

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)**

TUESDAY, MAY 27, 2025

Sent via USPS Priority Mail Express

**TO: Cynthia (Cyndi) Chaney, AATTP
c/o 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. Renfro**, 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 the following three (3) charges and including 12 Exhibits so noted on page 7. If appropriate per the NALC Constitution, Cynthia (Cyndi) Chaney, Assistant to the President (AATTP), should also be charged with these Article 10 charges due to her involvement, actions, and culpability.

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

The Executive Council is hereby authorized to: (1) supervise the activities, affairs, and functioning of the Union; (2) establish and order compliance with such rules; regulations, or procedures, consistent with this Constitution, as are required for the effective management of the affairs of the Union;...

(See next pages)

OFFICIAL CHARGES FOR REMOVAL OF OFFICERS

Page - 1

Darin Nalls Sr., City Letter Carrier

P.O. Box 20301, Raleigh, NC 27619

E-mail: darin_nalls@outlook.com

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). If appropriate per the NALC Constitution, Cynthia (Cyndi) Chaney, Assistant to the President (AATP), should also be charged with these Article 10 charges due to her involvement, actions, and culpability.

According to Barron's Legal Guides Law Dictionary, 6th Edition, by author Steven H. Gifis, 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 9 (EXECUTIVE COUNCIL)
CONDUCT: COLLUSION, COMPLICITY, CONSPIRACY, CULPABILITY, AND
ABUSE OF POWER

Charge 1: Violation of NALC Constitution: Conduct – Collusion, Complicity, Conspiracy, Culpability, and Abuse of Power - 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 violated Article 9 (Executive Council) of the NALC Constitution abused their NALC constitutional powers in collusion, complicit, conspiracy, culpable and corrupt acts and violated NALC Constitution **Article 9 (Executive Council) Section 11(e)(1) "supervise the activities, affairs, and functioning of the Union"** by their involvement in obstructing and suppressing the filed Article 10 charges dated April 25, 2025, by Darin Nalls Sr., NALC member/city letter carrier.

The Executive Council members, noted in Charge 1, are also in violation of USPS Employee Labor Relations Manual (ELM) 665 Postal Service Standards of Conduct 665.16 Behavior and Personal Habits so noted below:

Employees are expected to conduct themselves during and outside of working hours in a manner that reflects favorably upon the Postal Service. Although it is not the policy of the Postal Service to interfere with the private lives of employees, it does require that postal employees be honest, reliable, trustworthy, courteous, and of good character and reputation. The Federal Standards of Ethical Conduct referenced in 662.1 also contain regulations governing the off-duty behavior of postal employees. Employees must not engage in criminal, dishonest, notoriously disgraceful, immoral, or other conduct prejudicial to the Postal Service. Conviction for a violation of any criminal statute may be grounds for disciplinary action against an employee, including removal of the employee, in addition to any other penalty imposed pursuant to statute.

(Continued on next page)

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

CHARGE 2:

**NEGLECT OF DUTY – ARTICLE 9, SECTION 1(m) PRESIDENT,
SECTION 2(d) EXECUTIVE VICE PRESIDENT
and SECTION 11(e)(2) EXECUTIVE COUNCIL MEMBER
PROHIBITED CONDUCT: OBSTRUCTION OF MAILS GENERALLY**

Charge 2: Neglect of Duty: Brian L. Renfroe and Paul Barner, neglected to discharge the duties of their office as National President/Executive Vice President and violated **Article 9, (Duties of Officers: President) Section 1(m) “For the faithful performance of the above duties,...”** and **Article 9, (Duties of Officers: Executive Vice President) Section 2(d) “For the faithful performance of the above duties,...”** and in their collective roles as Executive Council Members, **Article 9 (Executive Council) Section 11(e)(2) “establish and order compliance with such rules, regulations, or procedures, consistent with this Constitution, as are required for the effective management of the affairs of the Union;...”** by failing to provide a faithful performance of the duties of the NALC President/Executive Vice President and failing as Executive Council Members to establish and order compliance with such rules, regulations, or procedures, consistent with this Constitution, for their involvement along with Cynthia (Cyndi) Chaney, Administrative Assistant to the President (position title “AATTP” so noted in Office of Labor-Management Standards source) in violation of **18 U.S. Code § 1701 – Obstruction of mails generally** which states in part:

Whoever knowingly and willfully obstructs or retards the passage of the mail, or any carrier or conveyance carrying the mail, shall be fined under this title or imprisoned not more than six months, or both.

Brian L. Renfroe, Paul Barner, along with Cynthia (Cyndi) Chaney (AATTP), also violated USPS ELM 667 Service Matters, 667.17 Obstructing the Mail which states, in part the following:

Title 18 U.S.C. § 1701 provides penalties for persons who knowingly and willfully obstruct or retard the mail. The statute does not afford employees immunity from arrest for violations of law.

Brian L. Renfroe, Paul Barner, along with Cynthia (Cyndi) Chaney (AATTP), also violated USPS ELM 665 Postal Service Standards of Conduct 665.16 Behavior and Personal Habits, so noted below:

Employees are expected to conduct themselves during and outside of working hours in a manner that reflects favorably upon the Postal Service. Although it is not the policy of the Postal Service to interfere with the private lives of employees, it does require that postal employees be honest, reliable, trustworthy, courteous, and of good character and reputation. The Federal Standards of Ethical Conduct referenced in 662.1 also contain regulations governing the off-duty behavior of postal employees. Employees must not engage in criminal, dishonest, notoriously disgraceful, immoral, or other conduct prejudicial to the Postal Service. Conviction for a violation of any criminal statute may be grounds for disciplinary action against an employee, including removal of the employee, in addition to any other penalty imposed pursuant to statute.

