

849 EXPRESS

National Association of Letter Carriers Branch 849, Fort Collins, Colorado ♦ Volume 12, Issue 3 ♦ September 2016

Carriers gather to honor Frank Arrington



Current and retired letter carriers paid tribute to longtime carrier and NALC member Frank Arrington during his memorial service Sept. 6 at Roselawn Cemetery.



formed a procession at the service, where friends and co-workers shared remembrances of Frank.

He is survived by his wife, Michelle Arrington; his son Matthew Arrington (Amber) of Fort Collins; his daughter Lauren Kate Arrington of Fort Collins; sister Pamela Arrington of Ohio; brother Richard Arrington (Pam) of Michigan; brother Steven Arrington of Ohio and extended family.

Frank, who died Aug. 31 at age 64, was a letter carrier for 34 years, and had 37 years of service counting his military time in the Air Force. He retired in June.

A long line of postal vehicles



Photos by Michael Mattson

NALC National Convention flexes strength in numbers

I hope everyone has enjoyed their summer, and everyone survived the heat wave. I have been your Branch President for at least 7 years, and a steward for 8 years. I have thoroughly enjoyed representing carriers in Fort Collins, and have learned so much over the years attending all of the trainings and conventions. As many of you know, I was chosen as an Arbitration Advocate at the National Level last year and have really enjoyed that position as well. The training I received, and the cases I get to argue at that level, have made me a better steward and branch pres-



ident (well, I think so!).. I am thankful to have attended the National Convention this year. I had an emergency that delayed me a day getting there, and I thank everyone for your thoughtful words and kind wishes with the unexpected passing of my dad.

National Convention

I attended trainings every day before

and after the General Session was held. I attended Contract Administration Briefing, and Negotiating Techniques on Tuesday. To sum up a few things about those classes: Bargaining at the National Level is still happening for our next Contract. That's a good sign. There were more than 5,400 registered delegates that attended the National Convention. If you can imagine 5,400 carriers in a room, it makes you proud to be a part of such a great Union. The common theme was to ensure that negotiations for our next contract include the improvement of the CCA position,

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Union honors Wally Liggett for his 50 years of service

In 1965, a postage stamp cost 5 cents, the Fort Collins Main Post Office was on College Avenue, and Wally Liggett had just begun his career as a letter carrier – at a starting wage of \$2.54 an hour.

Liggett joined NALC Branch 849 on December 1, 1965, and is the third-longest serving member of our local union. His service and loyalty was honored July 18, when he was presented with a 50-year lapel pin, gold card and letter from NALC President Frederic Rolando recognizing the importance of his contributions to the union.

Needless to say, he has witnessed and participated in a large number of changes in the Postal Service, our union and the country over his 50-plus years as a union member.

“When I first started, it was a pretty small station, he said. “There were only 23-24 routes, and we sorted packages off a conveyor belt. I carried a route door-to-door with a leather bag on my shoulder. It was a very good experience, get-



Rick Atkinson and Danielle Fake-Moorman present Wally Liggett, center, with his gold card and letter from NALC President Frederic Rolando for his 50 years of service to the union.

ting to know people on my route. I made a lot of friends. I can't say I didn't like it. I did.”

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Active Union Members

Thanks for being part of the NALC, we truly need to say united!

