

849 EXPRESS

National Association of Letter Carriers Branch 849 ♦ Fort Collins, Colorado ♦ Volume 13, Issue 3 ♦ August 2017

National contract passes by 16-1 margin

The New NALC-USPS Contract has been ratified. The active membership of the NALC voted in favor of the contract by an overwhelming margin, with 78,935 accepting the agreement, and 4,732 who voted to reject it.



PRESIDENT'S REPORT

Danielle Fake-Moorman

The official date is August 7 for ratification, and the new con-

tract covers a 40-month term from May 16, 2016 to Sept. 20, 2019. The wage increase update was just announced. Keep an eye out on the NALC app and the NALC website for updates on when back pay should be completed. In the past, it has taken 3-4 months for back pay to be completed and received.

Retroactive pay for all letter carriers is 1.2 percent, effective Nov. 26, 2016.

All Letter Carriers also will receive a 1.3 percent raise effective Nov 25, 2017.

CCAs will receive additional wage increases of 1 percent (total 2.2) paid retroactively effective Nov. 26, 2016 and another additional wage increase of 1 percent (total 2.3) effective Nov. 25, 2017.

In addition, effective Nov. 24, 2018 – all Grade 1 carriers will be upgraded to Grade 2. This upgrade will result in an average wage increase of 2.1 percent for Grade 1 letter carriers across all current wage tables. Carrier technicians also will receive a pay increase of 2.1 percent, effective Nov 24, 2018.

CCAs will receive additional wage increases of 1 percent at the time of the upgrade, Nov 28, 2018. These increases are in lieu of cost-of-living adjustments (COLAs) for CCAs.

Cost-of-living adjustments for Career Letter Carriers

All Career Letter Carriers will receive 7 COLAs based on changes in the Consumer Price Index (CPI-W) and using the existing COLA formula and the July 2014

Wage increase update

On Aug. 19, career letter carriers began earning the first two cost-of-living adjustments (COLAs) payable under the new contract that were effective Sept. 8, 2016, and March 4, 2017, as well as the 1.2 percent general wage increase that was effective Nov. 26, 2016. These increases will be reflected in the Sept. 8, 2017 paychecks. Back pay on these increases will be calculated from their effective date through Aug. 18, 2017.

The Postal Service has indicated that it will take some time to calculate back pay for the more than 210,000 letter carriers, but that all back pay will be processed and paid as soon as practicable.

Career letter carriers also will begin earning the third COLA payable under the new contract, which is effective Sept. 2, 2017. This will be reflected in the Sept. 22, 2017 paychecks. Back pay is not applicable for this increase as it will begin being earned on its effective date.

The U.S. Postal Service has informed NALC that due to the complexity of implementing the new pay scale for City Carrier Assistants, CCAs will begin earning their pay increases on Sept. 16, 2017. The increases will be reflected in the Oct. 6, 2017 paychecks.

The new CCA pay rates will include the 2.2 percent general wage increase that was effective Nov. 26, 2016, as well as the two step increases that also were effective on that date (\$0.50 per hour for those CCAs with 12 weeks of service and an additional \$0.50 per hour for those CCAs with 52 weeks of service). CCAs will be placed in their appropriate step bases on their weeks of service. Back pay on these increases will be calculated from Nov. 26, 2016, through Sept. 15, 2017.

These new pay rates can be seen in the new letter carrier pay schedule (see Page 6), also available for review on the NALC website and the free NALC Member App for Apple and Android smartphones.

Source: NALC



CPI as the base month. The first two COLAs will be paid retroactively and the remaining five will be paid in the future as follows:

- The first COLA is \$21 annually, effective Sept. 3, 2016, paid retroactively.
- The second COLA will be \$333 annually, effective March 4, 2017, paid retroactively.
- The third COLA will be effective in September 2017.

- The fourth COLA will be effective in March 2018.
- The fifth COLA will be effective in September 2018.
- The sixth COLA will be effective in March 2019.
- The seventh COLA will be effective in September 2019.