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CHARGE 2: (continued)
NEGLECT OF DUTY – ARTICLE 9, SECTION 1(m) PRESIDENT,
SECTION 2(d) EXECUTIVE VICE PRESIDENT
and SECTION 11(e)(2) EXECUTIVE COUNCIL MEMBER
PROHIBITED CONDUCT: OBSTRUCTION OF MAILS GENERALLY

Brian L. Renfroe, along with Cynthia (Cyndi) Chaney (AATTP), also violated USPS ELM 665 Postal Service Standards of Conduct 665.24 Violent and/or Threatening Behavior, so noted below by their collective actions of retaliation towards Darin Nalls Sr. after they both received an electronic version (PDF read-only) via email on 05-23-2025, of the 04-25-2025 Article 10 Charges filed by Darin Nalls Sr.: (see attached **Exhibits 5, 6, 7, 8, 9, and 10**)

The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. In order to ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including removal from the Postal Service.

CHARGE 3:
NEGLECT OF DUTY – ARTICLE 9, SECTION 4(a)(d), SECRETARY-TREASURER
and SECTION 11(e)(2) EXECUTIVE COUNCIL MEMBER

Charge 3: Neglect of Duty: Nicole Rhine, neglected to discharge the duties of their office as Secretary-Treasurer and violated Article 9, (Duties of Officers: Secretary-Treasurer) Section 4(a) “The Secretary-Treasurer shall keep a correct record of the proceedings of this Association...” and Section 4(d) “The Secretary-Treasurer shall conduct the correspondence of this Association, and shall have charge of all records...” and in her role as Executive Council Members, Article 9 (Executive Council) Section 11(e)(2) “establish and order compliance with such rules, regulations, or procedures, consistent with this Constitution, as are required for the effective management of the affairs of the Union;...” by failing to provide a correct record of the proceedings of this Association and not maintaining charge of all records and failing as Executive Council Members to establish and order compliance with such rules, regulations, or procedures, consistent with this Constitution, for her involvement along with Cynthia (Cyndi) Chaney, (“AATTP”) in violation of **18 U.S. Code § 1701 – Obstruction of mails generally** which states in part:

Whoever knowingly and willfully obstructs or retards the passage of the mail, or any carrier or conveyance carrying the mail, shall be fined under this title or imprisoned not more than six months, or both.

Nicole Rhine, along with Cynthia (Cyndi) Chaney (AATTP), also violated USPS ELM 667 Service Matters, 667.17 Obstructing the Mail which states, in part the following:

Title 18 U.S.C. § 1701 provides penalties for persons who knowingly and willfully obstruct or retard the mail. The statute does not afford employees immunity from arrest for violations of law.

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

CHARGE 3: (continued)

**NEGLECT OF DUTY – ARTICLE 9, SECTION 4(a)(d), SECRETARY-TREASURER
and SECTION 11(e)(2) EXECUTIVE COUNCIL MEMBER**

Nicole Rhine, along with Cynthia (Cyndi) Chaney (AATTP), also violated USPS ELM 665 Postal Service Standards of Conduct 665.16 Behavior and Personal Habits, so noted below:

Employees are expected to conduct themselves during and outside of working hours in a manner that reflects favorably upon the Postal Service. Although it is not the policy of the Postal Service to interfere with the private lives of employees, it does require that postal employees be honest, reliable, trustworthy, courteous, and of good character and reputation. The Federal Standards of Ethical Conduct referenced in 662.1 also contain regulations governing the off-duty behavior of postal employees. Employees must not engage in criminal, dishonest, notoriously disgraceful, immoral, or other conduct prejudicial to the Postal Service. Conviction for a violation of any criminal statute may be grounds for disciplinary action against an employee, including removal of the employee, in addition to any other penalty imposed pursuant to statute.

BACKGROUND:

On Friday, April 25, 2025, Darin Nalls Sr. filed four (4) Article 10 charges against **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; and **Bruce Didriksen**, Region 15 National Business Agent. (see attached **Exhibit 1**)

On Monday, April 28, 2025, according USPS tracking report, the priority express package for the filed Article 10 charges, was noted as follows: "Your item was delivered to the front desk, reception area, or mail room at 3:51 pm on April 28, 2025 in WASHINGTON, DC 20001..." (see attached **Exhibit 2**)

On Tuesday, May 20, 2025, Darin Nalls Sr. sent an email to Brian Renfroe, Paul Barner, James Henry and Cyndi Chaney checking the status of Article 10 charges dated April 25th. (see attached **Exhibit 3**)

On Wednesday, May 21, 2025, James Henry replied to the status of Article 10 charges and stated in part, "I myself have not seen the charges as of yet." (see attached **Exhibit 4**)