Robert Abbott, Brian Abell, Diane Adams, John Adams, Jim Allen, John Altizer, Aaron Arns, Steven Artlip, Joshua Barlass, Natasha Barlass, Bet-siann Beutler, William Bond, Lauren Bowyer, Sean Bowyer, Pamela Budkovich, Lois Buffington, Brian Buster, Chris Cabral, Kent Chao, Nicholas Christiansen, Travis Cobb, Christopher Collins, Charles Corbett, Gina Cordova, Paul Couperus, Karen Czarnecki-Kelly, Rochelle Deckard, Martin De Los Santos, Candace Dolph-Garcia, Paul Eaton, Gordon Emslie, Danielle Fake-Moorman, Gary Fink, Amanda Friar, Jason Garcia, James Geary, Duane Gentz, Clay Gomez, Steven Graham, Virginia Greene, David Ham, Jessica Harris, Kayte Hay, Lynda Hickey, Kathryn Hicklin, Karin Higgins, Gerald Hoffman, Mark Hoffman, Jose Ibarra, Lili Jacobs, Jane Jewell, Kristin Joachim, Mike Jones, Janae Judkins, Dennis Ketterling, James Kunze, Stephanie Lafave, Eric Ligotke, David Livingston, Jesse Martinez, Clint Massey, Michael Mattson, Joshua Mayes, Alex McEwan, Fred Mendez Jr., Nancy Nolte, Anna Null, Barbara Olarnik, Rex Paul, Todd Perkuhn, Nicholas Petenes, Patricia Porter, Nicholas Pratt, Buzz Puschnig, Jacqueline Raynes, Rik Raynes, Dennis Reffner, Donald Reinholz, Jeff Rokosz, Bill Russell, Jim Sanchez, Deb Schwartz, Joseph Shroba, Kent Simpson, Zach Smith, Drew Stivers, Scott Summerhays, Charles Trainer, Karen Ulvang, Chris Vandewalle, Lauren Vandewalle, Rico Vasquez, Suzanne Wadsworth, Amanda Weirich, Jerry Wetzler, Melissa Whitehouse, Jason Williams, Brian Willson, Frederick Yates, Brian Zentmire.

Retired Union Members

Thank you for your years of service!

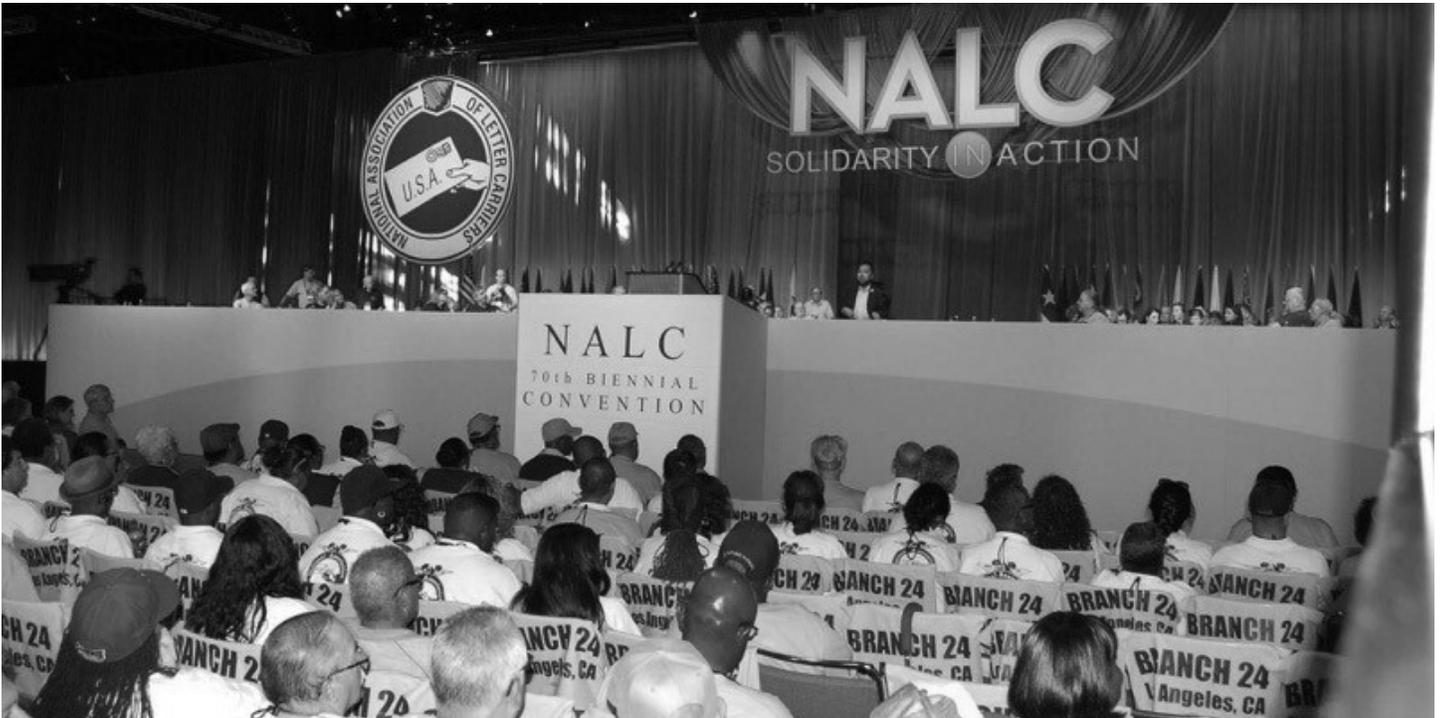
Rick Atkinson, Michael Bezenar, Don Brown, Mike Casey, Roger Cogburn, Dennis Custer, Rita DeWitt, John Edwards, John Franz, John Gallegos, Melvin Hartung, William Hergenreter, Grover Hill, Stephen Hill, Thomas Hunsader, Cynthia Kestrel, Bobby Kimberling, Paul Kipping, Bob Lauer, ★ **Wallace Liggett (50-year Gold Card member)** ★, William Mares, Tom Meek, Laurie Meek, Ceci Morgan, Ray Neel, Michelle Ickolson, Jerome Nycz, Nancy Olsen, Mark Orlowski, John Rinne, Tommy Robinson, Paul Roggy, Leonard Russ, Don Schelly, Michael Scobey, Anita Smith, Jack Spies, Ron Sundsted, Judy Sweek, Bob Vise, Gary Winkler.

