

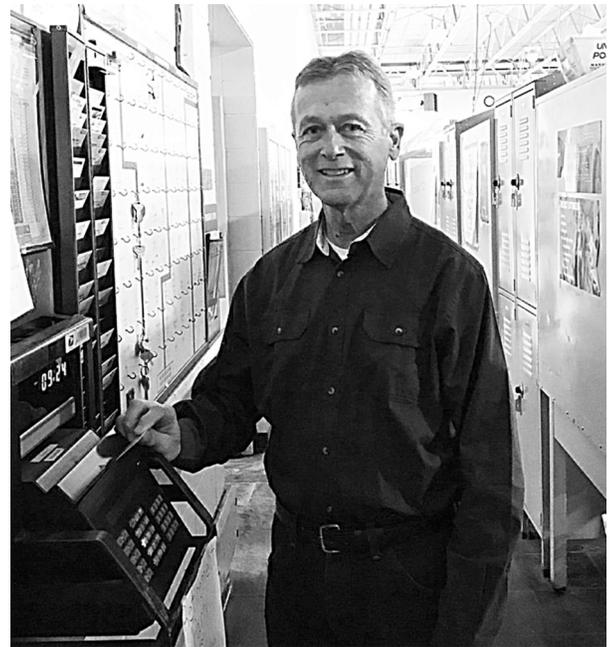
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# 849 EXPRESS

**National Association of Letter Carriers Branch 849 ♦ Fort Collins, Colorado ♦ Volume 13, Issue 1 ♦ February 2017**

## Last punch

Steve Graham, left photo, and Bill Russell, right, retired in January and were honored for their years of service. Both have retained their union memberships, and Bill has taken on the role of trustee.



## Never lose sight of why we're in this union

**W**hen we all signed up to join our union, we (knowingly or otherwise) swore an oath to our branch and our fellow carriers/members.

The Oath reads as follows:

“Welcome to this Branch of the National Association of Letter Carriers. Do you, in the presence of these witnesses, pledge loyalty to the laws of the National Association of Letter Carriers now in force, and those that may be adopted in the future, assist in promoting the welfare and progress of the Association and endeavor to practice and maintain the principles upon which it was formed, wrong no member or see no one wronged if you can prevent it, and that you promise all this as one who loves your country, abides by your voluntary agreements and cherishes the good will of others? We are glad to have you join with us in the good work of this union, and hereby offer you the priv-



ilege of membership.”

This embodies what being a member of our Union is. We have a few members who either have not read the oath, or who don't share what we are about. Most of us agree that we are here to help each other, and that is why I do the jobs that I do for our Union and our carriers. I don't want to see management pick on carriers, and I want to help people deal with our abusive supervisors and help our members learn the rules. While we don't physically swear in our new members, it's not a practice we have done, that doesn't mean it can't happen. Something to discuss and think about.

There is a lot to learn about our jobs, and how to survive for 30 years. We are constant, and the number of supervisors we have in our careers is just too much to count. We have had 20-30 different supervisors just in my 12 years at the post office. The good ones are few and far between. If you are not or have not been a target of harassment by management, you could be next.

Some say, “I'm glad that's not me,” or even “well, if they would just go faster.” Well neither one is the right answer. That's like watching someone get assaulted and then moving right along with your business ... “sure glad that wasn't me.” You wouldn't call and get help for someone? Or be a witness? Come to their aid and help? Everyone gives their best effort, and that's all that can be asked. There is no set speed, or the ability to go faster. In fact, management will never

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**NALC Branch 849's Bowl-A-Thon on Jan. 29 at Chipper's Lanes raised \$670.70 to benefit the Muscular Dystrophy Association. Pictured, from left, are Danielle Fake-Moorman, Fred Mendez, Pamela Budkovich, Stephanie LaFave Kiel and her husband Tyler and son Morgan, and Gerry Hoffman.**