On Friday, May 23, 2025, Cyndi Chaney responded and stated in part, "no one has a record of receiving your mail which USPS tracking shows that was delivered on April 28th..." As a result, there was a series of emails between me, Ms. Chaney and Brian Renfroe after I sent the electronic version (PDF read-only) of the 04-25-2025 Article 10 charges via email. In those emails, Cyndi Chaney was demeaning towards me and condescending towards my city letter craft with regards to non-delivery of mail scenarios. Brian Renfroe committed a veiled threat against me and neither Brian Renfroe nor Cyndi Chaney considered making efforts to speak to the City Letter Carrier assigned to their NALC Headquarters to determine who did the City Carrier give the package to on 04-28-2025. Brian Renfroe refused to answer my four questions that I sent to him on the 05-23-2025 email which makes Mr. Renfroe and others suspect. James Henry, NALC Vice President, was the only one who had professional courtesy/integrity to acknowledge receipt of my Article 10 charges sent via email (see attached **Exhibits 5, 6, 7, 8, 9, and 10**)

(Continued on next page)

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

On Monday, May 26, 2025, I initiated a Case Service Request # 78188425 with the USPS Office of Inspector General (OIG) in efforts for USPS to investigate the matter directly with the assigned City Letter Carrier. (see attached **Exhibit 11**)

On Monday, May 26, 2025, I also initiated a Missing Mail investigation with Reference Search ID #MRC 25 2112 5128. (see attached **Exhibit 12**)

Lastly, it appears that Brian Renfro, Paul Barner, Cyndi Chaney, and the selective 12 other NALC Executive Council Members have no interest in conducting a thorough investigation of my official Article 10 charges that were clearly delivered to NALC Headquarters according to the USPS tracking. USPS can actually determine exactly where the package was scanned delivered via GPS tracking system on the Mobile Delivery Devices (MDD) scanner that city letter carriers use daily.

Request for Supporting Documentation:

In connection with Charges 1, 2, and 3, I respectfully request that the appointed Investigator follow up with USPS OIG in reference to Case Service Request # 78188425. Additionally, I request that the appointed Investigator and Executive Council obtain and review all correspondence between **Brian L. Renfro**, 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 Lasso**, 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, and **Cynthia (Cyndi) Chaney**, "AATTP" in connection with the filed Article 10 charges dated April 25, 2025, by Darin Nalls Sr., NALC member/city letter carrier. According to the USPS tracking report, the priority express package for the filed Article 10 charges, was noted as follows: "Your item was delivered to the front desk, reception area, or mail room at 3:51 pm on April 28, 2025 in WASHINGTON, DC 20001..."

REMEDY:

My proposed remedy is for **REMOVAL** of Brian L. Renfro, Paul Barner, Nicole Rhine, Dan Toth, Stephanie Stewart, Sandy Laemmel, Charles P. Heege, Nick Vafiades, Dan Versluis, Steve Lasso, 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 three (3) charges. The Executive Council should consult with NALC parliamentarians to also consider **REMOVAL** of Cynthia (Cyndi) Chaney from her NALC national position of Administrative Assistant to the President ("AATTP"). Another consideration would be for Nicole Rhine, Secretary-Treasurer and Member on NALC Committee of Appeals to recuse herself in any role as parliamentarian during this decision-making and determination process.

Respectfully submitted,

Dated this 27th day of May, 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

- Exhibit 1: 04-25-2025 official Article 10 Charges filed by Darin Nalls Sr.
- Exhibit 2: 04-28-2025 USPS tracking report of priority express package for filed charges.
- Exhibit 3: 05-20-2025 email from Darin Nalls sent to Brian Renfroe, Paul Barner, James Henry, and Cynthia (Cyndi) Chaney checking status of Article 10 charged dated 04-25-2025.
- Exhibit 4: 05-21-2025 reply email from James Henry, NALC Vice President, to Article 10 charges in which he stated, in part: "I myself have not seen the charges as of yet."
- Exhibit 5: 05-23-2025 reply email from Cyndi Chaney and she stated in part, "no one has a record of receiving your mail which USPS tracking shows that was delivered on April 28th..."
- Exhibit 6: 05-23-2025 reply email from Darin Nalls attaching PDF read-only Article 10 charges sent to Cyndi Chaney, Brian Renfroe, Paul Barner and James Henry
- Exhibit 7: 05-23-2025 reply email from Cyndi Chaney to Darin Nalls in which Ms. Chaney makes a false statement, "There are a few scenarios as to why the charges you mailed to NALC HQ did not arrive." Ms. Chaney does not have proof of non-delivery.
- Exhibit 8: 05-23-2025 reply email from Darin Nalls Sr. to Cyndi Chaney reminded her of his PROOF OF SERVICE regarding Article 10 charges. Mr. Nalls mentioned, "This is sufficient grounds for obstruction charges."
- Exhibit 9: 05-23-2025 reply email from James Henry in which he confirmed, "Email received" with respect to Article 10 Charges (PDF file) in the possession of email recipients
- Exhibit 10: 05-23-2025 emails between Darin Nalls Sr. and Brian Renfroe in which Mr. Renfroe committed a veiled threat against Mr. Nalls. Brian Renfroe refused to answer the four questions that Mr. Nalls presented to him. Mr. Renfroe refused to respond.
- Exhibit 11: 05-26-2025, Proof of initiation of Case Service Request # 78188425 with the USPS Office of Inspector General (OIG) in efforts for USPS to investigate the matter directly with the assigned City Letter Carrier.
- Exhibit 12: 05-26-2025, Proof of initiation of Missing Mail investigation with Reference Search ID # MRC 25 2112 5128.

