

849 EXPRESS

National Association of Letter Carriers Branch 849 ♦ Fort Collins, Colorado ♦ Volume 14, Issue 1 ♦ February 2018



Jeremiah Cox

Carrier comes to rescue of customer in distress

Letter carrier training doesn't include instructions on how to be a hero. But Jeremiah Cox handled that part with flying colors on a cold, dark December day.

Cox, a City Carrier Assistant who had been on the job only since October, was finishing Route 52 on the southwest side of Fort Collins when he came upon an elderly woman in dire need of assistance.

"I pulled up and saw a lady on the ground holding a flashlight," Cox said. "When I asked if she needed help, she said, 'I've been here an hour screaming for help.'"

"She was all bloody. She fell and hit her head, and there was a cut near her hairline. There were bits from the sidewalk in her palms, and they were bleeding, too."

"I asked if she needed an ambulance, and she said 'no, just help me get home.' But she didn't know where she lived. She said there was a chair and an umbrella on the porch, but pretty much every porch there had a chair and an umbrella. It was dark and freezing cold."

When they did locate the customer's residence, Cox helped her inside and again asked if she needed an ambulance. "She said she just needed to sit down. I asked if I could use a towel in the kitchen, and I got that wet and got some peroxide and helped clean off the blood."

Cox still had his route to finish, so he found a neighbor next door who knew the customer and agreed to look after her.

Continued on Page 3

Informational training helps us help all members

I hope everyone survived the Christmas and Holiday Season.

State Training was held January 26-28 south of Denver, and we as a branch were able to send four members. Stephanie, Mae, Drew and I were in attendance. As stewards, both the new ones and us "older" stewards, training is one of the most important things we can do. The ability to learn in our ever-changing environment and knowing how to better represent our local membership is what it is all about. Equally important is passing that information along and helping everyone to find answers to questions they have.

NALC President Fred Rolando was the National Officer in attendance at our training. He gave us some updates on several National Grievances that have



been filed based on the updates that should have happened with the new National Agreement, including:

- Management is refusing to sign off on the new JCAM as it was agreed upon. They want to change a few words here and there, even though they have already agreed and signed off on the language prior to the contract ratification.
- Management is attempting to make modifications to 3971s to add wording regarding taking leave to work on political campaigns. Management has taken a

grievance settlement above and beyond what was intended and is now trying to make it impossible for carriers to take leave to participate in PAC.

■ National Level Grievance as the intent of the language for calculating work year offices was supposed to include all bargaining unit employees for Holiday Pay and One Time Conversion memos from the last national agreement. In addition to this, a grievance was filed to back date Holiday Pay to May 2016. not just the date of Ratification which was August 7, 2017 as that was also the intent.

■ National Level Grievance also on the CCA Cap and management exceeding that cap. NALC had allowed the Cap to be exceeded as long as the USPS was

Continued on Page 4

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, Joshua Barlass, Natasha Barlass, William Bond, Lauren Bowyer, Sean Bowyer, Pamela Budkovich, Lois Buffington, Brian Buster, Skylar Cantu, Kent Chao, Nicholas Christiansen, Travis Cobb, Christopher Collins, Charles Corbett, Gina Cordova, Paul Couperus, Jeremiah Cox, Karen Czarnecki-Kelly, Dariush Davarpanah, Rochelle Deckard, Claude Decrescenzo, Martin De Los Santos, Candace Dolph-Garcia, Jenilee Elsbernd, Gordon Emslie, Danielle Fake-Moorman, Gary Fink, Amanda Friar, Jason Garcia, Janae Gaudot, James Geary, Duane Gentz, Clay Gomez, Gabriel Gonzales, Virginia Greene, Kayte Hay, 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-Kiel, Eric Ligothke, David Livingston, Dany Mam, Paul Markley, Clint Massey, Kevin McDaniel, Alex McEwan, Fred Mendez Jr., Stephen Meyers, Jonathon Millward, Tara Millward, Aaron Nation, Barbara Olarnik, Rex Paul, Robert Pierdzioch, Todd Perkuhn, Boo Pinson, Patricia Porter, Nicholas Pratt, Buzz Puschnig, Jacqueline Raynes, Rik Raynes, Dennis Reffner, Donald Reinholz, Michelle Robinson, Jeff Rokosz, James Sambrano, Jim Sanchez, Joseph Shroba, Kent Simpson, Zach Smith, Drew Stivers, Matt Sukiennik, Scott Summerhays, 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 (63 years), Roger Cogburn (57 years), Raymond Neel (55 years), Wally Liggett (52 years).

