

Craig Bishop's Report of Charge # 2 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
Paul Barner – Executive Vice President NALC

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

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

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 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.

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.

I contacted Brother Darin Nalls Sr. to ascertain that this charge and the accompanying charge #1 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.

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

Cynthia "Cyndi" Chaney, Administrative Assistant to the President (AATTP) must be excluded from the charges as she is not an officer of NALC, thus Article 10 of the NALC Constitution does not apply to her.

The charge cites a 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.

The mail was not obstructed or retarded pursuant to Postal Operations Manual, section 612.11 which states:

Designation of Agent Unless otherwise directed, an addressee's mail may be delivered to his or her employee, a competent member of the addressee's family, or any person authorized to represent the addressee or who customarily receives the addressee's mail. A person or a number of persons may designate another to receive their mail. Designation of another person to receive mail should be in writing, but no special form is furnished or required.

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

Finally, the charges cite USPS ELM 665 Postal Service Standards of Conduct 665.24 Violent and/or Threatening Behavior:

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.

The Charge Letter further refers the reader to Exhibits 5, 6, 7, 8, 9, and 10. The file contains two different sets of exhibits numbered 5 through 10. The second set appears to be the referenced set as it contains emails authored by Darin Nalls, Sr., Brian Renfroe, and Cynthia Chaney, AATTP. The closest statement to a threat that is found in the exhibits is in an email from Brian Renfroe to Darin Nalls Sr. which states in pertinent part:

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

Each reader will need to form an opinion as to whether this statement was an appropriate response to the chain of emails that had been exchanged or a threat from Brian Renfroe to Darin Nalls Sr.

*G. A. [Signature]
7/22/2025*