Non-Members

Sign up a non-member and be eligible to win a \$40 Gift Card

Michael Abeyta, Diane Albers-Hartzell, Dean Biggs, David Breault, Lyn Brown, Wayne Brown, Caren Campbell, Diana Copple, Claude Decrescenzo, Nancy Fitzgerald, Jerry Gaudot, Michael Kelly, Dusty Koenig, Dan Manson, Bill Offerman, Patricia Ridgely, Scott Roth, Patricia Schneidmiller, Louis Shiers, Brian Smith, Richard Spring, Garrett Stone, Donna Wagner, Jeff Wallace

RETIREE BREAKFAST: 8 a.m. 2nd Monday of the month, The Breakfast Club, 121 W. Monroe Drive, Fort Collins.



Delegates gather for a presentation at the 70th Biennial NALC National Convention Aug. 15-19 in Los Angeles.

Resolutions aim to improve CCA wages and benefits

By Virginia Greene
Branch 849 Treasurer

First I want to thank the union for sending me to Los Angeles to attend the convention. There were a lot of great workshops. We also had several amazing speakers during the general meetings.

During the general meeting we do business working on National Agreement Resolutions. Most of these were for the CCAs, working on better wages and benefits. As a mother of a CCA in Arizona, I am always interested in what the national officers are working on to help CCAs in the new contract. We also had General Resolutions to make changes for the whole union, such as legislative resolutions that deal with bills in Washington D.C. that affect the Postal Service and amendments proposed for the NALC constitution. All of these are discussed and voted on by all the members in the general meeting as they are brought up.

The general session was Monday through Thursday, 10 a.m. to 3 p.m. Friday's session was 8 a.m. to noon. We also attended workshops from 7:30 to 9 a.m. Tuesday through Thursday, and afternoon ones from 3:30 to 5 p.m. Monday through Thursday.

I attended the following workshops:

OWCP, workman's comp

City delivery

International Postal Solidarity in Action

Is USPS the future of Last-mile delivery?

Understanding the LM-3

CCA rights and benefits; and

Records management for NALC branches.

The OWCP was very informative. They explained part of the process of why some claims are delayed or denied. We have a NALC rep that we can contact with questions. I spent an hour talking to him about my daughter's case that has been denied. He showed me what she needs to do to get her case taken care of. If you want his email, just ask me and I will be glad to give it to you (email is the best way to reach him). Make sure you keep all your paperwork, make copies as sometimes you have to submit them more than once and you have to submit all of them, not just the ones you got fixed.

On Tuesday, the president of the Japan Postal Group Union was the guest speaker, and that afternoon one of the guys that works below him came to speak to us at the International workshop. This workshop discussed what is going on in other countries' postal system. In Japan, the union fought for members' rights and standard of living. Japan is also doing Postal Banking, it sells insurance and also owns shares in smaller countries' postal systems. Canada was successful in saving door-to-door service.

The Highest ranking parcel services for revenue are: 1. Germany Post; 2. USPS; 3. UPS; 4. Fedex; 5. Japan Post.

