

Craig Bishop's Report of Charge # 1 of the Article 10 of the NALC
Constitution charges dated 5/27/2025.

5-Pages (Including this cover sheet)

National Association of Letter Carriers (NALC)

Official Charges For Removal of Officers

Charged Party: Brian L. Renfroe – President NALC

Charging Party: Darin Nalls, Sr. - NALC Branch 459 Member

Dated May 27, 2025, Stamped Received May 28, 2025

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 Lassan, 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.

I contacted Brother Darin Nalls Sr. to ascertain that this charge and the accompanying charge #2 dated May 27, 2025 were substantially concerning the delay of receipt of the earlier charges dated April 25, 2025 (Stamped Received May 28, 2025). Brother Nalls confirmed that the delay from when the USPS Tracking showed them delivered on 04/28/2025 until they were “received” in President Renfroe’s office on May 28, 2025 was the instant issue.

The USPS Tracking does show mail piece EL015074906US “Delivered, Front Desk/Reception/Mail Room WASHINGTON, DC 20001 April 28, 2025, 3:51 pm”

I asked President Renfroe:

Darin Nalls, NALC Branch 459 mailed Article 10 charges to NALC HQ with tracking # EL015074906US which were scanned delivered by the USPS on April 28, 2025. To the best of your knowledge was this mail piece ever received here?

President Renfroe answered:

I did get them. I don't know exactly what day. We discussed them in the Executive Council meeting.

I asked Executive Vice President Barner (EVP Barner):

Darin Nalls, NALC Branch 459 mailed Article 10 charges to NALC HQ with tracking # EL015074906US which were scanned delivered by the USPS on April 28, 2025. To the best of your knowledge was this mail piece ever received here?

EVP Barner answered:

My understanding is that it ended up on Brian's (Renfroe) desk. Brian was out on assignment so it just sat on his desk. We have changed the process due to this. We put date received and log the tracking numbers now.

I asked EVP Barner:

How does the mail get distributed here? I saw one man had just received the mail downstairs by the side door. If I sent a piece of letter mail addressed to you, I suppose that it would be delivered downstairs, would I be correct? How would it get here from the point of delivery?

EVP Barner answered:

It arrives on the 1st floor, is taken to the 7th floor by one of two employees. Everyone has a slot in the mail room on the 7th floor. The exception to this is Brian (Renfroe). His mail is taken to his office.

When I initially requested to interview Cynthia "Cyndi" Chaney, it appeared that President Renfroe was denying the request.

In an email sent by me to both President Renfroe and EVP Barner:

Gentlemen,

I would appreciate your assistance in scheduling an in-person interview with each of you and one with Cynthia Chaney, Administrative Assistant to the President (AATTP) also. I would like

to get this scheduled as soon as reasonably possible. Please advise as to when you will be available, hopefully on the same day.

President Renfroe responded:

NALC does not require our professional or bargaining unit staff to participate in investigations on charges against officers in any way as a condition of employment. Participation by Cyndi, any other administrative assistants to the President, or staff would be strictly voluntary.

I ask what the relevancy of interviewing Cyndi would be, as nothing she or any of the other administrative assistants do is mentioned or referenced in either the charge against me or the charge against EVP Barner (attached).

Me:

Well President Renfroe,

Since you apparently have no supervisory control of the NALC staff, would you ask Cyndi if she would avail herself to an interview while I'm there? Additionally, I am unaware of any requirement for me to show relevancy of any witness in order to interview her/him.

I asked EVP Barner:

As the President and EVP do you and/or Brian have the authority to provide direction to "staffers" and/or other non elected NALC employees?

Answer:

Absolutely.

We have a history of removing them. One of the first things that I did up here (NALC HQ) was removing one that wouldn't follow Fred's (Rolando) instructions. Absolutely we have the authority to direct them.

Me:

Are "staffers" such as the AATTP's Cynthia Chaney at will employees that serve at the president's pleasure, thus can be let go at any time?

Answer:

Absolutely. I have fired specifically one of that group of employee when she worked for Fred (Rolando).

At the end of an in person interview President Renfroe asked if I still wanted to interview Ms. Chaney as he believed that she would be willing to speak with me. He went to find her but returned and stated that she was on annual leave that day (7/16/2025).

I do not expect that we will ever know where the earlier charges were between their delivered scan on April 25, 2025 and when they were stamped received in the president's office on May 28, 2025.

When I arrived at NALC HQ, I was escorted into the building by one of the mail room employees. I asked him about where the mail entered the building. We walked down a hallway where I saw the outgoing mail and the door that the mail is delivered through. There were several PS Form 3811's (USPS Domestic Return Receipt Form or "Green Receipt") in a 775 tub half full of outgoing mail. I would estimate that there were 10-12 of them signed and placed in the outgoing mail. EVP Barner explained that the letter carrier that delivers there does not wait for the PS Form 3811's to be signed. They (NALC officers and staff) sign them as they get them and put them into the outgoing mail. This seemed odd that our carrier whom is paid by the hour, doesn't wait for the 3811's and turn them in herself.

It is difficult to see how the charges were lost by being buried on President Renfroe's desk or elsewhere for a 33-day period; however it would seem implausible that anyone would keep the mail piece to be found later if the purpose of its loss was to obstruct or suppress the charges.

The charge also includes USPS ELM, sections 665 Postal Service Standards of Conduct & 665.16 Behavior and Personal Habits. As an NALC advocate for the last 3-decades, I've not seen others or considered using the USPS ELM myself to hold a letter carrier to a standard contained therein. That is a management function.

NALC at the National level uses Dayforce Human Resource Systems which contains HR rules and policies. Every employee has a login. This site contains all NALC employment policies and may be read at each employee's own pace.

The referenced policies apply to all employee's at NALC HQ, including the members of the Executive Council. The exception *may* be in any section that refers to disciplinary action Article 10 of the NALC Constitution *may* supersede the Dayforce HR policies.

Citing Dayforce HR policies rather than the USPS ELM may be appropriate in a situation such as this.

Just as this charge does, the first Exhibit 2 (of two items marked Exhibit 2) included in the instant charge include (in addition to Brian Renfroe, Paul Barner), Nichole Rhine, Stephanie Stewart, Dan Toth, Sandy Laemmel, Charlie Heege, Nick Vafiades, Dan Versluis, Steve Lissan, Brian Thompson, Vada Preston, Rick DiCecca, and Bruce Didriksen. The referenced Exhibit 2 is a copy of a Facebook post. This is not evidence, but a recap of another charging parties concerns and with another poster's opinion added.

C. A. M.
7/22/2025