**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) FROM:
Sent via USPS Priority Mail Express) Darin Nalls Sr.
TO:) NALC Branch 459 Member / City Letter Carrier
NALC EXECUTIVE COUNCIL) Mailing Address:
) P.O. Box 20301, Raleigh, NC 27619
Mailing Address:) Email: darin_nalls@outlook.com
National Association of Letter Carriers) Work Location: United States Postal Service
100 Indiana Ave., NW) (USPS) Raleigh Capitol Station, Route 808
Washington, DC 20001-2144) 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 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) 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 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 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. Renfro**, 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).

According to Barron's Legal Guides Law Dictionary, 6th Edition, by author Steven H. Gifis, 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. Renfro, 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 Renfro 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 Renfro and Executive Vice President Paul Barner. James Henry, NALC Vice President, appointed a member (Pete Moss) to investigate the charges. Brian Renfro 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.

(Continued on next page)

**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.

(Continued on next page)

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;

(Continued on next page)

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 Lassar, 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 Lassar, 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 L. Nalls Sr.

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 Exhibit 11: 03-18-2024 Letter from Brian Renfroe to Darin Nalls Sr. in reference to my email
- 25 in which I requested that the NALC Committee on Appeals review Brian Renfroe's
- appointment of Mike Birkett to investigate my charges against
- Executive Vice President Paul Barner and National Business Agent Eddie Davidson
- This letter includes in the cc: Nicole Rhine, Member, Committee on Appeals as well as
- 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.

Fraternally,



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 Renfro'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 Renfro and Executive Vice President Paul Barner, who played an active role in negotiations during President Renfro'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 Renfro'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 Renfro during negotiations.

In connection with Charge 5, we request:

That the Executive Council obtain and review the following documents and testimony to determine whether President Brian Renfro 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

[Signature] 4/3/2025

Michael Rivera-William Taft Station 92117

[Signature] 4/3/2025

William Taft 92117

Elizabeth Gwaga 4/3/2025

[Signature] William Taft 92117

[Signature] William Taft 92117

[Signature] William Taft 92117

[Signature] William Taft 92117

[Signature] 04/03/25
William Taft
92117

[Signature] 4/3/2025

Neelida Rivera - La Mesa Annex 91542

[Signature] 04/03/2025

DEBBIE PUGHEN WILLIAM TAFT 92117

[Signature] 4/3/2025 92117



25 comments 30 shares



Like



Comment



Share

**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)
Article 10 Official Charges

EXHIBIT 2

Brian Renfroe
Paul Barner
Nicole Rhine
Stephanie Stewart
Dan Toth
Sandy Laemmel
Charlie Heege
Nick Vafiades
Dan Versluis
Steve Lassar
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



Like



Comment



Share



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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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 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



Like



Comment



Share

EXHIBIT 3

facebook

+

**David J Grosskopf Jr**

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
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**National Association
of Letter Carriers**

100 Indiana Ave. NW, Washington, DC 20001-2144

202.393.4695

www.nalc.org

National Association of Letter Carriers (NALC)
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.

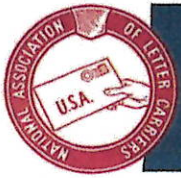
Insofar as President Renfroe is involved in the charges, in accordance with Article 10, it is my responsibility to "appoint a member, who is not involved in the charge[s], to investigate the same and to make a report in writing within 30 days to the Executive Council on the results of their findings." 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 & Fraternaly,

Paul E. Barner
Executive Vice President

PEB/cyn

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



NALC

**National Association
of Letter Carriers**

100 Indiana Ave. NW, Washington, DC 20001-2144

202.393.4695

www.nalc.org

National Association of Letter Carriers (NALC)
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

BOARD OF TRUSTEES:

LARRY BROWN JR.
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 Renfrore 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. Renfrore, President
Eddie Davidson, Region 9 NBA



NALC

**National Association
of Letter Carriers**

100 Indiana Ave. NW, Washington, DC 20001-2144

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

EXHIBIT 6

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 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. Renfro
President

BLR/cyn

cc: Paul Barner, Executive Vice President



NALC

**National Association
of Letter Carriers**

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202.393.4695

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

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. Renfroe
President

BLR/cyn

cc: Eddie Davidson, NBA, Region 9



100 Indiana Ave. NW, Washington, DC 20001-2144

202.393.4695

National Association
of Letter Carriers

www.nalc.org

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.



**National Association
of Letter Carriers**

100 Indiana Ave. NW, Washington, DC 20001-2144

202.393.4695

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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:

LARRY BROWN JR.
Chairman

SANDRA D. LAEMMEL
CHARLES P. HEEGE

Darin Nalls
PO Box 20301
Raleigh, NC 27619

CERTIFIED MAIL: 7003 3110 0006 4719 7364

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

EXHIBIT 9

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



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of Letter Carriers**

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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
Raleigh, 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. Renfroe, President
Paul Barner, Executive Vice-President
Eddie Davidson, Region 9 NBA



NALC

**National Association
of Letter Carriers**

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

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

EXHIBIT 2

Tracking Number:

EL015074906US[Copy](#) [Add to Informed Delivery](#)**Scheduled Delivery by****MONDAY****28**APRIL
2025

by

6:00pm

Your item was delivered to the front desk, reception area, or mail room at 3:51 pm on April 28, 2025 in WASHINGTON, DC 20001.