Diane Adams, Rick Atkinson, Michael Bezenar, Don Brown, Mike Casey, Dennis Custer, Rita DeWitt, John Edwards, John Franz, John Gallegos, Steve Graham, David Ham, 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, 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 and become 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, Josh Mayes, Anna Null, Bill Offerman, Scott Roth, Patricia Schneidmiller, Richard Spring, Garrett Stone, Donna Wagner, Jeff Wallace

Milestones

55 years
Raymond Neel
30 years
Laurie Meek
Barbara Olarnik
25 years
David Ham

Calendar

Feb, 25 – MDA Bowl-A-Thon, Chippers Lanes, Horsetooth Road

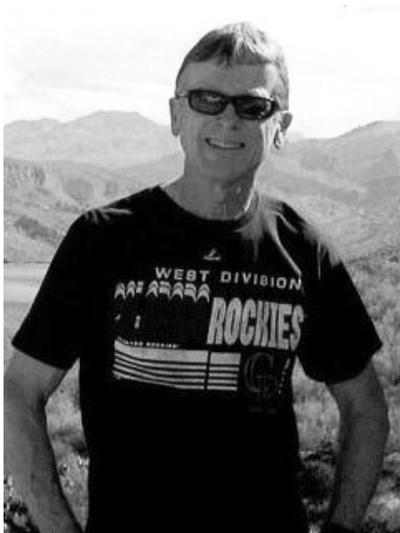
May 12 – NALC Food Drive

May 18-19 – NALC State Convention, Aurora

July 15-21 – NALC National Convention, Detroit

Sept. 20-22 – Regional Rap Session, Oklahoma City

IN MEMORIAM



William Steven Russell

July 11, 1950 – December 15, 2017

William (Bill) Russell of Wellington passed on December 15. He battled stage 4 cancer for more than 3 years. He had retired in January 2017 from the United States Postal Service after more than 32 years of service. Bill was born July 11, 1950 to William Stanley Russell and Lucille (Frederick) Russell in Kansas City, Mo. After graduating Park Hill High School in Park Hill, Mo., Bill attended the University of Missouri at Kansas City Conservatory of Music. Bill played his trombone as a guest appearance with the Kansas City Philharmonic. He also composed and recorded his own album of original music. Bill was a member of Foothills Assembly of God in Fort Collins, where he served 3 terms as a deacon and taught adult classes. Bill served as Vice President, Branch Secretary, Newsletter Editor and Trustee at various terms during his membership of NALC. Bill loved various Italian foods, steak and tacos. He is survived by his wife Sandra of 39 years, son Andrew Russell of Fort Collins, daughter Joanna Russell Hagg of Tampa, Fla., sisters Sharon Russell Ward of Purdon, Texas, Linda Russell Denton of Kansas City, Mo., brother John Edward Russell and three grandchildren, Cora Hagg, Talia Hagg and Gage Hagg.

Hero

Continued on Page 1

Cox was on the route for several days afterward, and checked on her each day.

“The last day, I told her, ‘I want to make sure you’re all right.’ She said, ‘I’m OK because of you. If you hadn’t come, I would have frozen to death.’”

Cox was being hailed as a hero by some around the post office in the days that followed, but, he said, “I didn’t want the praise. I don’t feel like I did much. But it did make me feel good to help somebody.”

Joseph Shroba
849 Express Editor

Vice-president’s report

Union members take on new roles

As we start into a new year, I’d like to thank some NALC members for stepping up and taking on new positions.

■ **Mae Helms** has joined the steward office, taking on the OWCP position as well as several other grievances at the Main Post Office.

■ **Boo Pinson** is our new customer connect coordinator, so see him for leads and stand-ups.

■ **Paul Markley** is the new safety captain for city carriers in the Main office, and **Duane Gentz** has reclaimed his position as safety chair.

■ **Drew Stivers** has taken on the safety captain position as the Old Town office.

A big thank you to all of you.

As members take on new roles, it is extremely important to get the training and education necessary to do the jobs right. Mae Helms and Drew Stivers joined Danielle Fake-Moorman and me Jan. 26-27 at the Colorado State Train-

ing in Denver, where they participated in many steward training classes. As always. These classes were very well done by the National Business Agents Office. Also available at this training were classes on Life Insurance, Safety and Health Benefits, and officers training.