Recently retired letter carriers who have retired over the past several months will

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NALC BRANCH 849 NOTICE

Nominations for 2018 state and national convention delegates, and health benefit representatives will be held at the regular Branch meeting Tuesday, Oct. 17, 2017. Meeting begins at 6 p.m. Location is 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:

■ Elective Delegates to the State Convention (7). Terms of office will be for one year, Jan. 1, 2018 through Dec. 31, 2018. Please note that according to bylaws of the Branch, the Presi-

dent is a delegate to the convention by virtue of the office.

■ Health Benefits Representative. Term is for the remainder of the 2017-18 officer elections – immediately after the 2017 election through Dec. 31, 2018.

Any member who for any reason will be unable to vote in person on Nov. 14, 2017, may obtain an absentee ballot by writing the Election Committee no later than Nov. 1, 2017. 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. Nov. 14, 2017, in order to be counted.

Active Union Members

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

Robert Abbott, Brian Abell, John Adams, Jim Allen, John Altizer, Aaron Arns, Steven Artlip, Kory Atkinson, Joshua Barlass, Natasha Barlass, Betsiann Beutler, William Bond, Lauren Bowyer, Sean Bowyer, Pamela Budkovich, Lois Buffington, Brian Buster, Kent Chao, Nicholas Christiansen, Travis Cobb, Christopher Collins, Charles Corbett, Gina Cordova, Paul Couperus, Karen Czarnecki-Kelly, Dariush Davarpanah, Rochelle Deckard, Claude Decrescenzo, Martin De Los Santos, Candace Dolph-Garcia, Paul Eaton, Jenilee Elsbernd, Gordon Emslie, Scotty Faggans, Danielle Fake-Moorman, Gary Fink, Amanda Friar, Jason Garcia, Janae Gaudot, James Geary, Duane Gentz, Danielle Gigliotti, Clay Gomez, Gabriel Gonzales, Virginia Greene, Kayte Hay, Matthew Hefferon, Cristen (Mae) Helms, Lynda Hickey, Kathryn Hicklin, Karin Higgins, Gerald Hoffman, Mark Hoffman, Jose Ibarra, Lili Jacobs, Kristin Joachim, Mike Jones, Christopher Keller, Dennis Ketterling, James Kunze, Stephanie Lafave, Eric Ligothke, David Livingston, Paul Markley, Clint Massey, Michael Mattson, Kevin McDaniel, Alex McEwan, Bryan McIntyre, Fred Mendez Jr., Stephen Meyers, Tara Millward, Joe Nagel, Aaron Nation, Barbara Olarnik, Rex Paul, Robert Pierdzioch, Todd Perkuhn, Nicholas Petenes, Boo Pinson, Patricia Porter, Nicholas Pratt, Buzz Puschnig, Jacqueline Raynes, Rik Raynes, Dennis Reffner, Donald Reinholz, Omar Rivera, Michelle Robinson, Jeff Rokosz, James Sambra-no, Jim Sanchez, Joseph Shroba, Kent Simpson, Zach Smith, Drew Stivers, Scott Summerhays, Elyse Toole, Charles Trainer, Karen Ulvang, Chris Vandewalle, Lauren Vandewalle, Rico Vasquez, Suzanne Wadsworth, Jerry Wetzler, Melissa Whitehouse, Jason Williams, Frederick Yates, Brian Zentmire.

Retired Union Members

GOLD CARD/LIFETIME MEMBERS: Paul Kipping (62 years), Roger Cogburn (56 years), Ray Neel (53 years), Wally Liggett (51 years).