Waiver of signature was exercised at time of delivery.

Get More Out of USPS Tracking:**USPS Tracking Plus®****Delivered**

Delivered, Front Desk/Reception/Mail Room

WASHINGTON, DC 20001

April 28, 2025, 3:51 pm

Redelivery Scheduled for Next Business Day

WASHINGTON, DC 20001

April 26, 2025, 1:47 pm

Out for Delivery

WASHINGTON, DC 20001

April 26, 2025, 11:51 am

Arrived at Post Office

WASHINGTON, DC 20018

April 26, 2025, 11:40 am

Arrived at USPS Regional Destination Facility

WASHINGTON DC V STREET DISTRIBUTION CENTER

April 26, 2025, 9:13 am

Departed USPS Regional Facility

RALEIGH NC DISTRIBUTION CENTER

April 25, 2025, 8:30 pm

Arrived at USPS Regional Origin Facility

RALEIGH NC DISTRIBUTION CENTER

April 25, 2025, 6:55 pm

USPS in possession of item

YOUNGSVILLE, NC 27596

April 25, 2025, 8:50 am

EXHIBIT 3

Outlook

Status on official Article 10 Charges and Exhibits delivered to NALC Executive Council on Monday, April 28, 2025**From** Darin Nalls <drdarinnallssr@gmail.com>**Date** Tue 5/20/2025 7:46 AM**To** Brian Renfroe <renfroe@nalc.org>; Paul Barner <barner@nalc.org>; James D. Henry <Henry@nalc.org>**Cc** Cyndi Chaney <Chaney@nalc.org>; Darin L. Nalls Sr. <darin_nalls@outlook.com>

1 attachment (156 KB)

04-28-2025_USPS_Proof_of_Service.pdf;

Attn: Brian Renfroe, NALC President; Paul Barner, NALC Executive Vice President; and James Henry, NALC Vice President

cc: Cyndi Chaney, National Association of Letter Carriers (NALC) Headquarters

Re: Status on official Article 10 Charges and Exhibits delivered to NALC Executive Council on Monday, April 28, 2025

Please acknowledge receipt of this email and attached Proof of Service for USPS Tracking Number EL 015074906 US (Official Article 10 Charges)

REQUEST:

I am requesting Status on Article 10 Charges and Exhibits delivered to NALC Executive Council on Monday, April 28, 2025.

To date, I have not received an acknowledgment letter from NALC-National Headquarters.

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...”

As a reminder to Article 10 protocol per the NALC Constitution, states in part:

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.”

Article 10 of the NALC Constitution further states:

Upon the filing of such charge, the President or Executive Vice President (or the Vice President if the charge is against both the President and Executive Vice President) shall, as soon as practicable: (a) send, by registered mail, a copy of the charges to the officer or officers charged, and (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.

Respectfully submitted,

Darin Nalls Sr., NALC Branch 459 Member

EXHIBIT 4



RE: Status on official Article 10 Charges and Exhibits delivered to NALC Executive Council on Monday, April 28, 2025

From James D. Henry <Henry@NALC.ORG>

Date Wed 5/21/2025 9:43 AM

To Darin Nalls <drdarinnallssr@gmail.com>; Brian Renfroe <RENFROE@NALC.ORG>; Paul Barner <Barner@NALC.ORG>

Cc Cyndi Chaney <CHANEY@NALC.ORG>; Darin L. Nalls Sr. <darin_nalls@outlook.com>

Bro. Nalls,

I'm not sure if you have received a response from anyone else relating to your below e-mail. I myself have not seen the charges as of yet.

James D. Henry
NALC Vice President
100 Indiana Avenue, NW
Washington, DC 20001
Office - (202) 662-2842
Cell - (714) 270-7316

From: Darin Nalls <drdarinnallssr@gmail.com>

Sent: Tuesday, May 20, 2025 7:46 AM

To: Brian Renfroe <RENFROE@NALC.ORG>; Paul Barner <Barner@NALC.ORG>; James D. Henry <Henry@NALC.ORG>

Cc: Cyndi Chaney <CHANEY@NALC.ORG>; Darin L. Nalls Sr. <darin_nalls@outlook.com>

Subject: Status on official Article 10 Charges and Exhibits delivered to NALC Executive Council on Monday, April 28, 2025

Attn: Brian Renfroe, NALC President; Paul Barner, NALC Executive Vice President; and James Henry, NALC Vice President

cc: Cyndi Chaney, National Association of Letter Carriers (NALC) Headquarters

Re: Status on official Article 10 Charges and Exhibits delivered to NALC Executive Council on Monday, April 28, 2025

Please acknowledge receipt of this email and attached Proof of Service for USPS Tracking Number EL 015074906 US (Official Article 10 Charges)

REQUEST:

I am requesting Status on Article 10 Charges and Exhibits delivered to NALC Executive Council on Monday, April 28, 2025.

To date, I have not received an acknowledgment letter from NALC-National Headquarters.

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..."

As a reminder to Article 10 protocol per the NALC Constitution, states in part:

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."

