inquiries are intended to further support the charges outlined in this Article 10 submission by seeking clarification on the constitutional and procedural implications of specific actions taken—or not taken—by National President Brian L. Renfroe and Executive Vice President Paul Barner. The answers to these questions will help establish whether such actions constitute "Official Acts" under Article 10, Section 1.K and whether they reflect violations of constitutional duties.

1. Definition of "Official Act"

Question:

For the purposes of applying Article Ten, Section 1.K of the NALC Constitution, how does the Executive Council define an "Official Act" by a national officer?

2. Retraction of Collective Bargaining Acts

Question:

Are all acts related to national collective bargaining—including the retraction of prior negotiation proposals initiated by former President Fredric Rolando and Executive Vice President Paul Barner—considered "Official Acts" under Article Ten, Section 1 K of the NALC Constitution?

3. Neglect of Convention Resolutions 12 and 22

Question:

Did President Brian L. Renfroe fail to act on Resolutions 12 and 22, thereby violating Article Ten, Section 1 K and reinforcing the allegations made in Charges 2 and 3?

4. Lack of Full Report by EVP Barner

Question:

Given that President Renfroe retracted the original collective bargaining proposal developed by former President Rolando and EVP Barner, was Executive Vice President Barner obligated under the Constitution to provide a full report of those negotiations at the Biennial Convention? If so, why was no such complete report provided?

5. The Omission of Rolando's Negotiations

Question:

If a former President testifies that negotiations were close to completion, and incoming national officers fail to disclose this to the Executive Council or membership, does that omission constitute an "Official Act" under Article 9, Section 1(k) and Section 2(b), respectively? If so, does coordinated silence between national officers meet the threshold for collusion or conspiracy?

These questions are submitted in good faith with the intent to ensure a comprehensive and constitutionally grounded review of the charges filed under Article Ten of the NALC Constitution

Request for Action

These constitutional violations are not procedural oversights but actions (and omissions) with serious consequences for the democratic integrity and transparency of our union. We respectfully request that the Executive Council conduct a formal investigation into these matters and proceed in accordance with the disciplinary procedures outlined under Article 10.

Our Recommendation

To ensure a fair collective bargaining process in 2026, we recommend that President Brian L. Renfro be removed from his position as sole negotiator of our next collective bargaining contract.


Furthermore, serious consideration must also be made in regards to the removal of Brian L. Renfro as NALC President, for the sake of preserving our Union for the foreseeable future.

We also recommend the removal of Paul Barner as NALC Executive Vice President and as a negotiator in the next collective bargaining contract.


Respectfully submitted,

The Undersigned Members of NALC Branch 70

Signature/ Date/Printed Name/Installation

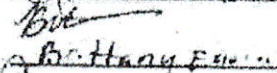
 4/3/2025

Michael Rivera-William Taft Station 92117


 4/3/2025

Elizabeth Gwapa 4/3/2025


 William Taft 92117

 William Taft 92117


 William Taft 92117

 William Taft 92117


 William Taft 92117

 4/3/2025

Neveida Rivera - La Mesa Annex 91942

 04/03/2025

TRIPKIA PUGHEN WILLIAM TAFT 92117

 4/3/2025 92117

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25 comments 30 shares



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David J Grosskopf Jr

14h · 

The following individuals who failed to follow the NALC Constitution will have some explaining to do:

National Association of Letter Carriers (NALC)
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EXHIBIT 2

Brian Renfroe
Paul Barner
Nicole Rhine
Stephanie Stewart
Dan Toth
Sandy Laemmel
Charlie Heege
Nick Vafiades
Dan Versluis
Steve Lissan
Brian Thompson
Vada Preston
Rick DiCecca
Bruce Didriksen
[#THERULESARE4THEENOTWE](#)
[#CONSTITUTIONALCRISIS](#)

Brothers and Sisters,

Over two weeks ago I formally submitted SIX Article Ten Charges against President Brian Renfroe and Executive Vice President Paul Barner. The process had reached the point of selecting their initial investigator when a special session of the Executive Council was called by the charged party, Brian Renfroe.