Rick Atkinson, Michael Bezenar, Don Brown, Mike Casey, Dennis Custer, Rita DeWitt, John Edwards, John Franz, John Gallegos, Steve Graham, Melvin Hartung, William Hergenreter, Grover Hill, Stephen Hill, Thomas Hunsader, Cynthia Kestrel, Bobby Kimberling, Bob Lauer, William Mares, Tom Meek, Laurie Meek, Ceci Morgan, Michelle Nickolson, Jerome Nycz, Nancy Olsen, Mark Orlowski, John Rinne, Tommy Robinson, Paul Roggy, Leonard Russ, William Russell, Don Schelly, Michael Scobey, Anita Smith, Jack Spies, Ron Sundsted, Judy Sweek, Bob Vise, Gary Winkler.

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

Non-Members

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

Michael Abeyta, Dean Biggs, David Breault, Lyn Brown, Wayne Brown, Caren Campbell, Nancy Fitzgerald, Jerry Gaudot, Michael Kelly, Dusty Koenig, Dan Manson, Ronda McCall, Josh Mayes, Anna Null, Bill Offerman, Scott Roth, Patricia Schneidmiller, Richard Spring, Garrett Stone, Donna Wagner, Jeff Wallace

Carrier donates kidney to a relative in need

When Lauren Vande Walle learned that her niece's husband needed a kidney transplant, she stepped up and donated one of hers.

Jon Wegge had been diagnosed with Polycystic Kidney Disease, a disorder that causes numerous cysts to grow around the kidneys. It can reduce kidney function and lead to kidney failure.

"It was out of the blue that I found out about it," said Vande Walle, a City Carrier at the Fort Collins Main Post Office and a former Branch 849 Union Steward. "He posted on Facebook that he needed a kidney."

Surgery was Aug. 3 at University Hospital in Madison, Wis., one the major kidney transplant centers in the U.S.

An adult kidney normally weighs around five ounces. About 30 pounds of diseased kidneys were removed from Jon and replaced with one of Lauren's healthy kidneys.

"It is quite an intensive surgery," she said. "I was in for 4½ hours. The timeframe is 5-7 hours for the recipient."

Receiving a kidney from a living donor as Jon did gives the recipient a tremendous benefit as opposed to receiving one from a deceased donor, Vande Walle explained. A kidney from a living donor is suspended for minutes and quickly begins working, whereas one from a deceased donor is suspended much longer for transport to a transplant center and takes multiple dialysis sessions to start functioning again. A kidney from a living donor not only may work better, but last longer than one from a deceased donor.

"Many more donors of both kinds are needed," she said. "Many people, like Jon, aren't even on the Registry because they haven't been on dialysis for a minimum period of time to qualify."

Long before surgery took place, Vande Walle had to undergo rigorous screening to ensure she was a suitable donor. There was a battery of tests, and after that, more rounds of tests.

"The first step was to find if the blood types match. All of the routine cancer screening has to be up to date. Then you have to have general kidney bloodwork. You have to have a CT scan and have X-rays to make sure you'll do OK with the



Lauren Vande Walle

WANT TO BECOME A DONOR?

For information on organ donation, visit organdonor.gov. To learn more about becoming a kidney donor, visit the National Kidney Foundation's website at www.kidney.org/transplantation/beadonor

surgery."

It was nerve-racking at times, she said. And while she did pass those tests and many more, there were factors to weigh beyond the surgery.

"You have to consider time off work. If you change your job, you might not be able to get good insurance. You have to consider the cost of travel, and the cost of hotel stays before all the last-minute testing."

Although the surgery was successful – "The doctor said my kidney was running like a racehorse," she said – there still is a long road to complete recovery.

"Even though I'm feeling pretty good, I am having some issues. After six weeks, they'll send paperwork to my doctor for what (tests) they want done. I'll need to do that again in six months, then one year, then every year after that.

"Jon is doing pretty good. It's going to take him longer than me. He's feeling better and better, just like I am, week by week."

Living with one kidney instead of two necessitates some lifestyle changes.