Article 10 of the NALC Constitution further states:

Upon the filing of such charge, the President or Executive Vice President (or the Vice President if the charge is against both the President and Executive Vice President) shall, as soon as practicable: (a) send, by registered mail, a copy of the charges to the officer or officers charged, and (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.

Respectfully submitted,

Darin Nalls Sr., NALC Branch 459 Member

EXHIBIT 5

Outlook

RE: Status on official Article 10 Charges and Exhibits delivered to NALC Executive Council on Monday, April 28, 2025

From Cyndi Chaney <CHANEY@NALC.ORG>
Date Fri 5/23/2025 10:16 AM
To Dr. Darin Nalls <darin_nalls@outlook.com>

Mr. Nalls,

I apologize for the delay in responding to you, but I was out of the office. When I saw your emails, I checked with the Front Desk/Reception/Mail Room and no one has a record of receiving your mail which USPS tracking shows was delivered on April 28th. I even checked with other departments around NALC HQ to see if they somehow were in receipt of your mail, but no one stated they have it. I log in President Renfro's incoming mail, and I have not logged it in nor do I remember seeing anything from you recently. Sorry I do not have a more favorable report to give you, but I can only relay the information I have.

Cyndi Chaney
Administrative Assistant
to the President

From: Dr. Darin Nalls <darin_nalls@outlook.com>
Sent: Tuesday, May 20, 2025 7:52 AM
To: Brian Renfro <RENFROE@NALC.ORG>; Paul Barner <Barner@NALC.ORG>; James D. Henry <Henry@NALC.ORG>
Cc: Cyndi Chaney <CHANEY@NALC.ORG>; Darin Nalls <drdarinnallssr@gmail.com>
Subject: Status on official Article 10 Charges and Exhibits delivered to NALC Executive Council on Monday, April 28, 2025
Importance: High

Attn: Brian Renfro, NALC President; Paul Barner, NALC Executive Vice President; and James Henry, NALC Vice President

cc: Cyndi Chaney, National Association of Letter Carriers (NALC) Headquarters

Re: Status on official Article 10 Charges and Exhibits delivered to NALC Executive Council on Monday, April 28, 2025

Please acknowledge receipt of this email and attached Proof of Service for USPS Tracking Number EL 015074906 US (Official Article 10 Charges)

REQUEST:

I am requesting Status on Article 10 Charges and Exhibits delivered to NALC Executive Council on Monday, April 28, 2025.

To date, I have not received an acknowledgment letter from NALC-National Headquarters.

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..."

As a reminder to Article 10 protocol per the NALC Constitution, states in part:

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."

Article 10 of the NALC Constitution further states:

Upon the filing of such charge, the President or Executive Vice President (or the Vice President if the charge is against both the President and Executive Vice President) shall, as soon as practicable: (a) send, by registered mail, a copy of the charges to the officer or officers charged, and (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.

Respectfully submitted,

Darin Nalls Sr., NALC Branch 459 Member


EXHIBIT 6**Fwd: URGENT REQUEST 04-25-2025 NALC Article 10 Charges**

From Darin Nalls <drdarinnallssr@gmail.com>

Date Fri 5/23/2025 10:48 AM

To Cyndi Chaney <Chaney@nalc.org>

Cc Brian Renfroe <renfroe@nalc.org>; Paul Barner <barner@nalc.org>; James D. Henry <Henry@nalc.org>

 1 attachment (10 MB)

04-25-2025_Article 10 Charges_against_President_EVP_and_EC.PDF;

Dear Cyndi Chaney, Brian Renfroe, Paul Barner, and James Henry,

Please acknowledge receipt of this email and attached official Article 10 charges and 11 exhibits on PDF read-only file

It is obvious that someone at NALC Headquarters intentionally disposed of my Article 10 charges which is suppression of information and obstruction. It is unfortunate that corrupt individuals at National threw official charges in the trash.

Therefore, due to NALC Headquarters negligence, attached is are the same Article 10 charges including 11 Exhibits.

URGENT REQUEST:

Please proceed with following protocol of Article 10 of the NALC Constitution by sending these charges via registered mail to all 14 charged parties (14 Executive Council members).

Additionally, James Henry, Vice President, is not one of the charged parties; therefore, he **MUST** be **IMMEDIATELY** tasked with appointing an investigator in accordance with Article 10 of the NALC Constitution.

Respectfully Yours,
Brother Darin Nalls Sr.

----- Forwarded message -----

From: **Darin Nalls** <drdarinnallssr@gmail.com>

Date: Thu, May 22, 2025 at 12:20 AM

Subject: 04-25-2025 NALC Article 10 Charges

To: Darin Nalls <drdarinnallssr@gmail.com>

CC: Darin L. Nalls Sr. <darin_nalls@outlook.com>

On Fri, May 23, 2025 at 10:55 AM Cyndi Chaney <CHANNEY@nalc.org> wrote:

Article 10 Official Charges

EXHIBIT 7

Mr. Nalls,

There are a few scenarios as to why the charges you mailed to NALC HQ did not arrive. You are a carrier, so you must be aware of the different scenarios. It is NOT obvious that someone at NALC HQ INTENTIONALLY disposed of your Article 10 charges. Your statement is untrue and unfair.

