

849 EXPRESS

National Association of Letter Carriers Branch 849, Fort Collins, Colorado ♦ Volume 12, Issue 2 ♦ May 2016

Lauren Bowyer finishes unloading food donations from her route May 14 at the Fort Collins Main Post Office. Fort Collins carriers brought back more than 33,000 pounds of food during the NALC Stamp Out Hunger Food Drive.



PRESIDENT'S REPORT

Danielle Fake-Moorman



Contract among major topics at convention

The weather has been a bit crazy! Hopefully, the heavy rain and cold temperatures are done and we are ready for spring and summer.

I was able to attend the state convention April 29-30 in Boulder. It was great to see so many new faces stepping up to stay informed and support our great Union. We were honored to have NALC Vice President Lew Drass and our newest Regional Admin Assistant to the business agent's office attend. The convention is held every year in a different city around the state. Next year's state convention will be somewhere on the Western Slope.

Some highlights:

We were able to have a bit of a rap session with our national officers. Lew gave us some information about our contract negotiations, at least what he could share. Our national officers are fighting for wage increases, narrowing the gap from

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Despite some challenging weather conditions, letter carriers in the Fort Collins-Loveland area collected almost 65,000 pounds of food May 14 during the NALC's Stamp Out Hunger Food Drive.



Manager of the Food Bank for Larimer County.

Fort Collins Main Post Office brought in just under 21,000 pounds, while carriers at Old Town Station collected almost 13,000 pounds.

Greene expects the overall total to surpass 70,000 pounds, once carriers

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That's about 7,000 more pounds than last year on the day of the Food Drive, said Josh Greene, Food Resource

INSIDE

Our delegates report on the state convention

Judy Sweek and NALC Vice President Lew Drass are shown after the Texas hold 'em poker tournament at the NALC State Convention April 30 in Boulder. Judy made it to the final table and finished a close second.



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Stewards

There is a vacancy for an Informal A Steward at Old Town Station. Contact Danielle if you are interested.

**Old Town Formal A
Main Informal A**
Danielle Fake-Moorman
(970) 217-7384
dya25@comcast.net

**Old Town/
Main Informal A**
Stephanie Lafave-Kiel
(970) 800-1471
postalgirl@hotmail.com

Alternate stewards
Main: Fred Mendez, Gerry Hoffman, Duane Gentz
OldTown: Karen Ulvang, Jeff Rokosz, Brian Buster

Active Union Members

Robert Abbott, Brian Abell, Diane Adams, John Adams, Jim Allen, John Altizer, Linda Anderson, Aaron Arns, Frank Arrington, Steven Artlip, Joshua Barlass, Natasha Barlass, Ruben Bautista, Betsiann Beutler, William Bond, Lauren Bowyer, Sean Bowyer, Pamela Budkovich, Lois Buffington, Brian Buster, Chris Cabral, 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, Kristin Joachim, Mike Jones, Janae Judkins, Dennis Ketterling, James Kunze, Stephanie Lafave, Eric Ligotke, Gregory Linder, David Livingston, Jesse Martinez, Clint Massey, Michael Mattson, Joshua Mayes, Alex McEwan, Laurie Meek, 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, Ji-Sanchez, Deb Schwartz, Joe 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, Brandy Wilson, Brian Willson, Frederick Yates, Brian Zentmire.

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

Retired Union Members

Rick Atkinson, Michael Bezenar, Don Brown, Mike Casey, Roger Cogburn, Dennis Custer, Rita DeWitt, John Douthitt, 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, William Mares, Tom Meek, Ceci Morgan, Ray Neel, Michelle Nickolson, Jerome Nycz, Nancy Olsen, Mark Orłowski, John Rinne, Tommy Robinson, Paul Roggy, Leonard Russ, Don Schelly, Michael Scobey, Anita Smith, Jack Spies, Ron Sundsted, Judy Sweek, Bob Vise, Gary Winkler.

Thank you to all our retired members for your years of service!

Non-Members

Michael Abeyta, Diane Albers-Hartzell, Dean Biggs, David Breault, Lyn Brown, Wayne Brown, Caren Campbell, Susan Case, Diana Copple, Claude Decrescenzo, Nancy Fitzgerald, Jerry Gaudot, Greg Hermanson, 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

Sign up a non-member- Eligible to win a \$40 Gift Card

Calendar of Events

May 30	Memorial Day Holiday	June 29	MDA Summer Camp Sponsor Day
June 11	Muscular Dystrophy Walk, Sloan's Lake Park, Denver	Aug. 15-19	NALC National Convention, Los Angeles
June 14	NALC Branch 849 monthly meeting	Sept. 22-24	Regional Rap Session, Grand Junction

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



Branch 849 delegates to the NALC Colorado State Convention April 29-30 in Boulder included, from left, Gerry Hoffman, Virginia Greene, Danielle Fake-Moorman, Karen Ulvang and Judy Sweek.