A big focus of the NALC is the Muscular Dystrophy Association. The annual NALC Bowl-A-Thon to benefit MDA is Feb. 25 at Chippers Lanes, 217 W. Horsetooth Road. See Gerry Hoffman for more information about participating or sponsoring someone. Our branch also occasionally holds poker tournaments following the monthly union meeting, with proceeds benefitting MDA.

There have been many leave issues and disputes at the Main Post Office. If you are experiencing a problem with your leave, please see a steward immediately. We are always here to help.

Stephanie LaFave-Kiel
Branch 849 Vice President



Supporters/Participants

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

willing to continue converting CCAs over the attrition rate; however, they have stopped doing that. The NALC gave management a memo to sign regarding this, and they refused to sign. So, a grievance is being filed.

■ Route Protection Training was held January 30, with more than 20 carriers from Fort Collins participating. It was a success. Whenever we can get a National Officer as knowledgeable as John Robles to teach the class, we have to take advantage. This training doesn't happen too often, as we usually don't have very many that need this training. We are in a unique situation, where the latest nationally-agreed-to route adjustment process was more than 3 years ago. This made it very easy, and not a lot was left up to the carrier to have to worry about other than the normal paperwork. Now that we don't have an agreed-upon route adjustment process, we are back to the old-school way, which can be more difficult. It leaves more up to management interpretation, and that doesn't make me very confident.

We have a lot of new carriers who haven't been through the process, and that was a big reason why we wanted to have the training. Thank you for participating.

LMOU NEGOTIATIONS

(Local Memorandum of Understanding)

Let me take a minute to explain what an LMOU is. The National Agreement allows for certain items to be negotiated locally. It is in accordance with Article 30 of the National Agreement. The biggest of these items are our Local Leave Policies, which is in Article 10. Every Branch and office has its own local memorandum specific to that Office/Installation. So, this is regarding our specific local for the Fort Collins Installation, which includes both Main Office and Old Town Station.

There is no surprise that local management was unwilling to sign off on any part of the items we had prepared to negotiate. Even those items that they were in agreement with, management wasn't allowed to sign off. So, every item that we negotiated has been IMPASSED.

Article 8

Article 8 Section 9 of the National Agreement states that Installation heads shall grant reasonable wash-up time to those employees who perform dirty work or work with toxic materials. The amount of wash-up time granted each employee shall be subject to the grievance procedure.

We attempted to negotiate this, which would allow all city letter carriers additional wash-up time outside of the normal personal time, or break time. We requested 5 minutes extra per day, and management failed to negotiate this at all, so that has been IMPASSED, and we are waiting for a decision.

Article 10

We requested an increased Percentage to the amount of carriers off in each office. We requested a Decrease in the amount of convention leave that blocks the calendars. We requested to add CCAs to the entire Percentage, giving them access to First Round, Second Round and Incidental Bidding. This would also give CCA's access to all of the wording

listed in Article 10 regarding the 3-day period for submitting a 3971 and being approved/denied. Our last offer was to keep the Percentages the same, but to add 75 percent of the CCAs to the total allowed off in each office, which would ultimately provide 1-2 spots extra in each week allowed off in each round. Gaining spots for all carriers including allowing CCAs to bid in order provides a fair chance at getting vacations each year. This was IMPASSED as management failed to agree to negotiate any portion of this. They refused to have CCAs be a part of the Annual Leave Calendar in its entirety. They only wanted to allow what we already have, which was what we had to fight for through Arbitration during the last LMOU Negotiations.

The new National Agreement required us to negotiate something for CCAs being able to take incidental leave. Management failed to negotiate this at all.

Article 14

We have had many grievances regarding our Local Policies on Safety and Health Meetings. We wanted to add a deadline for the number of days it takes management to provide the meeting minutes.

We wanted to strengthen the language we already have about the curtailment of mail during a local emergency. This could be weather related or otherwise. Currently, management waits for Denver to tell them if we can cancel delivery. We wanted our local management team to be able to decide this based on local authorities. So, if local authorities think something is so severe, then they would have approval to curtail delivery operations.

