

**We need NBAs who understand the problems we are currently facing. NBAs who are willing to acknowledge these problems and face them head on rather than pretend they don't exist.**

**I appreciate the grievance process that we currently have in place and I respect those who came before us and created it. We must also recognize the fact that times have changed and our grievance process is outdated and needs to evolve. In its current form, it allows management to use the grievance process against us by denying most of our grievances. Our current NBAs are not making things any better when they refuse to acknowledge what is happening and make every effort to ensure your grievance receives it's day in court. It's a bigger picture than management denying your grievances because they don't believe that a contractual violation has occurred. They're denying them because it benefits the Postal Service. It's a part of their game plan and they are winning.**

**We need NBAs who are willing to walk through hell to challenge every problem we face if it benefits the members we represent. I am that NBA! All I ask is that you provide me with an opportunity to do so.**

**"By Changing Nothing, Nothing Changes!"**