NALC offers group for those who served in armed forces

Brothers and Sisters, Thank you for electing me as a delegate to our NALC State Convention for 2015. It was an excellent convention. I am going to share some of the presentations that seemed important to me and some that you may not know about. One is the Veteran's Group. At both the National and State level, the union is trying to get all our fellow postal workers who served in the armed forces to join together in the Veteran's group. Please, if you are a veteran, check out your Postal Record or contact a Branch officer for more information on how to join this group.

Did you know that there is both a State and National Scholarship program open to any child (and I believe grandchild) of a letter carrier? The deadlines for this year have passed, and the State Auxiliary Scholarship recipients were at the convention to receive their awards. If you have a student in your family who will be a senior in the fall and plans to go to college, this is worth looking into. The details for the Na-



tional Scholarship are in the Postal Record and the quarterly state newsletter will have the details on how to apply for the State Auxiliary Scholarship. It would be terrific to see someone from Branch 849 onstage with his or her student!

One thing I have observed over the decades I've been in the Post Office (both active and retired) is some things don't seem to change. There are those in supervision who would rather harass carriers than do the tougher job of being a real manager and working to make the Postal Service a true Service for our customers. What can we as individuals do about this? Be professional. Do your job to the best of your ability every day. Be observant. If you see or hear something that doesn't seem quite right, make a note for yourself, write it down. Who was involved? Date? Time? Any specific actions or

words. Then you can tell your steward about it, or just keep the notes until a time when they may be needed. Sometimes it takes several instances for action to be viable. Unfortunately, I am suggesting sometimes months or years, but the system works best with everyone helping out. Everyone (yes, including managers) deserves to work in an atmosphere of dignity and respect. Give your fellow employees respect and you should receive the same in return. If it doesn't work that way, talk to your steward.

Last and not least, politics these days can be a drag, but the bottom line is that as government employees we have to pay attention, become informed (don't just watch the ads on TV) and VOTE. Our jobs, wages, benefits, and retirements are not safe! The makeup of both houses of Congress is important to you and your family. Every part of the Postal Service was created through legislation. It can all be changed through legislation. So, even when you are tired of the mailings and media blasts, pay attention, become informed, and VOTE.



City carriers Josh Mayes, above, and Anna Null, right, unload donations they collected May 14 during the NALC Stamp Out Hunger Food Drive.

Food drive

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have picked up customers' donations that are still being dropped off at mailboxes. Last year's final total was 66,000 pounds.

For the second straight year, rain played a role on Food Drive day, but that didn't deter carriers or the generosity of customers who donated.

The food will be sorted by a volunteer force, Greene said. Most of the donated items will be categorized for the Food Bank's various agencies, with some canned items being saved for the holidays.



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!

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Help is available when stress starts to get the best of you

Brothers and Sisters,

I wish to tie in several issues that were presented at the Colorado State Association of Letter Carriers convention I attended April 29-30.

Maybe you have encountered a pernicious work environment as a postal employee, maybe not. The results of a survey of postal employees that recently took place was evidence that many of our fellow employees could be regarded as "Miserable," according to the responses given. I also look in on the NALC Facebook site and it confirms that management overreach is common and discipline cases are often perplexing and arbitrary. Are these the wages of working for the quasi-governmental USPS? And, "When is the soonest I am eligible to retire?" may be a recurring thought in your mind. Stress is a given in our line of work, I think. Should you learn to deal with the nature of the beast or let it best you?

What happens in many offices is that the Union Steward takes a hardline approach to threats and intimidation by management.

Contractually, management must not violate the National Agreement and Joint Statement of Violence in The Workplace. A mutual respect and dignity is to be accorded all Postal Employees. I wish to emphasize the word "mutual" here. Calling out a manager for abuses is done through active communication between the parties, resorting to the grievance process has the aim of corrective, rather than punitive measures. Just as discipline being meted out upon carriers has that same goal. However, there was a training at the convention that dealt with successful and unsuccessful grievance arbitrations as examples of what and what not to do when management goes bad.

The bottom line is this, If you are the witness to, or the subject of questionable treatment at your workplace, you should be as thorough and immediate in your recording of the events taking place if you wish to sustain at the grievance level. Having a paper trail is necessary to prove a case of management violating the joint Statement on Violence in the Workplace. An Arbitration can be lost if the Witness statements are vague or if

they are given later in history than the time a series of events occur. So, please be ready, willing and able to notate and provide witness for your fellow employees whenever events get out of hand and your validation could back up a grievance.