Cyndi Chaney

Administrative Assistant

to the President

EXHIBIT 8**Re: URGENT REQUEST 04-25-2025 NALC Article 10 Charges**

From Darin Nalls <drdarinnallssr@gmail.com>

Date Fri 5/23/2025 11:15 AM

To Cyndi Chaney <Chaney@nalc.org>

Cc Brian Renfroe <renfroe@nalc.org>; Paul Barner <barner@nalc.org>; James D. Henry <Henry@nalc.org>

I already sent you PROOF OF SERVICE that the Article 10 charges arrived at NALC Headquarters on 04-28-2025. You are now making a false statement in which you allege it "did not arrive".

This is sufficient grounds for obstruction charges.

You have the Article 10 charges (PDF file in your possession). Please proceed with following protocol with Article 10 of NALC Constitution by sending the official charges via registered mail to the charged parties.

I am very disappointed with you, Cyndi, regarding this demeaning response and attempt to lecture me about my city letter carrier craft and being very condescending. I am very proud to be a city letter carrier and we strive to deliver every piece of mail everyday.

Respectfully,
Brother Darin Nalls Sr.

On Fri, May 23, 2025 at 10:55 AM Cyndi Chaney <CHANNEY@nalc.org> wrote:

Mr. Nalls,

There are a few scenarios as to why the charges you mailed to NALC HQ did not arrive. You are a carrier, so you must be aware of the different scenarios. It is NOT obvious that someone at NALC HQ INTENTIONALLY disposed of your Article 10 charges. Your statement is untrue and unfair.

Cyndi Chaney

Administrative Assistant

to the President

From: Darin Nalls <drdarinnallssr@gmail.com>

Sent: Friday, May 23, 2025 10:47 AM

To: Cyndi Chaney <CHANNEY@NALC.ORG>

Cc: Brian Renfroe <RENFROE@NALC.ORG>; Paul Barner <Barner@NALC.ORG>; James D. Henry <Henry@NALC.ORG>

Subject: Fwd: URGENT REQUEST 04-25-2025 NALC Article 10 Charges

Dear Cyndi Chaney, Brian Renfroe, Paul Barner, and James Henry,

Please acknowledge receipt of this email and attached official Article 10 charges and 11 exhibits on PDF read-only file

It is obvious that someone at NALC Headquarters intentionally disposed of my Article 10 charges which is suppression of information and obstruction. It is unfortunate that corrupt individuals at National threw official charges in the trash.

Therefore, due to NALC Headquarters negligence, attached is are the same Article 10 charges including 11 Exhibits.

URGENT REQUEST:

Please proceed with following protocol of Article 10 of the NALC Constitution by sending these charges via registered mail to all 14 charged parties (14 Executive Council members).

Additionally, James Henry, Vice President, is not one of the charged parties; therefore, he MUST be IMMEDIATELY tasked with appointing an investigator in accordance with Article 10 of the NALC Constitution.

Respectfully Yours,

Brother Darin Nalls Sr.

----- Forwarded message -----

From: **Darin Nalls** <drdarinnallssr@gmail.com>

Date: Thu, May 22, 2025 at 12:20 AM

Subject: 04-25-2025 NALC Article 10 Charges

To: Darin Nalls <drdarinnallssr@gmail.com>

CC: Darin L. Nalls Sr. <darin_nalls@outlook.com>



James D. Henry

to me, Cyndi, Brian, Paul

Email received

James D. Henry

NALC Vice President

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National Association of Letter Carriers (NALC)

Article 10 Official Charges

EXHIBIT 9

From: Darin Nalls <drdarinnallssr@gmail.com>

Sent: Friday, May 23, 2025 5:15:45 AM

To: Cyndi Chaney <CHANEY@NALC.ORG>

Cc: Brian Renfroe <RENFROE@NALC.ORG>; Paul Barner <Barner@NALC.ORG>; James D. Henry <Henry@NALC.ORG>

Subject: Re: URGENT REQUEST 04-25-2025 NALC Article 10 Charges

I already sent you PROOF OF SERVICE that the Article 10 charges arrived at NALC Headquarters on 04-28-2025. You are now making a false statement in which you allege it "did not arrive".

This is sufficient grounds for obstruction charges.

You have the Article 10 charges (PDF file in your possession). Please proceed with following protocol with Article 10 of NALC Constitution by sending the official charges via registered mail to the charged parties.

I am very disappointed with you, Cyndi, regarding this demeaning response and attempt to lecture me about my city letter carrier craft and being very condescending. I am very proud to be a city letter carrier and we strive to deliver every piece of mail everyday.

Respectfully,

Brother Darin Nalls Sr.



Outlook

Re: URGENT REQUEST 04-25-2025 NALC Article 10 Charges

From Darin Nalls <drdarinnallssr@gmail.com>**Date** Fri 5/23/2025 12:37 PM**To** Brian Renfroe <renfroe@nalc.org>**Cc** Cyndi Chaney <Chaney@nalc.org>; Paul Barner <barner@nalc.org>; James D. Henry <Henry@nalc.org>; Elizabeth B. Kott <ebkott@nalc.org>

Dear Brian Renfroe,

Since you finally responded to my email, which is acknowledging receipt of the official Article 10 charges dated 04-25-2025 (PDF read-only version), I only need four (4) questions answered at this time:

Question 1:

Is NALC Headquarters going to adhere to Article 10 of the Constitution and send via registered mail the official charges to the 14 charged members (14 Executive Council members)?