"Things that are risky, such as skiing, or riding a motorcycle, could be more damaging to the kidney if you have an injury. You need to be a little more careful with your lifestyle. I'll have to pay attention to signals from my kidney. If you have to go to the bathroom, go. Don't hold it in, don't wait."

The experience was life-saving for Jon, and life-changing for Lauren.

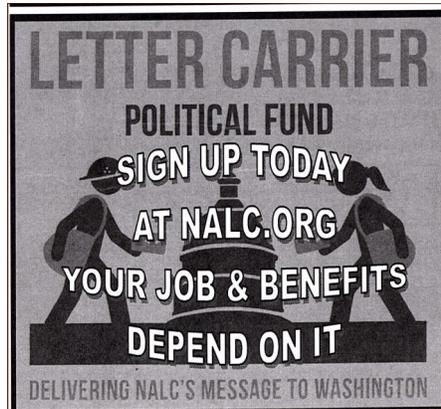
"I was going to work, doing the same thing every day. I wanted to do something more meaningful," she said.

"Kidney donation is a great thing. It actually is a gift of life to the recipient. Carriers have donated to people on their route. For anyone who wants to do something meaningful, this is very meaningful."

— Joseph Shroba, 849 Express Editor

Supporters/ Participants:

Aaron Arns, Rick Atkinson, Brian Buster, Dennis Custer, Danielle Fake-Moorman, Virginia Greene, Gerry Hoffman, Kristin Joachim, Dennis Ketterling, Jim Kunze, Stephanie Lafave (LCPF coordinator), Fred Mendez, Jeff Rokosz, Leonard Russ, Judy Sweek.



By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the postal service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

President's report

Continued from Page 1

receive applicable retroactive general wage increases and COLAs. The Office of Personnel Management also will make any annuity adjustments made necessary by the retroactive increases.

Step increases for CCAs will be established. In addition to the wage increases described above, CCAs will receive a 50-cents per hour raise after 12 weeks of service and an additional 50-cents per hour increase after an additional 40 weeks of service. These step increases will be paid retroactively to Nov. 26, 2016. For example, CCAs with 52 weeks of service as of Nov. 26, 2016, will get a \$1 per hour raise, effective on that date and paid retroactively.

Step Advancement for certain former TEs (transitional employees):

2-3 years creditable TE Service – 1 additional step increase
3-4 years creditable TE Service – 2 additional step increases
4-5 years creditable TE Service – 3 additional step increases
5 or more years creditable TE Service – 4 additional step increases

For those eligible former TEs converted to career status prior to May 26, 2018, the step advancement will be effective on that date. For those converted thereafter, the step advancement will be effective upon conversion to career status.

I am sure most of you have read through the booklet and information you received with the National Agreement Vote. There are a few modifications to the Health Insurance Premiums, changing the percentage the employee pays by 3% over the term of the agreement beginning in 2018. That percentage is based on the costs of the health insurance bi-weekly premium. For the health insurance for CCAs, the change is to the self-plus-one and self-and-family coverage in that plan (now set at the same \$125 bi-weekly contribution available for self-only coverage. In the initial year of CCA employment, the USPS will pay 65% of the premium costs. In the second year and beyond, the USPS share will rise to 75% of the total premium; saving the CCA 10% of the costs of the premium.

We retained Job security protections for letter carriers with the no-layoff clause that protects letter carriers after six years of service as career employees. In addition, prohibitions against contracting out city carrier work will be continued for the duration of the new agreement to 2019.

CCAs will get holiday pay. The following six days shall be considered holiday for CCAs: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. To be eligible for holiday pay, a CCA must be in a pay status the last hour of the employee's scheduled workday prior to or the first hour of the employees scheduled workday after the holiday.

Article 8 changes: The only change that affects Fort Collins right now is overtime equalization. The test we were under a few years ago calculating an hour as an hour qualifies for overtime tracking. It was based on overtime only off of assignment, but is officially changing to any overtime, whether on your assignment or off your assignment. All overtime will count toward equitability for overtime desired list carriers.