All that being said, sometimes work is just a point of stress, in which larger issues at home or with yourself are contributing to a sense of despair or depression. Sometimes, undercurrents such as these go un-addressed and spiral into depression and hopelessness. The number for the Employee Assistance Program is for your use before you have reached your limits. We had a stand-up talk recently, cards were handed out and posters were hung about our station. I also received a mailing listing the many reasons EAP counseling can be used. The bottom line is that it is free, confidential and available for your use as a benefit of working at a sometimes stressful job

Don't be afraid to use it, or to suggest it to a co-worker or family member. 1-800-EAP-4YOU.

Karen Ulvang

Get involved and know your rights!

Training is ongoing. Please let any of the OJIs or stewards know if you have any questions.

OJIs at the Main: Paul Couperus, Duane Gentz, Fred Mendez, Rico Vasquez and Stephanie LaFave

OJIs at Old Town: Brian Buster, Jeff Rokosz, Danielle Fake-Moorman, Steven Artlip and Betsi-Ann Beutler

Thank our OJIs, we need more out there willing to help train our new carriers! We also have set up a Mentor Program at both offices. All new CCAs will have an assigned person as their mentor to help answer questions.



CO/WY - Business Development Team

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Bring them to work and have them entered as a Lead. Give them to your Station Coordinator, a member of your Management Team, or call me directly.



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Customer Connect Coordinator Lanai Smith 303-853-6387

President's report

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Regular to CCA starting wages, COLA's and a ban on sub-contracting. They also are focusing on the work climate issues we have nationwide with abusive supervisors and, with continuing revenue for Sunday delivery, to make Sunday available for Regular carriers to work.

Rural Carriers have already settled their new agreement and created a new classification basically to have Christmas casuals year-round. APWU is close to having a new agreement. Negotiations are looking good with the Post Office on our agreement, but we won't know until it's officially signed. We have a lot of strong points, and the climate is much better for negotiating this time as opposed to five years ago. Our business is growing, and as we know, the job is harder now than it was five years ago. It also is a bit more dangerous, as the nature of our job and society has changed quite a bit. We are still the most trusted government employees, and many carriers save lives on a daily basis. We had the pleasure of hearing three stories that happened in Colorado regarding our fellow carrier's ability to save a customer's life on the route, simply by paying attention and being aware and being in the right place at the right time. We are hopeful that we will be able to sign an agreement without it having to go to arbitration again. However, that remains to be seen.

We have 670 PTF's left total, and only 6 left in Colorado. Those are mostly in small towns, and the sides are looking at agreeing to let them stay as PTF's if they choose. In addition, we have had more than 15,000 former TE's/CCA's converted to regular, with only 7 CCA's who were TE's that have not been converted. Similar to the PTF's, they are in smaller towns and don't want to transfer. The conversions have been great and our last route adjustment process created more than 2,000 new routes.

We received a quick training on Rims/DMS which is the program management uses on the scanners for tracking packages and carriers. It was interesting to see how it works, but the theme still remains the same: They cannot use it alone for issuing discipline. As long as you are doing your job and doing it the same way every day, it won't matter what the computer tells them. The system is not without its faults and has frequently pinged carriers in a location where they are not. Management has to physically come out and verify where you are. An example of what not to do was a carrier who was pinged in a particular location for more than 2 hours. Management went out to check and waited outside a house, and after more than 2 hours, just as they were going to leave, a garage door opened up and an LLV came pulling out of the garage. In this case, management used the system to notify them of a possible issue,

and after they went to investigate found it to be true. This did not turn out well for that carrier. When used properly, the system can be helpful for tracking packages; etc. But in the wrong hands of a bad supervisor it can turn out bad if carriers aren't doing what they should.

Weingarten rights: This is your right to have representation any time management wants to ask you questions that could lead to discipline. The carrier must ask for a steward. Management does not have to automatically provide one. **PLEASE ASK FOR YOUR STEWARD IF:** Management begins asking questions that could potentially lead to discipline. Official Discussions or management discussing certain things would not require a steward. In the discipline process management is required to do official discussions as part of the Due Process/Just Cause Provisions. A discussion is them advising you of rules and or observations they have made. Nine times out of 10, when management starts asking specific questions, it could lead to discipline.

NO ONE CAN EXERCISE YOUR WEINGARTEN RIGHTS FOR YOU, YOU HAVE TO!!!!

Thank you to our newer carriers (Stephanie, Natasha, Joe) who are stepping up to help our Local Branch be more effective. We need more carriers to get involved. Know your rights! Know the Contract! Come to a meeting and ask questions. We are all here stepping up to help our carriers here locally. We are here for you! Our last meeting was great and we had 19 carriers show up. That's a big improvement from when we used to get only the minimum of 8 carriers showing up to meetings. We have more than 110 active members and 30 retirees.