## 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, Betsiann Beutler, William Bond, Lauren Bowyer, Sean Bowyer, Pamela Budkovich, Lois Buffington, Brian Buster, Chris Cabral, Josh Cacka, Marcus Calico, Bonnie Camp, Kent Chao, Nicholas Christiansen, Travis Cobb, Christopher Collins, Charles Corbett, Gina Cordova, Paul Couperus, Karen Czarnecki-Kelly, 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, James Geary, Duane Gentz, Clay Gomez, Gabriel Gonzales, Virginia Greene, David Ham, Kayte Hay, Matthew Hefferon, Cristen (Mae) Helms, Eileen Henniger, 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, David Livingston, Paul Markley, Clint Massey, Michael Mattson, Kevin McDaniel, Alex McEwan, Bryan McIntyre, Fred Mendez Jr., Aaron Nation, Nancy Nolte, Barbara Olarnik, Rex Paul, Robert Pierdziach, Todd Perkuhn, Nicholas Petenes, Patricia Porter, Nicholas Pratt, Buzz Puschnig, Jacqueline Raynes, Rik Raynes, Dennis Reffner, Donald Reinholz, Jeff Rokosz, Jim Sanchez, Louis Shiers, 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!**

**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 Orłowski, 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, Kory Atkinson, Dean Biggs, David Breault, Lyn Brown, Wayne Brown, Caren Campbell, Diana Copple, Nancy Fitzgerald, Jerry Gaudot, Michael Kelly, Dusty Koenig, Dan Manson, Josh Mayes, Anna Null, Bill Offerman, Scott Roth, Patricia Schneidmiller, Louis Shiers, Brian Smith, Richard Spring, Garrett Stone, Donna Wagner, Jeff Wallace

## State training classes keep members aware and informed

Colorado State Training Jan. 20-21 in Westminster was, as always, very informative. I'd like to thank Kent Chao and Travis Cobb for showing an interest in the union and joining us for training. It is nice to see new carriers show an interest in their union and express a desire to help others and learn more. After all, a union is a group of people working together for the greater good of a group.

One of the best things to come out of trainings such as this is the news we get about the general state of things. While we were there, Donald Trump took office as President of the United States. There were many questions about how this would impact the Postal Service. Not a lot is known about Trump's views of the Post Office, but the general message was that we need to work together, especially with our activist section of the NALC. These are the NALC representatives that help us lobby Washington, D.C., keep an eye out for unfavorable bills going through Congress and making contacts with our senators to help protect our jobs, wages and benefits.

There is an NALC Political Fund that you can help support to help keep these programs going strong. Most of all, the NALC needs new people fighting for it as NALC activists. If anyone would like more information about how to donate either time or funds, please contact your union steward.

A favorite class for me is always the Steward's Training College. This year, we really dug into Article 8 issues. For those of you who don't know, Article 8 consists of rules for hours of work, including overtime, Work Assignment and scheduling. It is the area where you'll find the most common types of grievances. The class was great, as it clarified and outlines many rules and showed us how to build better, stronger grievances.

From time to time, I would step out of the Article 8 class to take a look at some of the other classes. There was a class that covered different types of leave, and another in particular that caught



**Travis Cobb, Danielle Fake-Moorman, Stephanie LaFave Kiel and Kent Chao attended State Training Jan. 20-21 in Westminster.**

my attention. The Wounded Warriors Leave was one I was unfamiliar with and is for veterans, no matter their craft or whether they are career or non-career employees. To qualify for this leave, you must be a veteran with a service-related disability rating of at least 30 percent. Policy guidelines are on Page 6 of this newsletter. For more detailed information, please see a steward.

Please join us for our NALC Branch 849 meetings the second Tuesday of each month (third Tuesday if it is a holiday week) to learn more about your rights and where your dues go.

■ For some time now, we have had two steward openings in Fort Collins that remain unfilled. There also are openings for a safety captain and a Customer Connect representative at both the Old Town and Main offices. If you are interested in learning more and perhaps taking on a project or becoming a steward, we would be happy to help in any way we can. Training is always available, and there are many projects that could use some extra attention. The Colorado State Training and Rap Sessions in January and September are a great way to gain experience, knowledge and contacts to help you

succeed.