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Gerry Hoffman, left photo, and Judy Sweek, Danielle Fake-Moorman and Virginia Greene were among the Branch 849 delegates to the National Association of Letter Carriers 70th Biennial Convention Aug. 15-19 in Los Angeles

Impressive convention excites, educates and inspires

By Karen Ulvang

It was a true privilege to attend the NALC 70th Biennial Convention.

Los Angeles hotels and Convention facilities are union-staffed and geared to accommodate the thousands of delegates from all parts of the country. For many, it was the very first time to be so immersed in the structure and history that make up our strength as a bargaining force. It is encouraging to see so many excited first-time delegates show up among those who are not new to a convention's ebb and flow.

In between early morning trainings on, say, how to better negotiate, or a history of the NALC, is a long day in the general assembly. The day's business can be as exciting as a fired-up address from Cecil Roberts, the President of the United Mine Workers, to a heated debate over a vote on a proposal. I found inspiration from those at the microphones sharing their newfound growth and brotherhood in stepping into the role as a union activist. In such a large presence of like-minded people, one is awed and humbled.

On Thursday, the Veteran delegates in attendance were recognized and wore special T-shirts. I took a walk around the floor to

really witness for myself the great numbers of letter carriers who served our country and now serve in our Union. If you need further proof, I invite you all to search each day's Convention Highlights on the NALC.org, including videos and pictures. A newly developed NALC phone app can be downloaded for ease in accessing more information.

Which reminds me of an afternoon training I attended on Social Media. Connecting with others on social media serve as an informational tool and a means of sparking kinship – but posting while on the clock is warned against, as so many Hatch Act prohibitions apply to Federal Employees when partisan politics are involved. Keep it on the down low while in uniform, or on the clock.

Which segues into the final afternoon workshop I attended on the successful fight for a \$15 minimum wage which was achieved in Los Angeles. So many non-union workers have won higher wages through direct action and public pressure. The tides are turning. Even so, many a workers' right has been fought for through union clout and perseverance.

In closing, I hope I can count on new faces turning up at a monthly branch meeting with sights on maybe attending future national conventions.

Letter Carrier Political Fund Supporters/Participants

Aaron Arns, Rick Atkinson, Brian Buster, Dennis Custer, Danielle Fake-Moorman, Virginia Greene, Gerry Hoffman, Dennis Ketterling, Fred Mendez, Jeff Rokosz, Leonard Russ, Bill Russell, Scott Summerhays, Judy Sweek, Karen Ulvang

Thank you all for your added support in the Fight for all of our Jobs!

Articles in the 849 Express are the views and opinions of the author and do not necessarily represent the views of Branch 849, the NALC, its officers or the Postal Service. Reprints of the newsletter's contents are allowed provided appropriate credit is given.

Convention classes contained a wealth of useful information

I had the honor to go to the 70th Biennial Convention for the NALC the week of Aug. 15-19 in Los Angeles. This is one of the first conventions I have been to where the classes were so diverse, I had no problem figuring out which ones I wanted to take each day. Usually, there's one day, or morning, or afternoon in which I couldn't find a class worth taking. That wasn't the case at this convention.

Monday, I went to the Letter Carriers' Food Drive class and learned how to get bags for the drive and how to use social media to build awareness. This was the 24th year of the largest one-day food drive in the country. Are you aware that the NALC is nearing 1 billion pounds of collected food?

Tuesday, I went to Contract Administration. This is always a good class because it informs people of what is happening with the contract negotiations. The afternoon session of Handling LCPF/MDA Funds was



a great class that told us what requirements are for cash donations.

Wednesday morning's City Delivery class was fast and covered a lot of topics, including Sunday parcel delivery, new uniforms, scanners and the new postal trucks that should be rolling out in 2019. Growing Up MDA showed us how to be successful at fundraising and the reporting requirements that have to be followed.

Thursday morning's class was 29 years, 11 months, 17 days: Knowing the Pitfalls of not Getting Your Full Retirement. Nothing

demonstrates the danger more powerfully than the 58-year old carrier who retires with 29 years, 11 months and 17 days of service, with a 2-month sick leave balance. The afternoon class was OWCP File a Claim and File a Grievance. You can't file a grievance against OWCP, but you can file a grievance against management if they do something wrong.