Additionally, management will be required to post equitability totals weekly, rather than quarterly. With that, it means that we will have a 3-day period to open up our LMOU (Local Memorandum of Understanding). We sent surveys to all

members earlier in the year. We received only two survey responses, and we appreciate the input. The 30-day negotiation period is from Oct. 16 to Nov. 14. We will conduct as many meetings necessary during that timeframe to ensure we bargain and gain the best result for our members and our LMOU. Your local union has already formed a committee and has met several times to begin the process of coming up with proposals to be ready for Oct. 16, when the period begins. We will notify management as soon as possible, now that we officially have a new National Agreement.

The New National Agreement included CCA leave provisions in local agreements. So, we are hopeful that this will make it easier to better negotiate CCAs into our local leave procedures. "The agreement requires the parties to negotiate choice and incidental leave provisions for CCAs during local implementation. It also establishes an alternate dispute resolution process for impasses related to CCA leave prior to arbitration."

Our National Officers have already begun preparing for the Next National Agreement and those negotiations. This is a nonstop battle that is not done with a new agreement. All of our officers work extremely hard for our membership, and for me this does not go unnoticed. I have sent letters to our national officers thanking them for their hard work and a great new national agreement.

CCAs

Is there a waiting period for a new CCA before the employee can opt on a route? Yes, 60 calendar days from the date of appointment as a CCA. Once the CCA has met this requirement, there is no additional waiting period for opting on a hold-down. You can opt after your first 60 days.

Many CCAs are asking about their uniform allowance. Management should be giving all CCAs who have completed their 90/120-day probation a voucher/letter to give to the uniform vendor to purchase your uniforms.

■ The Grievances in Fort Collins are never ending. They include Start Time Grievances and to staffing issues for the clerks, to the many hundreds of failure-to-comply grievances that have been filed. Management continuously fails to abide by prior settlements. We have been successful in getting additional monetary awards for many occurrences where management fails to abide by an already agreed upon remedy. If you see something that doesn't seem right, chances are it probably isn't. Please bring that to a steward's attention. We read our stewards' reports at every meeting to keep the membership apprised of any new issues or grievance issues.

Attend your union meetings, become an e-activist, get to know your contractual rights and continue to perform your duties in a safe and professional manner. Management cannot threaten you. Don't let them get away with it. You no longer need to worry about making management happy to keep your job. You have your job based on relative standing. CCA carriers are the carriers of the future. Let's help them learn how to opt and protect their rights and benefits as a City Letter Carrier.

Thank you to everyone who took the time to mail in their ballots and read the new national agreement. It pays to be informed and know your rights. Without every one of you, our Union and the benefits, rights and pay we reap as a result would not be possible.

In Solidarity, Danielle Fake-Moorman

Vice President's report

Write up an unsafe vehicle, and let the union know

Each morning after we arrive at work and clock in, our workday begins with a daily safety standup meeting at both the Old Town and Main Stations in Fort Collins. This is a practice that started because of the large number of accidents in the installation the past couple of years and the flack that local management gets for these numbers.

The theme of these safety meetings is that it always is the carrier's fault. Although this is insulting – and no mention is ever made of the failing fleet vehicles provided for mail delivery, or management's constant harassment of carriers to produce faster delivery times – it still is important to do everything in your power to be safe.

The number of vehicle issues and complaints of constant harassment from management is climbing. If your vehicle is unsafe, please submit a vehicle maintenance form immediately. Have a supervisor sign it and keep a copy every time. If you don't want to hang on to these forms, give them to the union stewards to file for you. Several carriers have complained that the issues never get fixed and ask why write them up at all. If you have written up your vehicle and it is not fixed, notify your shop steward, who will follow up on the issue and file a grievance if necessary to resolve the issue.