■ Safety has been a big focus in recent weeks, yet there seems to be more safety hazards than ever and fewer people interested in doing something about them. Please remember that safety is everyone's responsibility. If you see broken or damaged equipment, please red tag it and notify your union steward. If you know someone who has a safety issue that has been reported repeatedly, please bring it to our attention and we will do what we can. As there is only Danielle and me to deal with the numerous problems in Fort Collins – safety and otherwise – it is more important than ever to notify us what is going on as you see it so we can act on the issues.

■ As stewards, we get only 14 days to file a grievance. If you have a grievance and bring it to your union steward, you have a great shot at correcting the situation. Unfortunately, if you wait weeks to notify your steward, your grievance is untimely and, in more cases, cannot be addressed. The hardest part of the union steward job is telling carriers they don't have a grievance because they waited too long to bring it to the union's attention.

**Stephanie LaFave Kiel  
Fort Collins Informal A Steward**

**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.**

## President's report

Continued from Page 1

think your "fastest" is good enough. They will always want you to go faster. When you do your best, and it's not good enough (which management often says it's not), that is when you realize the end game. The end game is to have a happy and safe career and enjoy your route every day, make it home to your families in one piece and try to make it a little better for the next generation.

Unfortunately, I have heard in the last few weeks a few "I'm getting out of the union" and "Why do I even pay dues" lines in the last month. This is very disheartening. As a steward of our branch and the Branch President and, like you, a carrier on a route, I do the best I can to help all carriers while following the contract and the rules – only to hear my best isn't good enough from a carrier who may not be happy with one incident. Trying to get management to follow the contract is often like getting your 2-year-old to understand why they can't have candy before bed or before dinner. They just don't understand, no matter how many times you say it and in how many ways. From our officers who give their time to help our Branch run successfully (as we know, it doesn't and won't run itself) to our stewards who help keep management in line, to all of the members who support the Union on a daily basis, we are all willing to help make our branch great.

As I stated above, we are a family and it takes a village. One person doesn't run the union. Together we all run the union. We all need to come together to help each other. As in life, not everything will go your way. If you see an issue, please bring it to a steward's attention so we can look into the issue and try to resolve it. If you don't see something getting done, please come follow up and ask. With that being said, there are times when an issue may not be a grievance. There are times where we have 25 things running through our minds and may lose track of something if we didn't get it in a statement and in writing. I appreciate the follow-through from carriers who have questions. Please, come ask questions and get involved.

If we are all here to support the Union, the Union will be here to support all of us. To answer a few of the Questions: Why do I pay dues? Well, I pay dues because the NALC is like a business. If no one shops here, then the business will close. Just in my 12 years at the Post Office, I have seen what the Union does. The Union is what makes this job bearable. I probably would have quit right off the bat, or not even applied. Do you think your wages and benefits would be as good as they are if it weren't for our Union fighting for a bet-

### LMOU QUESTIONNAIRE

**Once our National Contract is decided, we will have 30 days to open our Local Memorandum of Understanding which governs our Annual Leave provisions as well as a few other items.**

**One thing we fought for after the last contract was CCA Bid Annual, and it was settled in a Pre-Arb Settlement that CCAs could bid one week after all other bid annual was done, and that CCAs would not create any more open spots. We obviously want to look at fighting again to get better language on CCA Bidding. In a perfect world, CCAs would factor in to how many carriers can be off every week, and they would get a chance to bid time off in seniority order at each round, thus not having to wait until 1st Round/2nd Round and Incidental leave are done. Management wouldn't agree the last time, but since then we have a lot of supporting evidence to show it's not necessarily beneficial.**

**We have an LMOU Committee and we are starting to prepare for local negotiations. We are looking for any input from the membership. We have come up with a few items that we think would benefit all our members. Please take the time to fill out the survey/questionnaire and turn it back in to Stephanie at the Main or Danielle at OTS, or mail it in. Your feedback is appreciated.**

ter wage? If you paid any attention in our last contract, you would see where we would be if the Union didn't fight. We fought to the bitter end, when an arbitrator ruled our last contract. The Union, to me, embodies what our country is about. I like keeping people honest. I like for people to be treated fairly and with respect. I don't like bullies. These are all reasons why I continue to fight.