Great classes, really good speakers and a lot of work done for carriers throughout the country.

In July, we held an MDA Poker Tourmanet and raised \$200. It was such fun that everyone involved wants to do it again soon, so we're trying to hold one each quarter. The next one is set for Oct. 18 at the monthly union meeting. Hope to see you there!

**In unity and solidarity,
Gerald Hoffman**



Letter carrier Fred Mendez visited Preschool Camp at Bright Horizons Early Education and Preschool on Aug. 10 as part of Public Servants Week. Fred told the campers all about being a letter carrier and gave them an up-close look at an LLV and the tools of his trade



Convention

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I also went to the LM-3 and Records management. It is always good to get the latest information on the LM-3. This is a report I do every year for the Department of Labor. The records management lets us know how long we have to keep all records of the union.

We watched a video every day during the general meeting, and you can watch them on YouTube. The videos show real carriers doing their jobs and are worth the time to

watch. Look for America's Letter Carriers: 1. Delivering Everywhere; 2. Delivering Courage; 3. Delivering Innovation; 4. Delivering Compassion, and; 5. Delivering Recovery. You also can find the guest speakers and speeches from NALC President Fred Rolando.

If you want to see what is going on in your union, go to NALC.org. You can see what the national officers are working on and what bills are in legislation that affect our jobs and retirements.

President's report

Continued from Page 1

including Wages and Benefits. We know we lost last time with Arbitrator Das' award. The Union didn't get what it wanted for our flexible work force, to say the least. Over the past 4 years since that award was decided by an Arbitrator (since USPS management failed to continue negotiations), the NALC has continuously tried to clarify issues and make the position better. Through several memos, that has happened by ensuring CCAs get converted and that there is a transfer ratio. We have had more than 35,000 CCAs converted to regular in the past 3-4 years. And with the route adjustment process, we have had more than 2,600 routes added nationwide. When routes get added, that means more jobs are available and more conversions to be made. Hopefully, we will get a new route evaluation process signed with the next contract. It's much more fair than the 6-day count which is used now. The Negotiating Techniques class came in very handy with how to deal with management and get things accomplished. The information learned there will come in handy with all of the new management issues in Fort Collins.

On Wednesday, I attended City Delivery Workshop and the NALC History/Video. There was much discussion over the new vehicles, with more than 180,000 new ones to be made, at \$25,000-\$35,000 each. The USPS has actually gotten NALC input on the new vehicles, and a few carriers were selected from different parts of the country to sit in prototypes to evaluate any issues and give feedback to make them better. We probably won't see those until 2019. We already have more than 17,000 ProMasters deployed, and the remainder will be deployed by November. New two-tons also will be purchased, and those should all be deployed by November 2017. The Uniform Tests went well, as the tests were only for the fabric and style of clothing, which included cargo pants and shorts, and cooler materials to be used for moisture wicking. There have been safety and service reviews. It's a Joint Headquarters effort to try to deal with the safety issues of working after dark and working in unsafe work environments. Our jobs have gotten increasingly more difficult over the years, and safety is becoming more of an issue as the years go on.

The NALC History/Video is excellent, starting with the 1970 strike that began the NALC bargaining for our National Agreements and the rights of the carriers. It started based on low wages and benefits. I am trying to figure out a way to get everyone in Fort Collins to watch the video. I will put it on our website for sure. If you haven't checked out the website we created, please do: www.NALCBranch849.org. Let me know if you want to see anything specific that I haven't had posted yet.

On Thursday, I went to the LMOU/Local Memorandum of Understanding Negotiation Training. I also got to be on our Region 4 Jeopardy team for NALC History. The LMOU training was great. After our new National Agreement is decided, we have 60 days to open up our Local Agreement to bargain for more. I received some input on how to negotiate better when we do open our local up. I expect to get feedback from our members on what they would like to see added to our local agreement. Currently our One Click Lunch policy that we won through arbitration isn't in there but I would like to get it in there.

Local Office Issues

We have had some failures by management to timely provide steward time and information time per our National Agreement. We as stewards have to individually ask and fight for steward time. Once you have been doing the position for a while, they know what to expect and try not to push you around. But it is a fight. I urge each and every one of you to pay attention and actually see what work is required when one is a steward. It's a tough job. It gets easier with time.