Brian Renfroe then proceeded to move to have a vote to dismiss the charges as, "Improper. After much argument over this ill conceived move, the Executive Council voted to violate the Constitution and dismissed the charges, stripping a member's right to hold their national officers accountable.

Let me assure the membership that the fight does not end here. I am preparing an expanded set of charges—this time against the entire Executive Council. This includes all 28 members, for their collective role in obstructing the constitutional process, shielding President Renfroe and EVP Barner from accountability, and attempting to place themselves above the very rules they swore to uphold. The charges will also include President Renfroe and EVP Barner, on charges of collusion and obstruction.

I am not taking this step lightly, but out of necessity. The Council's vote represents a unique constitutional crisis: the accused have been allowed to judge their own case—and suppress it. That cannot stand. Our Constitution was not written to permit self-protection by those in power. It was written to protect the union from precisely this kind of betrayal.

The only remedy for this unprecedented failure may be an equally unprecedented response: a Special Convention—the highest authority in our union—where the delegates, not the Executive

 866

25 comments 30 shares



David J Grosskopf Jr

14h · 

The following individuals who failed to follow the NALC Constitution will have some explaining to do:... [See more](#)

Brothers and Sisters,

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The only remedy for this unprecedented failure may be an equally unprecedented response: a Special Convention—the highest authority in our union—where the delegates, not the Executive Council, will decide whether these officers remain fit to lead. That's why I'm asking every local branch to do the following:

1. Pass a vote of solidarity with the original six charges.
2. Educate your members on what's happening and what it means.
3. Prepare your delegates. If a Special Convention is called, their votes may determine the future of our union.

We must be ready—not just to react, but to lead. Because if we let this moment pass, we send a message that officers can violate their oath, conceal the truth, and walk away untouched. But if we rise together, we can restore accountability, reaffirm our Constitution, and prove that this union belongs to its members—not the few at the top.

This is a defining moment. Let's meet it head-on, together. **For solidarity. For the Union.**

-Michael Rivera, City Letter Carrier, Branch 70



Elliot Simmons + 101

46 comments 14 shares



facebook

+

EXHIBIT 3



David J Grosskopf Jr

9m · 🌐

The eleven (11) National officers that followed your NALC Constitution as it pertains to Article 10:

James Henry
Mack I. Julion
Manny Peralta
Jim Yates
Larry Brown
Keisha Lewis
Michael Caref
David Teegarden
Cliff Edwin Jr Davidson
Shawn Boyd
Mark Camilli

David Mudd lost webex communication. Patrick Johnson unavailable due to regional RAP and Christopher Jackson was out of the country on this vote.

Thank you to those National Officers that upheld the NALC Constitution.

Please listen to the this podcast for insight on how the leadership is conducting itself.

A UNION
representative's guide
**TO EFFECTIVELY
REPRESENT
AND PROTECT**



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Article 10 Official Charges

EXHIBIT 4

December 7, 2023

BRIAN L. RENFROE
President

PAUL BARNER
Executive Vice President

JAMES D. HENRY
Vice President

NICOLE RHINE
Secretary-Treasurer

MACK I. JULION
Asst. Secretary-Treasurer

CHRISTOPHER JACKSON
Director, City Delivery

MANUEL L. PERALTA JR.
Director, Safety & Health

DAN TOTH
Director, Retired Members

JAMES W. "JIM" YATES
Director, Life Insurance

STEPHANIE STEWART
Director, Health Benefit Plan

BOARD OF TRUSTEES:

LARRY BROWN JR.
Chairman

SANDRA D. LAEMMEL

CHARLES P. HEEGE

Darin Nalls, Sr.
P.O. Box 20301
Raleigh, NC 27619-0301

Dear Brother Nalls:

This will confirm that you have submitted charges against NALC President Brian Renfroe and National Business Agent Eddie Davidson. The charges were received by my office on December 1, 2023.