This contract, we hope, ends up much better. The post office (we think) realizes that it lost with the last contract. We have such a high turnover rate with new hires, it's ridiculous. Just from the trainings I have attended in the past year, I have heard from our National Officers that they are fighting hard for better wages and trying to close the gap with the CCA starting wage. It is to management's benefit to do this on their own, and it's a good sign that negotiating is still going on. It means our National Officers are fighting hard, and without our members they wouldn't be able to fight as hard. Now it's up to the Post Office to do the right thing for its employees.

If you hear someone speaking negatively, give them correct information. A lot of carriers/members don't read any of the information given to them. I find it hard to believe that someone wouldn't want to know all there is to know about our job and how to help one another. Communication is one of the many benefits of the Union. We communicate and help one another across the nation. This comes through in newsletter articles, websites, State and National Conventions and trainings.

I attended State Training recently in Denver, and I was pleasantly surprised with the new interest from carriers who are CCAs. It is great to see the next generation step up and get informed to help our Branch. Travis Cobb and Kent Chao attended the training also, and I am looking forward to see what the new interest will bring to our branch. If you are interested in learning more, please come to meetings and express interest. We want anyone and everyone who has questions to be able to get those answered. If you want to learn more but don't know what role you want to play, attending training is a good start. Travis Cobb is willing to take over Safety at Old Town Station. I appreciate that very much. No matter how small a role, it takes us all to make sure everything gets done.

A few other random but very good points that I got from the training:

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# NALC training helpful to all branch officers

**T**he NALC Branch Officer Training that was held in January in Phoenix was intensive, informative and simply amazing with all the material it provided to help the branch.

We had four classes that were held Tuesday through Thursday, and on Friday we had one general session where we could bring up questions and problems that a branch was having. Most people thought that it could easily have been four full days as there was so much information to cover. Our days started by 8 a.m. and went until 5 p.m. or later.

Classes were designed to train all officers. I had gone to a training session a couple of years ago that was specifically for the secretary-treasurer. This one also had classes explaining the duties of the other officers.

There was training on financial, LM and 990, which are just a few of the things I do every year. The instructors were Nicole Rhine, National Secretary-Treasurer; Judy Willoughby, Assistant Secretary-Treasurer; Jamie Lumm, Director of Education; and Nancy Dysart, Director of the Information Center.

Also on hand were Dave Dorsey and Scott Price of Bond Beebe, who work with Nicole on IRS and Department of Labor issues. Both had lots of knowledge to share. Dorsey can take two of the most boring classes and make you want to learn more.

I have to file an LM-3 with the department of labor every year. There was a class dedicated just for that. I go to all of the LM-3 classes I can, because you need to keep up on what the department of labor is looking for and how they want the form filed out. The class was given by Dorsey, who also leads a class on the LM-3 at the National Convention, but we really got into more details in this class. Plus, he also was willing to look at your LM-3 after classes and let you know if you

are doing it right or wrong. I am working on this report right now, as it has to be filed within 90 days after the end of the year.

Dorsey wasn't able to fit in the 990 because we spent too much time on the LM-3, so he offered to stay after the last class to just discuss the 990. The 990 is a form I have to file with the IRS. In past classes, we usually didn't get much time to do the 990. It was well worth staying another hour after classes to get the chance to learn more about the 990.

These two classes were the ones I most looked forward to. I am always learning more and continue to use the information to help me with the two reports.

Since we have started to use per diem, I wanted to know how to report that on the forms. I do this report after I have finished the LM-3, and it is due May 15.

Other classes I really learned a lot from included travel, per diem & reimbursements (how you figure out the per diem); DOL reporting (what you need to report to the Department of Labor and why it is so important); and payroll and lost time issues (even though we do have an accountant prepare our payroll checks and payroll tax forms, it is always good to know what to look for and how to do them). Time management is always good, as sometimes you can find ways to make things more productive and organized. Branch recording was helpful as they tell you how long you need to keep your records on minutes, bills, grievances and more.

Thanks for sending me. I feel that the questions I had for both the LM-3 and 990 concerning per diem was answered, and came away with so much new information to help the branch.