More issues:

- CCAs when assigned to T-6 strings are eligible for CCA Grade 2 pay. Management must change your Form 50.
- CCA's are not on call. When you are scheduled to work, you are guaranteed 4 hours when you arrive at the office. Don't answer your phone. If you are given an NS day, you don't have to come in. Management cannot treat you differently because you are enforcing your rights. If you think they are, let a steward know.
- 12-hour violations are still happening. Management should not work CCAs past 11.5 hours and regulars past 12 hours.
- If you call in sick for 3 days or less, management should not require you to provide documentation. If they do, the only reason they can "is to protect the interests of the postal service." If they overheard you saying you wouldn't show up because you were going to a ballgame, or the last 8 times you called in were for Friday/Saturday, you are showing a pattern. They can ask for a rare amount of reasons. If you think you are being unreasonably asked to provide documentation, let a steward know.

Management continues to stress numbers before people. They are not held accountable, but the minute a carrier twists an ankle they are called in for an investigative interview to find out what they did to injure themselves. Management is not held accountable for the hours lost due to their own violations of the national agreement. If a carrier were to lose the post office \$5,000, they would surely come after the carrier and the carrier's job. If management does it, they get a slap on the wrist and are allowed to continue working. The only people that seem to be held accountable are the carriers. We have noticed that while we continue to be one of the most trusted government institutions, the ones that do not trust us are the one we work for. We have noticed that even though the Postmaster General has stressed that the GPS system is supposed to be used for the tracking of parcels, carriers seem to be tracked way more often.

Management stresses speed instead of Safety and Customer Service. This has long been the struggle between the Post Office and the Union. Remember there are NO set street standards. You cannot be disciplined for doing your route and taking longer than what their numbers show. You CAN however, be disciplined for dumping good mail, not delivering the mail, not wearing your seat belt and not following safety procedures. Management's numbers are NOT the sole determinant of how long your route takes. There are too many variables outside of their numbers. We are people, not robots. Please remember to do your job as if a supervisor was following you every day.

MDA Poker Tournament: We had an MDA poker tournament after our meeting in July. Brian Buster won first place, and Joe Shroba came in second, and both donated their winnings back to MDA. We raised more than \$200.

I have enjoyed seeing the numbers at our union meetings increase. That tells me that we as your branch officers are doing something right. It is so important for every single carrier to know their rights. For there to be only 2 stewards in Fort Collins who I can't express to you in words how important it is to have carriers show up to meetings and learn what's going on. Stay informed, know what's happening and how to help protect your rights and your fellow carrier's rights.

I look forward to seeing you all at the next meeting, or the one after that. I also hope to continue to be able to represent the branch as the President of Branch 849, and the Formal A steward. I also look forward to helping train future stewards and officers of the Branch. Thank you for all that you do.

In Unity, Danielle Fake-Moorman

NOTICE OF NOMINATIONS AND ELECTIONS NALC BRANCH 849

Nominations for elected officers and delegates will be held Tuesday, October 18, 2016, at the regular Branch meeting. Meeting begins at 6 p.m. at the Meadowlark Church of Christ, 2810 Meadowlark Ave. Any member in good standing may run for any office. If a member wishes to be a candidate but cannot attend the meeting, the member must signify his or her willingness to run in writing.

The elective offices to be filled are President, Vice President, Secretary, Treasurer, and Trustee (3 positions). Terms of office are for two years, January 1, 2017, through December 31, 2018. Terms of office for seven Elective delegates to the State Convention are for one year, January 1, 2017, through December 31, 2017, in accordance with our bylaws and with no National Convention in 2017. Please note that, according to the bylaws of the Branch, the President is a delegate to the convention by virtue of the office.

Elections will be conducted by secret ballot at the regular Branch meeting Tuesday, November 8, 2016. Meeting begins at 6 p.m. at the Meadowlark Church of Christ, 2810 Meadowlark Ave.

Any member who, for any reason, will be unable to vote in person on November 8, 2016, may obtain an absentee ballot by writing the Election Committee, Branch 849, P.O. Box 270848, Fort Collins, CO 80527-0848. Requests for absentee ballots must be received by the Election Committee no later than November 1, 2016. All absentee ballots must be mailed in to the Election Committee at P.O. Box 270848, Fort Collins, CO 80527-0848. Each member's ballot is to be mailed separately or it will be invalid. All ballots must be received at P.O. Box 270848 by 1 p.m., November 8, 2016 in order to be counted.