Please be advised that your charges will be processed under Article 10 of the NALC Constitution. As required by Article 10, copies of your charges against Brother Davidson will be sent to him by registered mail. President Renfroe has been served by hand at Headquarters with a copy of the charges against him.

Insofar as President Renfroe is involved in the charges, in accordance with Article 10, it is my responsibility to "appoint a member, who is not involved in the charge[s], to investigate the same and to make a report in writing within 30 days to the Executive Council on the results of their findings." Please be advised that I have appointed Brother Javier Bernal to conduct the investigation. You will be expected to cooperate fully with his investigation.

Sincerely & Fraternally,

Paul. E. Barner
Executive Vice President

PEB/cyn

cc: Brian L. Renfroe, President
Eddie Davidson, NBA, Region 9



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Article 10 Official Charges

EXHIBIT 5

BRIAN L. RENFROE
President

PAUL BARNER
Executive Vice President

JAMES D. HENRY
Vice President

NICOLE RHINE
Secretary-Treasurer

MACK I. JULION
Asst. Secretary-Treasurer

CHRISTOPHER JACKSON
Director, City Delivery

MANUEL L. PERALTA JR.
Director, Safety & Health

DAN TOTH
Director, Retired Members

JAMES W. "JIM" YATES
Director, Life Insurance

STEPHANIE STEWART
Director, Health Insurance

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Chairman

SANDRA D. LAEMMEL
CHARLES P. HEEGE

February 16, 2024
Mr. Darin L. Nalls Sr.
P.O. Box 20301
Raleigh, NC. 27619-0301

Dear Brother Nalls,

This is to advise that at its meeting on January 31, 2024 NALCREST, Florida. the NALC Executive Council voted to extend the time for submission of Brother Javier Bernal's investigative report with respect to the charges that you filed against President Brian Renfro and National Business Agent Eddie Davidson. As required by Article 10 of the NALC Constitution, a copy of Brother Bernal's report is enclosed.

After reviewing the charges along with the report, the Executive Council determined that a substantial charge was not presented. Therefore, in accordance with Article 10, no further action will be taken in this matter.

Sincerely,

Mack I. Julion
Assistant Secretary-Treasurer

Cc: Brian L. Renfro, President
Eddie Davidson, Region 9 NBA



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National Association of Letter Carriers (NALC)
Article 10 Official Charges

February 20, 2024

EXHIBIT 6

BRIAN L. RENFROE
President

PAUL BARNER
Executive Vice President

JAMES D. HENRY
Vice President

NICOLE RHINE
Secretary-Treasurer

MACK I. JULION
Asst. Secretary-Treasurer

CHRISTOPHER JACKSON
Director, City Delivery

MANUEL L. PERALTA JR.
Director, Safety & Health

DAN TOTH
Director, Retired Members

JAMES W. "JIM" YATES
Director, Life Insurance

STEPHANIE STEWART
Director, Health Benefit Plan

BOARD OF TRUSTEES:

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Chairman

SANDRA D. LAEMMEL
CHARLES P. HEEGE

Darin Nalls, Sr.
P.O. Box 20301
Raleigh, NC 27619-0301

Dear Brother Nalls:

This will confirm that you have submitted charges against NALC Executive Vice President Paul Barner. The charges were received by my office on January 26, 2024.

Please be advised that your charges will be processed under Article 10 of the NALC Constitution. Brother Barner has been served by hand at Headquarters with a copy of the charges against him.

In accordance with Article 10 it is my responsibility to "appoint a member, who is not involved in the charge[s], to investigate the same and to make a report in writing within 30 days to the Executive Council on the results of their findings." Please be advised that I have appointed Brother Mike Birkett to conduct the investigation. You will be expected to cooperate fully with his investigation.