We also wanted to reiterate the No Smoking Policy in Postal Vehicles in our Local. This is the exact same language that was negotiated into the Latest National Agreement:

Fort Collins Management and the NALC Branch 849 are committed to the safety, health, and well-being of all employees. Accordingly, the parties mutually agree that smoking will not be permitted in postal-owned vehicles acquired or distributed after September 1, 2014.

Management agreed to most of these items during the meeting, but in the end said they couldn't sign off on anything so we had to prepare these items for IMPASSE also.

Article 17

We have had many grievances regarding the Labor Management Meeting Minutes. We wanted to add a deadline for the number of days it takes management to provide the meeting minutes.

We also felt the language regarding carriers using a payphone was outdated, so we were attempting to get that language removed.

Again, Management agreed to most of these items during the meeting, but in the end said they couldn't sign off on anything, so we had to prepare these items for IMPASSE.

Article 41

We presented a few minor changes to language showing that postings must also be posted on the city letter carrier board in

Continued on Page 5

President's report

Continued from Page 4

both offices. In addition, we were adding language regarding Opting that is currently already a practice, with regards to the Opt sheet being posted every Tuesday and pulled down on Monday at 10 p.m., in addition to clarification for a last-minute opt and posting those routes for opt. Management agreed to all of these items during the meeting, but in the end said they couldn't sign off on anything, so we had to prepare these items for IMPASSE also.

Each Route Book at each and every case has a copy of the current LMOU in the back of the book. Please become familiar with your branch's LMOU. It is important that we all hold management accountable for our rights as negotiated in our Local. I encourage each and every one of you to become familiar with the LMOU. When we get the resolution back on the IMPASSED items, we will ensure every route has an updated copy. The latest copy says 2011.

■ I would like to thank our LMOU Committee Members, Stephanie Lafave-Kiel, Brian Buster and Judy Sweek for taking on the task of being a part of the negotiating team for the Fort Collins LMOU. A lot of work was done off the clock, and personal time was taken to ensure we were prepared for negotiations. The IMPASSE process was time consuming and took many hours to prepare to send to the next level for a decision.

Without member participation, we wouldn't have the ability to be as strong as we are. Thank you.

■ Please become familiar with the Cancellation Procedures for Annual Leave. If you are looking at canceling any Annual Leave that you bid or have since requested, it is important that it is done in accordance with Article 10 Section 14 of our LMOU. This protects all carriers to be able to have a voice in taking leave.

ARTICLE 10- Fort Collins LMOU Section 14

Annual leave shall not be cancelled prior to completion of Article 10 Section 9:A. All cancellations of previously bid annual leave must be submitted in triplicate on PS Form 3971 no later than 9:00 AM of the appropriate Saturday and shall be approved by management within 72 hours (3 days). Cancellations of extended sick leave or FMLA leave submitted on PS Form 3971 will be accepted at any time. No available leave calendar openings created by cancellation of leave will be stricken from the leave calendar provided the agreed upon percentages are not exceeded.

Previously bid annual leave, whether individual days or blocks of 40 hours, may be cancelled at any time up to 9:00 AM Saturday preceding the service week the leave was to be taken, providing the leave calendar was not blocked

(full) at the time of cancellation.

In instances where the calendar is blocked (full), previously bid individual days of annual leave may be cancelled at any time up to 9:00 AM Saturday preceding the service week the leave was to be taken.

In instances where the calendar is blocked (full), previously bid blocks of 40 or more hours of annual leave may be cancelled at any time up to 9:00 AM Saturday preceding the service week two weeks prior to when the leave was to be taken.

Cancelled individual days of annual leave will be awarded within the respective delivery unit to any employee regardless of seniority on a first come, first served basis.

Cancelled blocks of 40 or more hours of annual leave will be awarded within the respective delivery unit starting with the first employee junior to the person canceling the leave. If after 72 hours (3 days), no junior employee bids the canceled leave then the leave will be awarded within the respective delivery unit to any employee regardless of seniority on a first come, first served basis with requests for full weeks to take precedence over individual days.

Cancelled annual leave need not be posted when it was not blocking the leave calendar.

All cancelled leave for blocks of 40 or more hours and all extended sick leave, FMLA leave, or leave that was cancelled under Article 10 Section 15 which was blocking the calendar will be posted for re bidding in the respective delivery unit for 72 hours (3 days). Such posting will be accomplished immediately and the available leave calendar openings will be updated by management in conjunction with the approval of the appropriate documents.