Recently, several regular carriers wrote up a vehicle because exhaust fumes were entering the vehicle and making them sick. The supervisors turned around and gave this vehicle to a CCA rather than have it repaired properly. This CCA got carbon monoxide poisoning badly enough that he became ill. Carbon monoxide fumes can be deadly and should be taken seriously. Check your vehicle every morning and let management know immediately if you have a problem with your vehicle so they have a chance to get it looked at, repaired and returned to you as soon as possible. Never put your health

and well-being second. You are all worth more than that.

There was a dog bite and several wasp stings recently. Several CCAs said they were unsure if they should report this to management for fear of getting disciplined. Several mentioned they were cautioned against reporting accidents. ALWAYS report any injury and all accidents. You can be removed from your position with the Postal Service for not reporting accidents, and even if you do not need to see a physician for an injury right away, you must report it because you never know if your condition will get worse. When in doubt, get checked out.

We are currently in need of a safety captain for both the Old Town and Main offices. Yes, this is a position that a CCA can fill. If you are interested in learning more about this position and/or would like to sign up to be a safety captain, please let me or Danielle Fake-Moorman know so we can get you started with training.

Stay safe, everybody.

CCAs

We have had so many wonderful new people join the Postal Service as CCAs in the past few years. As your Informal A Shop Steward for both the Old Town and Main stations, it has been an honor and a pleasure to assist with questions, training and, when necessary, grievance assistance. Having joined the Postal Service myself in June 2014, I know how difficult it is to be a CCA and how little recognition and respect you get for it. Please remember that, along with myself, Danielle Fake-Moorman, our wonderful on-the-job instructors (OJIs) and many volunteer members are available to provide information, answers to questions you might have and help you may need.

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'APATHY'

**I don't have time for union stuff.
I pay my dues, and that's enough.
Besides, I'm not the only one
Who hates the way the union's run.**

**When endless mail is all I see;
When management abuses me,
I've got an awful lot to say.
I blame it on the faceless "They."**

**"They" should be here to fight my fights.
"They" ought to come; defend my rights.
"They" better get this place on track.
"They" need to come and watch my back.**

**Such rants you won't hear me repeat
To union reps whenever they meet,
For I'll be safely in my house.
Free time is for my kids and spouse.**

**It's family first. That's how I feel,
So, with the boss, I'll cut a deal.
And when my deals don't work out fair,
I'll blame the union. C'est la guerre.**

**And when I'm finally replaced;
Just cast aside like so much waste,
I'll call my first and last resort:
The union I would not support.**

Contract ratification Letter Carrier Pay Schedule City Carrier Wage Schedule

The following salary and rate schedule is for all NALC-represented employees.

1. This pay chart includes the following increases for career carriers:

- Sept. 3, 2016: COLA of \$21 annually (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from Sept. 3, 2016, through Aug. 18, 2017.
 - Nov. 26, 2016: 1.2 percent general wage increase (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from Nov. 26, 2016, through Aug. 18, 2017.
 - March 4, 2017: COLA of \$333 annually (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from March 4, 2017, through Aug. 18, 2017.
 - Sept. 2, 2017: COLA of \$270 annually (paid beginning Sept. 2, 2017, reflected in paychecks Sept. 22, 2017)—back pay not applicable.
2. The next increase, effective Nov. 25, 2017, reflected in paychecks Dec. 15, 2017, will be as follows:
- 1.3 percent general wage increase
3. Back pay adjustments referenced above will be calculated and paid by USPS as soon as practicable.