Sincerely & Fraternally,

Brian L. Renfroe
President

BLR/cyn

cc: Paul Barner, Executive Vice President



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EXHIBIT 7

February 20, 2024

BRIAN L. RENFROE
President

PAUL BARNER
Executive Vice President

JAMES D. HENRY
Vice President

NICOLE RHINE
Secretary-Treasurer

MACK I. JULION
Asst. Secretary-Treasurer

CHRISTOPHER JACKSON
Director, City Delivery

MANUEL L. PERALTA JR.
Director, Safety & Health

DAN TOTH
Director, Retired Members

JAMES W. "JIM" YATES
Director, Life Insurance

STEPHANIE STEWART
Director, Health Benefit Plan

BOARD OF TRUSTEES:
LARRY BROWN JR.
Chairman

SANDRA D. LAEMMEL
CHARLES P. HEEGE

Darin Nalls, Sr.
P.O. Box 20301
Raleigh, NC 27619-0301

Dear Brother Nalls:

This will confirm that you have submitted charges against NALC National Business Agent Eddie Davidson. The charges were received by my office on February 6, 2024.

Please be advised that your charges will be processed under Article 10 of the NALC Constitution. As required by Article 10, copies of your charges against Brother Davidson will be sent to him by registered mail.

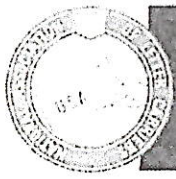
In accordance with Article 10 it is my responsibility to "appoint a member, who is not involved in the charge[s], to investigate the same and to make a report in writing within 30 days to the Executive Council on the results of their findings." Please be advised that I have appointed Brother Mike Birkett to conduct the investigation. You will be expected to cooperate fully with his investigation.

Sincerely & Fraternaly,

Brian L. Renfro
President

BLR/cyn

cc: Eddie Davidson, NBA, Region 9



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National Association of Letter Carriers (NALC)
Article 10 Official Charges

EXHIBIT 8

February 20, 2024

BRIAN L. RENFROE
President

PAUL BARNER

JAMES D. HENRY

NICOLE RHINE

MACK I. JULION

CHRISTOPHER JACKSON

MANUEL L. PERALTA JR.

DAN TOTH

JAMES W. "JIM" YATES

STEPHANIE STEWART

LARRY BROWN JR.

SANDRA D. LAEMMEL

CHARLES P. HEEGE

Mike Birkett
1340 Mount Pleasant Street
Dubuque, IA 52001-6142

Dear Brother Birkett:

This will confirm your appointment under Article 10 of the NALC Constitution to investigate charges that have been submitted to the NALC Executive Council by Brother Darin Nalls against Brother Eddie Davidson.

I am enclosing a copy of the charges.

Please be advised that you are authorized to begin your investigation immediately and may contact any of the parties or witnesses directly. As required by Article 10, you will be obliged to submit a written report on the results of your investigation to the Executive Council within 30 days.

By copy of this letter, I am advising the parties of your appointment. They are expected to cooperate fully in your investigation.

Sincerely & Fraternally,

Brian L Renfroe
President

BLR/cyn

Enclosure

cc: Eddie Davidson, NBA, Region 9
Darin Nalls, Sr.



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March 14, 2024

BRIAN L. RENFROE
President

PAUL BARNER
Executive Vice President

JAMES D. HENRY
Vice President

NICOLE RHINE
Secretary-Treasurer

MACK I. JULION
Asst. Secretary-Treasurer

CHRISTOPHER JACKSON
Director, City Delivery

MANUEL L. PERALTA JR.
Director, Safety & Health

DAN TOTH
Director, Retired Members

JAMES W. "JIM" YATES
Director, Life Insurance

STEPHANIE STEWART
Director, Health Insurance

BOARD OF TRUSTEES:

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Chairman

SANDRA D. LAEMMEL
CHARLES P. HEEGE

Darin Nalls
PO Box 20301
Raleigh, NC 27619

Dear Darin,

Pursuant to Article 10 of the NALC Constitution, enclosed you will find two Reports of Investigation including attachments.