**Virginia Greene**  
Branch 849 Treasurer

## Classes provide tips to enhance security, record-keeping

**I**would like to thank the union for sending me to Branch Officer's Training in January in Phoenix. I have been the Recording and Financial Secretary for our branch for almost two years now, and this was the first specific training for branch officers that I have attended.

I knew a lot about the job, already having gone through the motions since I started and learning as I went. This training expanded my understanding of not only my job, but the responsibilities of the other branch officers as well.

I learned more about all the paperwork that the branch secretary is responsible for and the best way to keep proper records in the event of an audit. Speaking of an audit, a great deal of our training was with a CPA who specializes in fraud investigating. We were taught about a number of policies and procedures we can use to combat fraud and theft from within the union as, unfortunately, this occurs in different types of union branches every day. Our procedures are already pretty secure, but we are going to be implementing an

additional layer of checks and balances to ensure this is never a problem in our branch.

In addition to extensive training in fraud and securing funds belonging to the branch, we also learned many other aspects about our jobs that will make the things we do as officers more efficient and better for the members.

Two of our National Officers were in attendance conducting part of the training, and it was nice to meet and learn from the people who work to help our members on a national level. It was a great opportunity to meet branch officers from New York to Alaska, representing branches with as few as 5 members and some with more than 1,000 members.

It was a great learning experience, and I look forward to immediately using what I've learned to help the branch.

**Brian Buster**  
Branch 849 Secretary

## LETTER CARRIER POLITICAL FUND

### Supporters/Participants

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

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

### For NALC/Letter Carrier Political Fund

### Solicitations with Suggested Contribution Amount

#### REQUIRED LANGUAGE:

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 a part of union dues. You have a right to refuse to contribute without any reprisal. The guideline amounts are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. 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 federal 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.

### For Those Without Suggested Amounts

#### REQUIRED LANGUAGE:

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 a 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 federal 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.

## WOUNDED WARRIORS LEAVE

Below are management Policy Guidelines and Definitions for Wounded Warriors Leave. Employees on the rolls as of Nov. 4, 2016, are eligible and must use that leave within 12 months or it is forfeited. To request Wounded Warriors Leave, select "Other" on Form 3971 and request the use of Wounded Warriors Leave. Please let the Union know if you have any questions about this.

### Policy Guidelines

The Postal Service supports the employment of veterans who have chosen to commence or resume a civilian career with the Postal Service following their military service. Consistent with the requirements of the Wounded Warriors Federal Leave Act of 2015, the Postal Service allows any employee who meets the eligibility requirements to take a specifically designated type of leave, without loss or reduction of pay, for undergoing medical treatment for a service-related disability.

### Definitions

*Wounded Warriors Leave* is an authorized absence from the Postal

Service to undergo medical treatment for a service-connected disability rated at 30 percent or more. It is a separate leave category, distinct from sick leave.

*Treatment* is an in-person visit to a health care provider, as specified in Section 513.364 of the *Employee and Labor Relations Manual* (ELM), and includes the course of action prescribed by a health care provider. Treatment includes but is not limited to examination for and evaluations of the health condition that has caused the disability rating.

*Health Care Provider* is the employee's attending physician or other attending practitioner as recognized by ELM's 515.2.

*Twelve-Month Eligibility Period* means the continuous 12-month period that begins on the first *day of employment during which an eligible employee can use Wounded Warriors Leave*. For the following employees, the 12-month period begins November 5, 2016:

- Employees on the rolls on November 4, 2016.
- Non-career employees on a required break in service (five or six days, as appropriate) on November 4, 2016.

## Newcomer to state training learns basics of steward's responsibilities

I went to NALC State Training really not knowing what to expect. It was certainly more entertaining than I imagined.

I am relatively new, just going on eight months, not counting my time as an RCA for three months in Windsor. So, I have a lot to learn. The amount of information they threw at me was overwhelming at times, fast and furious at various points.

Our instructor John Robles went over the basics about being a steward and filing grievances. As a steward, there is a lot of reading you have to do – Joint Contract Administration Manual (JCAM), Employee and Labor Relations Manual (ELM), M-39, M-41, Article 19, just to name a few!