Table 1: City Carrier Schedule

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013

RSC Q (NALC)

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Maxr Perc. Step
Full-Time Regular Employees - Basic Annual Salaries																
1	48,406	52,337	53,863	56,785	57,188	57,593	57,988	58,390	58,794	59,191	59,594	59,995	60,398	60,803	61,201	403
2	50,415	54,597	54,693	57,686	58,120	58,557	58,986	59,417	59,855	60,277	60,715	61,151	61,580	62,022	62,454	438
Part-Time Flexible Employees - Hourly Basic Rates																
1	24.20	26.17	26.93	28.39	28.59	28.80	28.99	29.20	29.40	29.60	29.80	30.00	30.20	30.40	30.60	
2	25.21	27.30	27.35	28.84	29.06	29.28	29.49	29.71	29.93	30.14	30.36	30.58	30.79	31.01	31.23	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	23.27	25.16	25.90	27.30	27.49	27.69	27.88	28.07	28.27	28.46	28.65	28.84	29.04	29.23	29.42	
2	24.24	26.25	26.29	27.73	27.94	28.15	28.36	28.57	28.78	28.98	29.19	29.40	29.61	29.82	30.03	
Step Increase Waiting Periods (in weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
Grades 1 - 2	96	96	44	44	44	44	44	44	44	44	34	34	26	26	24	12.4

Table 2: City Carrier Schedule

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013

RSC Q7 (NALC)

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Maxr Perc. Step
Full-Time Regular Employees - Basic Annual Salaries																
1	37,640	39,321	41,005	42,687	44,372	46,054	47,737	49,419	51,104	52,785	54,468	56,152	57,836	59,519	61,201	1,682
2	38,410	40,126	41,845	43,561	45,279	46,996	48,714	50,432	52,150	53,867	55,585	57,301	59,019	60,736	62,454	1,718
Part-Time Flexible Employees - Hourly Basic Rates																
1	18.82	19.66	20.50	21.34	22.19	23.03	23.87	24.71	25.55	26.39	27.23	28.08	28.92	29.76	30.60	
2	19.21	20.06	20.92	21.78	22.64	23.50	24.36	25.22	26.08	26.93	27.79	28.65	29.51	30.37	31.23	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	18.10	18.90	19.71	20.52	21.33	22.14	22.95	23.76	24.57	25.38	26.19	27.00	27.81	28.61	29.42	
2	18.47	19.29	20.12	20.94	21.77	22.59	23.42	24.25	25.07	25.90	26.72	27.55	28.37	29.20	30.03	
Percent Step 0																
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
Step Increase Waiting Periods (in weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4

City Carrier Assistant Schedule

**Hourly Rates
RSC Q4 (NALC)**

Applies to CCA hires with no previous TE service.

CCA Grade	CC	BB	AA
1	16.41	16.91	17.41
2	16.75	17.25	17.75

Applies to CCA hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

CCA Grade	CC	BB	AA
1	17.78	18.28	18.78
2	18.13	18.63	19.13

Step Progression Criteria:

- Step CC until 12 weeks of service as a CCA
- Step BB following 12 weeks of service until 52 weeks of service as a CCA
- Step AA after 52 weeks of service as a CCA

The Postal Service has informed the NALC that due to the complexity of implementing a new pay scale, including step increases, that the new pay rates for city carrier assistants will go into effect Sept. 16, 2017.

1. This pay chart includes the following increases for city carrier assistants:
- Nov. 26, 2016: 2.2 percent general wage increase (paid beginning Sept. 16, 2017, reflected in paychecks Oct. 6, 2017)—back pay will be calculated from Nov. 26, 2016, through Sept. 15, 2017.
 - Nov. 26, 2016: CCA step increases of \$0.50 per hour when you reach 12 weeks of service as a CCA, another \$0.50 per hour increase after 40 more weeks of service as a CCA (paid beginning Sept. 16, 2017, reflected in paychecks Oct. 6, 2017)—back pay will be calculated from Nov. 26, 2016 through Sept. 15, 2017.
2. The next increase, effective Nov. 25, 2017, reflected in paychecks Dec. 15, 2017, will be as follows:
- 2.3 percent general wage increase
3. Back pay adjustments referenced above will be calculated and paid by USPS as soon as practicable.