When we have a new National Agreement, we will also be able to open up our local agreement. We are going to attempt to negotiate better terms of leave for all carriers and CCAs in addition to clarifying a few other parts of our local agreement. If you are interested on serving on this LMOU negotiation committee, please let me know. I would like to get started at looking at our current local to see where we may want to make improvements.

As always, thank you to all of you who are a part of our great union. Without each and every one of you, it is possible that management would take over. Our National Officers and Local Officers are fighting for all of our rights every day. I don't want to think about what our jobs would be like without a Union.

**In solidarity,
Danielle Fake-Moorman**

Golf outing was fun while it lasted

The state convention's annual golf tournament was April 28 at Flatirons Golf Course in Boulder. Twenty-three golfers showed up, but only 21 played because of the rain, hail, sleet and snow. When I teed off on hole No. 9 and my hand went numb, I said that's it, and we stopped after nine holes. We raised \$658 for the Muscular Dystrophy Association, and I think that's pretty good because only 21 golfers raised it.

Roger Wegner, a supervisor who works in Operation Programs support at the district office, led a very informative class on RIMS/DMS/GPS. The GPS will tell supervisors how long you are in one place. There are four colors that say how long the scanners are in one location. For instance, if you are in one place for 30 minutes or more, the color turns red.

Wegner was asked how the scanner can be in one location and the GPS says that it is in another location. One time, the the GPS said that the scanner was at Best Buy from 7:30 to 10



a.m., when it actually in the cradle at the Post Office. He said that the scanner was not set up correctly. How that would cause it to be in another location, I can't understand. He also was asked how far you have to move the scanner before it is picked up in a new location, but he didn't answer.

Closer to home, a carrier showed me his Medical Restriction, which said he could case mail for three hours but still could not deliver on the street. The Denver office called Chris Till and told him that the doctor could not tell them what to do and the carrier needs to deliver his route on the street. Kind of crazy, but we did get it straightened out and he is not on the street.

**In unity and solidarity,
Gerry Hoffman**

NALC timeline since strike of 1970

1970: National wildcat strike. Postal Reorganization Act passed.

1972: Membership gains power to elect national officers directly.

1982: Fair Labor Standards Act litigation settled; Joint NALC/USPS Employee Involvement Process established.

1984: Arbitration panel determines terms of a National Agreement for the first time.

1989: Union celebrates 100th anniversary in Milwaukee, where it was founded.

1992: NALC, USPS and other organizations sign Joint Statement on Violence and Behavior in the Workplace.

1993: Hatch Act Reform expands political rights for carriers, other postal and federal employees.

1999: Arbitrators elevate letter carriers to Grade 6, breaking historical link with postal clerks.

2006: Postal Accountability and Enhancement Act signed into law.

2007: Restrictions on subcontracting letter carrier work contained in new National Agreement.

2013: Arbitration panel resolves 2011-2016 contract, creating City Carrier Assistant position with a path to career position.

Safety Reps

Duane Gentz @ Main

Danielle Fake-Moorman @ OTS

If you are having a difficult time getting safety repairs taken care of, fill out a 1767 safety violation form and send it straight in to Denver. If that doesn't work you can contact OSHA: www.osha.gov - you can fill out the online complaint form. Or you can call 1-800-321-OSHA (6742)

PLEASE WORK SAFELY EVERY DAY! Wear your seatbelt, keep your door shut, pull your parking break and wear your satchel. YOUR FAMILY NEEDS YOU.

Vacancies to be filled

Informal A steward at Old Town Station, Customer Connect Coordinator at Main Office and Old Town Station, MBA (Mutual Benefits Association) Representative. Safety Rep @ OTS (Most of these require very little time and most work is done on the clock. It would be helpful if we had more people interested in helping with these events) No matter how big or small the roll we need you... If you are interested please Danielle know – or just show up to a meeting!

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 Office breakroom for donated uniforms available to CCAs and new members.

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) Fred Mendez
- TreasurerVirginia Greene
- SecretaryBrian Buster
- Trustees Paul Couperus, Karen Ulvang, Judy Sweek
- Delegates to the NALC Colorado State Convention: 2016 (Boulder): Danielle Fake-Moorman, Lauren Vandewalle, Virginia Greene, Karen Ulvang, Judy Sweek, Gerry Hoffman and Jim Kunze
- Delegates to the NALC National Convention: 2016 (Los Angeles): Danielle Fake-Moorman, Lauren Vandewalle, Virginia Greene, Karen Ulvang, Judy Sweek, Gerry Hoffman and Jim Kunze

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!**