We spent a lot of time going over clock rings, the type of clock rings, how a clock ring looks when it is done by a carrier vs. what it looks like when it is done by a supervisor. Here, I learned the importance of making your own moves, which is when you move from one type

of clock ring to another. When I was first starting, I was told not to worry about making your own moves, the supervisor will do it for you. However, it is extremely important to make your own moves, because the more the supervisors do it for you, the harder it makes your steward's job. It will be much cleaner when the steward reviews the clock rings to see if there is altering or abuse of clock rings when you make your own moves.

The rest of the day was filled with Article 8 information, which is about how to assign overtime properly, and route inspections, in which there is meticulous detail down to the very minute.

The state training was very informative and extremely beneficial to my career as a letter carrier. I feel I will have to go to many more before I can call myself an expert.

Kent Chao

## President's report

Continued from Page 4

**Retirement Training** — Call HR Shared Services for annuity estimate before you retire. Also, go on Lite Blue and copy all of your OPF Forms, Form 50's, paperwork on beneficiaries that you filled out when you got hired, etc. Copy your entire OPF File off the website, as when you retire, your Lite Blue access terminates. When you are retired, set up your OPM services online by going to [www.serserviceonline.opm.gov](http://www.serserviceonline.opm.gov). You are entitled to 1-on-1 retirement counseling from the Postal Service over the phone and **on the clock**. Your spouse and union rep can be present. Make sure you do this on the clock!

You can go to [mysocialsecurity.gov](http://mysocialsecurity.gov) and set up your account, you can view your social security benefits and at what age you are guaranteed what amounts, etc. The yearly statement you get is viewable on the website, in addition to much more interesting information.

**Our National Office will send a National Officer to do a Retirement Training here locally. If we can get enough interest, I can call and set up a Sunday for them to do the 4 hour training. Please let me know if you would be interested.**

■ I was again honored to teach a class at State Training, titled "Suicide Prevention." This is a very important topic, especially with the lack of trained management we have at the post office. The supervisors just don't know how to communicate and help people. Everyone goes through tough times in their lives when they may need some

additional support. Please don't hesitate to ask for help.

■ Grievances have been so many it's been hard to keep up. Management hasn't made things any easier by making it challenging at times to get adequate steward time and meet on the grievances. Many have had to be sent up to Step B with a failure to meet. I also had to work off the clock to remain timely, and then file a grievance after the fact. There also were countless 12-hour violations, in addition to CCA's being worked on rural routes, as well as mandates. Many have been sent up, and are pending an outcome.

■ A special welcome to all our newest members, and a welcome to our "Older" members, as we couldn't do what we do without you. Locally, a majority of the dues go to training our officers and stewards to better represent us.

Let's start anew in 2017 and support one another. Management does enough of the harassing, there is no need to do that to your fellow brother/sister and fellow carrier. Not everyone does things the same way, and that's ok. That's what makes the world great, and makes me proud to live in the U.S., and work for the Post Office. Take care of each other and your families, and be grateful for the opportunities we have. If I can help anyone in any way, please feel free to contact me.

In unity,

Danielle Fake Moorman



NALC Retirement Seminar

April 30th, 2017

1:00pm - 5:00pm

Spouses are welcome to attend



Embassy Suites  
4705 Clydesdale Pkwy.  
Loveland, CO 80538

Hosted by:

NALC Branch 849, NALC Branch 324, NALC Branch 1105

Please RSVP to [retire@nalcbranch324.com](mailto:retire@nalcbranch324.com)



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



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**WE WANT YOUR UNUSED UNIFORMS**

Please bring in your older/lightly-used uniforms.  
The union office is available for donated uniforms to our  
new members.

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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. For MDA events and infor-  
mation, please contact MDA coordinator Gerry Hoffman.

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**Branch 849 Officers**

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

- President .....Danielle Fake-Moorman
- Vice-President (Includes Sergeant at Arms) ..... Stephanie Lafave-Kiel
- Treasurer .....Virginia Greene
- Secretary .....Brian 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-Kiel**  
Informal A rep, both offices  
(970) 800-1471,  
postalgirl@hotmail.com

**Alternates**

**Main Post Office:** Gerry Hoffman, Duane  
Gentz;  
**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!**