Report #1 – Charged Party: Eddie Davidson – National Business Agent, NALC Region 9
(47 pages including attachments)

Report #2 – Charged Party: Brian L. Renfroe – President, NALC
(75 pages including attachments)

Sincerely and fraternally,

Paul E. Barner
Executive Vice President

cc: Eddie Davidson, National Business Agent, Region 9
Brian L. Renfroe, President, NALC

PB/MM/jg

CERTIFIED MAIL: 7003 3110 0006 4719 7364

National Association of Letter Carriers (NALC)
Article 10 Official Charges

EXHIBIT 9



NALC

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National Association of Letter Carriers (NALC)

Article 10 Official Charges

EXHIBIT 10

BRIAN L. RENFROE
President

PAUL BARNER
Executive Vice President

JAMES D. HENRY
Vice President

NICOLE RHINE
Secretary-Treasurer

MACK I. JULION
Asst. Secretary-Treasurer

CHRISTOPHER JACKSON
Director, City Delivery

MANUEL L. PERALTA JR.
Director, Safety & Health

DAN TOTH
Director, Retired Members

JAMES W. "JIM" YATES
Director, Life Insurance

STEPHANIE STEWART
Director, Health Insurance

BOARD OF TRUSTEES:

LARRY BROWN JR.
Chairman

SANDRA D. LAEMMEL
CHARLES P. HEEGE

April 30, 2024
Mr. Darin L. Nalls Sr.
P.O. Box 20301
Raliegh, NC. 27619-0301

Dear Brother Nalls,

This is to advise that at its meeting on March 28, 2024 at NALC Headquarters the NALC Executive Council received Mike Birkett's investigative reports with respect to the charges that you filed against Executive Vice President Paul Barner and National Business Agent Eddie Davidson. As required by Article 10 of the NALC Constitution, copies of Brother Birkett's two reports are enclosed.

After reviewing the charges along with the reports, the Executive Council determined that a substantial charge was not presented. Therefore, in accordance with Article 10, no further action will be taken in this matter.

Sincerely,

Mack I. Julion
Assistant Secretary-Treasurer

Cc: Brian L. Renfro, President
Paul Barner, Executive Vice-President
Eddie Davidson, Region 9 NBA



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EXHIBIT 11

March 18, 2024

7017 1450 0000 3730 9517

BRIAN L. RENFROE
President

PAUL BARNER
Executive Vice President

JAMES D. HENRY
Vice President

NICOLE RHINE
Secretary-Treasurer

MACK I. JULION
Asst. Secretary-Treasurer

CHRISTOPHER JACKSON
Director, City Delivery

MANUEL L. PERALTA JR.
Director, Safety & Health

DAN TOTH
Director, Retired Members

JAMES W. "JIM" YATES
Director, Life Insurance

STEPHANIE STEWART
Director, Health Benefit Plan

BOARD OF TRUSTEES:

LARRY BROWN JR.
Chairman

SANDRA D. LAEMMEL
CHARLES P. HEEGE

Darin Nalls, Sr.
P.O. Box 20301
Raleigh, NC 27619-0301

Dear Brother Nalls:

Your email to my assistant Cyndi Chaney, sent March 13, 2024, has been referred to me for reply. Your email requested that the NALC Committee on Appeals review my appointment of Mike Birkett to investigate your pending charges against Executive Vice President Paul Barner and National Business Agent Eddie Davidson.

Please be advised that under Article 10 of the NALC Constitution, your charges fall within the exclusive purview of the Executive Council. The Committee on Appeals has no jurisdiction over the investigation of Article 10 charges. Accordingly, it will not take any action in connection with your charges.

The Executive Council will act on your charges after they receive Brother Birkett's report. Once again, I urge you to cooperate with Brother Birkett's investigation.

Sincerely & Fraternally,

Brian L. Renfro
President

BLR/cyn/NALC9335

cc: James Henry, Chairman, Committee on Appeals
Nicole Rhine, Member, Committee on Appeals
Lawrence D. Brown, Jr., Member, Committee on Appeals
Paul Barner, Executive Vice President
Eddie Davidson, NBA, Region 9
Mike Birkett