The Saturday prior to your Annual Leave week is included in the Service week that you are taking your leave. So, the Saturday prior to that is when you must cancel if the calendar is not full. If it is full, then it is two weeks prior to the Saturday before you take your Annual Leave. This would actually be almost 3 weeks prior.

Thank you to everyone who took the time to make it to the Holiday/After Christmas Party. We had a great time, and it seemed that the new location was a hit. Please share your feedback, and if you would like us to consider a different venue for next year please send me a message.

Thank you to the Christmas Committee, and especially Virginia for putting on such a great party.

Stay Safe out there.

**In Unity.
Danielle**

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.

NALC Director of City Delivery Chris Jackson, right, shared news and thoughts with the 80 members who attended the Branch 849 Christmas Party Jan. 14 at the Fort Collins Senior Center.



Steward's report

Case study gives insight to grievance process

As a new steward to Branch 849, I was fortunate to attend the Colorado Steward's College and State Training that took place Jan. 26-27 in Denver. Led by NALC President Fredric Rolando, along with Region 4 Administrative Assistants John Robles and Anita Lewallen, I knew it would be extensive but I did not expect it to be as entertaining as it was.

The training was split into two categories: Steward's College and State Training. I focused primarily on the Steward's portion of the weekend. Friday focused on topics such as the Community Service Food Drive, the Letter Carrier Political Fund, National Legislation and a statement from President Rolando. Saturday focused on the new National Agreement, Route Inspection, Defenses to Discipline, the December exclusion period, Customer Connect and the Grievance Case Study "On the Fence."

The case study, based off of a real grievance, was my favor-

ite part of the training. The trainees were split into individual groups, left to put together the grievance with the information we were given. We spent at least a couple hours together figuring out this grievance and putting the file together. At the end of it all, the outcome for the grievant was not ideal. The original steward had not gathered enough information and did not fight every opportunity to defend the grievant. It was a poor outcome that could have been much different had the right steward been fighting it.

I learned how important the NALC is to our working lives, our work environment and our long-term career. Union stewards and representatives fight every day to keep safe, comfortable and fair work for the members of the NALC. I am happy and thankful for this opportunity to serve members of Branch 849 here in Fort Collins.

Mae Helms

Scholarship Application Deadline is March 15

Colorado State Association of Letter Carriers Scholarship Applications must be received by the Scholarship Chairperson by March 15.

To download an application, go online to www.cosalc.org/scholarship/

Applicants must be high school seniors. Recipients must make a 3-5 minute presentation of accomplishments and future goals if awarded scholarship.

In addition to the application, applicants shall furnish the following:

- A personal and family resume. The student must reside in Colorado.
- A photograph (non-mandatory).
- A certified copy of grade transcript and SAT or ACT scores.
- Two letters of recommendation from one of the following sources: Teacher; civic leader; or a religious leader in your home community.
- A statement of career goal or letter of intent.
- A statement or signature of an officer of the branch in which the parent

or grandparent claims eligibility verifying that a parent or grandparent is a member of good standing of the CO-SALC.

- Community service is a must!
- A letter verifying the service is required.

Mail application to:
Evelyn Pisani
6010 W. 39th Place
Wheat Ridge, CO 80033



Drew Stivers, Danielle Fake-Moorman, Stephanie LaFave-Kiel and Mae Helms attended the Colorado State Association of Letter Carriers Training and Legislative Breakfast Jan. 26-28

Change in the workplace starts with each one of us

Individual agency is when a person acts on his or her own behalf, whereas proxy agency is when an individual acts on behalf of someone else, like an employer. There is not a better time than now to remind ourselves of that simple yet easily forgotten notion.

At times we can feel helpless, split into two, or three, or 849 different objectives because there may not be proper direction in our jobs. We have hundreds of addresses to deliver to each day, with advos, snow and supervisors that want us to do more with less. So, no wonder some carriers are tired of putting more effort into their workplace for nothing. We have all been there, and we need to remind ourselves of our ability of individual agency. That is what is going to change our shared work place. We must put in more effort than we feel is owed to a place where our voices are rarely heard. We must be the change that we want to see at the Post Office.

We have our National Contract, we have our union, we have all sorts of tools to do our job safely, accurately and efficiently. None of that matters if we give up our ability to act on our own behalf. Are hampers blocking an aisle? I can move it. Are vehicles remaining unsafe due to lazy co-workers or ourselves? I can refuse to operate it. Am I rushing to do two routes because a supervisor wants me to? I can do my job in a safe, accurate and efficient way.