Last punch



Laurie Meek retired from the Postal Service on July 30 after nearly 30 years as a letter carrier.

Wally Liggett

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Liggett retired from the Postal Service in the late 1970s but has stayed with the union ever since and regularly attends monthly retiree breakfasts at The Breakfast Club. Now 91, he still lives in Fort Collins with his wife of 66 years, Joanne.

Branch 849 President Danielle Fake-Moorman, along with Director of Retirees Rick Atkinson, both felt honored to make the presentation of the award.

“It was an honor and a privilege,” she said. “Wally Liggett, like all of our retirees, is a big part of our branch’s history, not to mention the National Association of Letter Carriers. It was great to hear him talk about what things were like when he was a carrier in the ‘70s. While there are many, many parts of our job that have changed, the important piece – serving our customers and providing

customer service on our routes, has not.”

“It was an emotional ceremony for us all,” Atkinson said, “in large part because he represents a time when unions were not so denigrated as they are now, when the working class understood the critical importance of its own solidarity to help shape the future of our country and the world for the betterment of the common people. That Wallace, and all the other longtime members, stayed with our union is testimony to the power of labor unity. Thank you Wally, the rest of us can only hope to emulate your strength and clarity of purpose in unionism.”

Then and today, Liggett feels strongly about supporting the union.

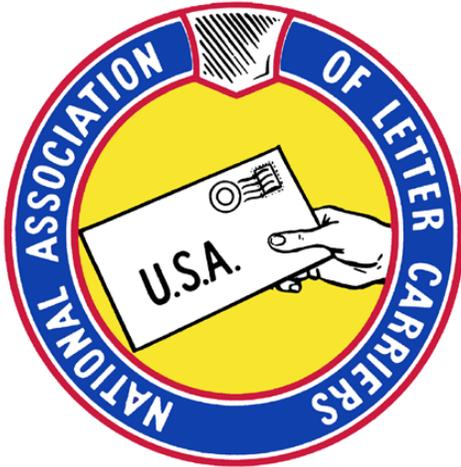
“This is the only union I ever belonged to,” he said. “I just think you need to support the union and you need to support the people who are working.”

NATIONAL ASSOCIATION OF LETTER
CARRIERS BRANCH 849

**849 EXPRESS
PO BOX 849
FORT COLLINS, CO 80522**

Send article submissions to Joe Shroba
Email: jolietjs@gmail.com

Address Service Requested



WE WANT YOUR UNUSED UNIFORMS

Please bring in your older/lightly-used uniforms. There is a closet set up at Old Town Station and an area at the Main Union Office for donated uniforms available to CCAs and new members.

Check us out online: nalcbranch849.org

We are always looking for ways to do better and raise more money. If you have any suggestions or would like to set up an event, let Danielle know.

Branch 849 Officers (terms of office are 1-1-15 to 12-31-16)

PresidentDanielle Fake-Moorman
Vice-President (Includes Sergeant at Arms) Stephanie Lafave-Kiel
TreasurerVirginia Greene
SecretaryBrian Buster
Trustees Paul Couperus, Karen Ulvang, Judy Sweek

Stewards

Danielle Fake-Moorman
Chief Steward, Formal A Rep
(970) 217-7384, dya25@comcast.net

Stephanie Lafave-Kiel
Informal A rep
(970) 800-1471, postalgirl@hotmail.com

Alternates

Main Post Office: Gerry Hoffman
Duane Gentz; **Old Town Station:** Brian
Buster, Karen Ulvang

Stay informed online

In order for you to keep up to date on the latest news concerning our jobs log on to these sites:
Postalreporter.com; NALC.org; UnionPlus.org -Union Members benefits; liteblue.usps.gov – All of your HR info and discounts for postal employees

Branch Meetings are held at 6 p.m. the 2nd Tuesday of every month, except those Tuesdays following a holiday (it is then moved to the 3rd Tuesday) at 2810 Meadowlark Ave. (basement of church)
On Branch Meeting nights, your dinner is served free of charge and all members present are entered in a drawing for a \$25 gift card!