Please note that your veiled threat against me is not appropriate. I will officially apologize for the accusation. However, I did not demean any staff. If an investigation determines that someone at National intentionally disposed of my charges, then the guilty individual(s) are corrupt.

What is appropriate is for you to conduct an internal investigation to determine who received my official Article 10 charges on 04-28-2025 and determine what did the individual(s) do with the Article 10 charges and Exhibits.

Question 2:

Will you take leadership and accountability to conduct an internal investigation to determine who received the delivered mail that I sent and what occurred with the charges?

Question 3:

Who is Elizabeth B. Kott that you included on this email and what are your intentions for including Elizabeth B. Kott?

Again, you have my official apology for the accusation. I will further apologize for anyone who felt that I demeaned them.

Question 4:

In moving forward, will you address how I was demeaned by Cyndi Chaney, how Cyndi Chaney made an false statement that is contrary to an official USPS tracking report that stated the date, time and location of the delivered mail, will you take accountability to conduct an internal investigation regarding my mailed charges that arrived to NALC Headquarters?

Respectfully,

Brother Darin Nalls Sr.

On Fri, May 23, 2025 at 11:20 AM Brian Renfroe <RENFROE@nalc.org> wrote:

You will receive updates by mail, just as you have on the charges you have sent previously.

Unfounded accusations and demeaning the staff and officers of NALC with lies such as ".... corrupt individuals at National threw official charges in the trash" will not be tolerated.

Brian Renfroe
President
National Association of Letter Carriers
100 Indiana Ave NW
Washington, DC 20001

> On May 23, 2025, at 10:51 AM, Darin Nalls <drdarinnallssr@gmail.com> wrote:

>

> Dear Cyndi Chaney, Brian Renfroe, Paul Barner, and James Henry, Please acknowledge receipt of this email and attached official Article 10 charges and 11 exhibits on PDF read-only file. It is obvious that someone at NALC Headquarters intentionally

> NkdkJdXPPEBannerStart

> External Sender - From: (Darin Nalls <drdarinnallssr@gmail.com>)

> This message came from outside your organization.

> NkdkJdXPPEBannerEnd

> Dear Cyndi Chaney, Brian Renfroe, Paul Barner, and James Henry,

>

> Please acknowledge receipt of this email and attached official Article 10 charges and 11 exhibits on PDF read-only file

>

> It is obvious that someone at NALC Headquarters intentionally disposed of my Article 10 charges which is suppression of information and obstruction. It is unfortunate that corrupt individuals at National threw official charges in the trash.

>

> Therefore, due to NALC Headquarters negligence, attached are the same Article 10 charges including 11 Exhibits.

>

> URGENT REQUEST:

>

> Please proceed with following protocol of Article 10 of the NALC Constitution by sending these charges via registered mail to all 14 charged parties (14 Executive Council members).

>

> Additionally, James Henry, Vice President, is not one of the charged parties; therefore, he MUST be IMMEDIATELY tasked with appointing an investigator in accordance with Article 10 of the NALC Constitution.

>

> Respectfully Yours,

> Brother Darin Nalls Sr.

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> ----- Forwarded message -----

> From: Darin Nalls <drdarinnallssr@gmail.com> <mailto:drdarinnallssr@gmail.com>>

> Date: Thu, May 22, 2025 at 12:20 AM

> Subject: 04-25-2025 NALC Article 10 Charges

> To: Darin Nalls <drdarinnallssr@gmail.com> <mailto:drdarinnallssr@gmail.com>>> CC: Darin L. Nalls Sr. <darin_nalls@outlook.com> <mailto:darin_nalls@outlook.com>>

>

>

EXHIBIT 11

Outlook

USPS Case Confirmation For Service Request 78188425

From USPS Customer Support <uspscustomersupport@usps.gov>**Date** Mon 5/26/2025 9:02 AM**To** darin_nalls@outlook.com <darin_nalls@outlook.com>

Dear Darin Nalls,

Thank you for contacting the United States Postal Service® and taking the time to share your concerns with us.

Your inquiry has been processed and assigned to Service Request #78188425 and has been forwarded to the appropriate management team for research and response.

We invite you to visit our Frequently Asked Questions page at: <https://faq.usps.com/s/> for help with your future mailing and shipping needs.

Thank you again for bringing this to our attention, and for your patience while we investigate this matter.

Regards,
USPS

ref:!00Dj00GyYH.!500eq0blbzi:ref

00X10000000111EAS



Outlook

USPS - Search Request Received**From** auto-reply@usps.gov <auto-reply@usps.gov>**Date** Mon 5/26/2025 9:39 AM**To** darin_nalls@outlook.com <darin_nalls@outlook.com>

Search ID #MRC 25 2112 5128

Dear Darin Nalls,**Thank you for using USPS.com.**

Thank you for your inquiry. We apologize for any inconvenience you may have experienced. Items that meet the US Postal Service's® search guidelines will be searched for, and if found, forwarded to the address you provided or notification sent, as applicable.

Search Request Details:

Request Date: 05/26/2025

Reference: Search ID #MRC 25 2112 5128

Tracking Number: EL015074906US

Thank you for your patience.

Thank you for using the U.S. Postal Service®.

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