We owe it to ourselves and our families to do our jobs the best way we can. And if that means refusing to use an unsafe vehicle or clearing an aisle that is blocked because someone else was having an off day, so be it. We all have the ability to fix many of the problems that we complain about every day, but for some reason we often don't. And maybe (definitely?) I'm just a stupid CCA who has only worked 2 years at the post office, who hasn't had much experience with abuse from bad supervisors, or wasn't here 5 years ago we had far fewer packages but much bigger routes. All I know is that I can be giving more; we all can. We can put back hampers neatly, we can attend union meetings, we can take safety more seriously than our supervisors, we can be the change

that we all desire.

I was able to take away so much at the steward training I attended in January. We talked about House Resolutions that are trying to remove door-to-door delivery, and 6-day delivery and how we can ensure our vital jobs are kept safe. We talked about safety and health, and retirement. We went through a lost grievance that cost a carrier's job. The thing that stood out to me most was that the carrier and steward had the ability to protect the job, but both failed. And when we boil it down, all I could see was that the carrier gave up individual agency and they had to rely on other people. The carrier had the ability to not damage property, and failed. The carrier had the opportunity to report the accident, and failed. The carrier had the opportunity to file a grievance, and failed. The union steward had the ability to make a solid case to save the carrier's job, and failed. Who failed most in this case? Who ultimately had the responsibility to keep the job? Who should you depend on more: yourself, or another person?

Be an active member of the union. Who knows Article 14 pertains to safety, or Article 19 that I have used to make sure management does their job according to EL 801. The union is stronger with more informed members, and as a benefit, the workplace is better. We all have the ability and responsibility to represent ourselves. Every union email we get reminding us of the next meeting always ends "In Unity." That means a lot to us. It means we can depend on one another, we can work with one another, we can respect one another, and we are strong in unity.

Please, the next time you see those words, remember what it means and what a big difference it makes when you are an active member in the union. If you think I am wrong or right at all, please see me at the next union meeting, I will be there, struggling with a cooler and tote down the steps to get a piece of pizza.

**In Unity,
Drew Stivers**

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



NALC BOWL-A-THON



Sunday, Feb. 25th , 10 am
Chippers Lanes | 217 W. Horsetooth

Registration fee is \$25 person includes
3 games, shoes and lunch.

Prizes for Top Fundraiser and Top 2 bowlers!

Supporting MDA means supporting
a barrier-free week at summer
camp for more than 80 children
living with muscle disease in
Colorado and Wyoming.



Deliver
the Cure
with MDA®

RSVP | Gerry Hoffman | 970.412.0595

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-Kiel
TreasurerVirginia Greene
SecretaryBrian Buster
Trustees Paul Couperus, Jim Kunze, Tara Millward

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, eldercares@hotmail.com

Mae Helms Informal A rep, main office, OWCP Special-
ist. (970) 590-0452, maehelms2@gmail.com

Alternates

Main Post Office:

Gerry Hoffman

Old Town Station:

Brian Bluster, Todd
Perkuhn, Jeff Rokosz,
Karen Ulvang, Drew
Stivers

Safety captains

Main Post Office:

Duane Gentz (co-
chair), Paul Markley

Old Town:

Drew Stivers

Branch Meet-
ings are held at
6:30 p.m. the
2nd Tuesday of
every month,
except Tues-
days following
a holiday (it is
moved to the
3rd Tuesday)
at 2810 Mead-
owlark Ave.
Dinner is
served free of
charge. All
members pre-
sent are en-
tered in a
drawing for a
\$25 gift card!

Health Benefits representative

Stephanie LaFave-Kiel
(970) 800-1471, eldercares@hotmail.com

Delegates to National Convention

Danielle Fake-Moorman, Stephanie LaFave-Kiel, Vir-
ginia Greene, Brian Buster, Drew Stivers, Judy Sweet,
Jim Kunze, Gerry Hoffman. Alternates: Karen Ulvang,
Boo Pinson,

Director of retirees

Rick Atkinson
(718) 687-2651, ricatoni@hotmail.com

MDA coordinator

Gerry Hoffman
(970) 412-0595, ghof182109@comcast.net

Customer Connect coordinators

Boo Pinson (main), Melissa Whitehouse (Old Town)