Branch 849 summer picnic

The NALC Branch 849 Picnic on Aug. 6 at Fossil Creek Park was a success! Many thanks to Virginia Greene and Stephanie Lafave Kiel for organizing and purchasing items, Rico Vasquez for grilling and Regional Administrative Assistant John Robles for taking time out of his busy schedule to attend. It was great to see all the old and new faces.

Vice President's report

Continued from Page 5

As I mentioned in a previous article, several CCAs are using their own vehicles to deliver routes. This affords them the opportunity to work more hours than if they were relying on postal vehicles. I would, however, caution you to closely check your personal vehicle insurance before doing so. Many auto insurance plans will not cover you if you are in an accident while using your car for work. The Postal Service will not cover any breakdowns or repairs needed for your personal vehicle, and you need to purchase your own gas up front. The Fort Collins Post Office has a \$25-a-day drive-out agreement that will cover at least some of these costs; however, management has failed to pay CCAs in timely manner for use of personal vehicles.

The union recently settled a grievance for three new CCAs that had been driving their own vehicles almost daily since they began working for the Postal Service in April and had not been paid for doing so. This grievance was settled at Informal A, which was fortunate. If this grievance had not been resolved at that level, these CCAs would have had to wait even longer

to get paid.

I cannot stress enough how important it is to let a Steward know immediately when you are experiencing pay issues. Management will always tell you not to go to the union, but letting the union know about pay issues ensures that your issues will be addressed in a timely manner. We cannot get you paid properly unless we know about the issue.

For CCAs who are not aware, our regular union meeting is held the second Tuesday of every month from 6 p.m. until about 7:30 or 8 p.m. and is posted prior to the meeting on the time clock. This is a great place to ask questions and gain insight into your rights and what is happening with your branch. Dinner is always free, and for your first visit you receive \$25 just for showing up as well as a chance to win a \$25 gift card of your choice. We also hold poker tournaments after some of the meetings to have a little fun and raise money for the Muscular Dystrophy Association. For more information, please see a steward. Hope to see you all there, and as always, be safe.

■ If you do not already know, there is a free NALC App for your phones that

comes in very handy when looking for information about the National Agreement, legislative news, benefits and training.

■ The upcoming Rap Session will be held in mid-September in Sheridan Wyoming. I will attend along with Branch 849 President Danielle Fake-Moorman. Some of the trainings available to attendees will be OWCP training by Coby Jones, Local Negotiation training, Safety and Health training and many more. NALC President Fred Rolando will be in attendance and will open the Rap Session.

■ Rap Sessions, state trainings and conventions are invaluable for providing education to union officers and shop stewards and gives us the tools to better represent our membership. We have several steward positions open and available. If you are interested in learning more about these positions, please let a steward know. CCAs can be stewards, and there is a great deal of training available as well as many officers and stewards available to answer any questions and offer support.

Stephanie LaFave
Vice President, Informal A Steward

NATIONAL ASSOCIATION OF LETTER
CARRIERS BRANCH 849

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

Address Service Requested



Let us know if you've served in the military

We plan on doing a recognition piece in the November newsletter for military veterans and those currently in the armed services and want to make sure everyone is included. Please contact Danielle Fake-Moorman at dya25@comcast.net and let her know what branch of the military you served or are serving.

DONATE YOUR UNUSED/LIGHTLY USED UNIFORMS

Please bring in your older/lightly-used uniforms. We are accepting donations. The uniform closet at Old Town Station is available for donated uniforms to our new members.

Branch 849 Officers

Officers' 2-year terms run through Dec. 31, 2018

- PresidentDanielle Fake-Moorman
- Vice-President (Includes Sergeant at Arms) and Health Benefits Rep Stephanie Lafave
- TreasurerVirginia Greene
- SecretaryBrian Buster
- Trustees Paul Couperus, Bill Russell, Jim Kunze

Stewards

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

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

Alternates

Main Post Office: Gerry Hoffman
Old Town Station: Brian Buster, Todd
Perkuhn, Jeff Rokosz, 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:
www.nalcbranch849.org; 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!