



# COLORADO STATE NALC'ER

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## *President's Report*

Sisters and Brothers,

What a complicated time we live in.

On one hand we just returned from a fantastic convention. There were awesome speakers. Our sister unions and AFL-CIO spoke of unity. The need to stand against the current administration desire to sell off the Postal Service to the highest bidder.



The politicians showed up in force. Representatives from both sides of the aisle were there to show support for what we do for America. But without a doubt the most powerful speakers, in my ears, were Sara Nelson and Ady Barkan. These two showed the true Union spirit, the true Union thought, the true Union goal. I can not do justice to the power of their words, but I encourage you to YouTube their speeches to see for yourself what heroes say and do. Maybe even ask that the speeches from all the speakers be shown at your branch meetings.

There were the classes. All the delegates who took the time both before the convention and after were treated to an excellent array of topics and teachers. From branch leadership, to community service, to legislative, to safety and health, to of course contractual issues were all discussed and trained upon. Your delegates returned to your branches better prepared to represent you in all aspects of the NALC.

There was the business. The delegates discussed a wide range of ideas for setting the course of the Union through the next few years. The resolutions guide our contractually negotiations for our next contract. These start next June. Yes, already. The general resolutions set the tone of our Union in the eyes of the public. The legislative resolutions reaffirm our desire to reform the Postal Service not privatize it. Nominations were accepted for the National Officers. There is a contested race for all positions. Please look closely at the qualifications of all the candidates before you vote. We are lucky to have two very qualified carriers running to replace Roger Bledsoe, Region 4 NBA, who is retiring. Both Anita Lewallen and Dan Versluis have served us well as RAA's for region 4. Please go their Facebook pages to see their ideas for the future of our region.

And then there was our charge. President Rolando spelled it out very clearly for all the delegates and ultimately every carrier. President Rolando demanded that every carrier **MUST** be involved both legislatively and politically. If you have not contacted your Representative before, do it **NOW!** Whether by letter, phone call, email, or office visit every carrier must let the Congress know of your feelings on privatizing the Post Office. This idea just got real with the White House asking for a report on the viability of the Postal Service. Universal service, door to door delivery, six-day first class mail delivery, collective bargaining, recognition of our Union, and service are the things that are in jeopardy if we don't act, if you don't act. House Resolution 993 expresses the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization. Please contact your Representative and have them sign on as a co-sponsor. And if Representative Perlmutter is your congressman thank him for already co-sponsoring and supporting the Postal Service and you. This is not a partisan issue, not a red or blue issue, it is a red, white and blue issue. America will suffer as well as you and I.

But the most important thing that we must do is to be involved in politics. How can you vote for someone who does not have your interest at heart? How do you know without learning about the candidates? Meet them, they want what only you can give them, your vote. While you are learning about them take the time to educate them on your interests. Talk about you and what you do as a carrier. Talk about your daily routine. Talk about your relationship with your customers. But mostly just talk to them. We must work to elect candidates who understand the Postal Service's role in America. To its small businesses, to its elderly, to its veterans, to its citizens. Make sure you, your family and your fellow carriers are registered to vote. We must have every carrier vote. That is how this democratic republic is meant to work.

I've got your back; do you have mine?

In Solidarity,

Doug Jaynes, President COSALC

## Vice President's Report

Brothers and sisters



Republican or Democrat...At the National Convention we had several Republican Candidates speak out in support of letter carrier issues. Historically, Democrats have been more supportive of Letter Carrier issues and Labor Issues than the opposing Candidates. It is equally important to talk to both sides and get them on board with supporting 6 day delivery,

Door to Door Delivery. Get them on board with supporting all Letter Carrier Issues, House Resolutions and Bills that come about that could have an impact on our jobs, it is important to contact your Congress men and women on both sides of the political aisle. We need friends in the White House, no matter the affiliation

The NALC will support any candidate that supports the Letter Carriers and our Jobs/Benefits. No matter your affiliation, please get out and encourage all congressmen/women to support any bill that defends 6 day delivery and Door to Door Delivery. Joining and making a Donation to the Letter Carrier Political Fund (LCPF) is a great way to show your support for your job. It's additional Job Security or as I like to hear it called Job Insurance. Everyone has Life Insurance, why wouldn't you also pay for Job Insurance? Without our jobs, we wouldn't be able to support our families, and enjoy the benefits we are lucky enough to receive.

If you were fortunate enough to be elected a Delegate to the National Convention, please make sure you bring back the information you learn to your membership in your own branches, and share with other branches that could also benefit from the information. If you have been with the Post Office for less than 10 years, you were a minority at the Convention. It is important to get our newer members active, and start getting the next generation active in the NALC. When we aren't here to do the jobs we hold, who is going to replace us? We learned at the National Convention that over 52,000 letter carriers are under the age of 35. We have a huge swing in those on their way out, soon to retire; and those fairly new at the Post Office. We need our next set of leaders to fight the fight once those of us currently an Officer retire. Could it be you?

Donate to LCPF, Come to your Union Meetings, Download the NALC App, make the call to your congress person when called on, and start helping your Branch in any way they need. We can't make this a great UNION without YOU!

In Solidarity,  
Danielle Fake-Moorman

## Secretary's Report

Hello Brothers and Sisters,

Well here we are fresh back from another very successful



national convention. Kudos to all of the national officers and staff for the convention as well as all the fantastic training classes that are diversified and relevant for the times. The Contract Administration Class and the City Delivery class are



always my 2 favorites to attend as you can learn so much from both the administered class and the Q&A that comes afterward. I also found the classes on Clock Ring theft and Dignity and Respect quite compelling. National now has a book available to help stewards when going through TACS to find the errors and the

manipulations that unfortunately seem to be happening across the country. There is also a book for dignity and respect that has been available for a while. Both can be obtained either through national or the NBA's office. If you are unable to obtain either book through those means, please feel free to contact me, and I will get you a copy.

The speakers at National Convention are always an eclectic lot, from the fire and brimstone of Richard Trumka, to a heartfelt activist struggling with the ravages of Lou Gehrig's Disease - Ady Barkan. The speeches and what took place on the floor of the convention can all be seen through the NALC app available for all smart phones. Just look under the member benefits and national convention area. I encourage all members to listen to the speeches and hear what these people have to say. A viable Postal Service and good paying middle class jobs are worth fighting for! Not just for myself, but for all those that wish a strong job that they can support themselves and their families on in the future.

Now to the fun part, oh wait, politics, not fun. There is so much going on in the United States right now, with division and compartmentalized politics, it's hard to keep up. For me, I try to focus on what is most important to me right now. For me, it's my job and a retirement to look forward to when I get to the ripe old age of 63. Have some ways to go before I get there, so I have to do my part and fight like hell to maintain what was offered to me when I was hired. I have to say I am not a fan of politics, but in this regard, I play ball. Do You? There are so many moving parts right now, house resolutions, bills, committees, panels, hearing's, tweets, it is absolutely dizzying to keep up with.

I rely on the NALC app and the crack staff at National to keep me informed. Call me a robot, but when National asks for me to make a phone call or write a letter, I DO! Do You? The mid- terms are on us, and now is the time to go to work. We need to get the right people elected that are going to help US protect our jobs. If you can Volunteer, from the local to the national level, they all need our support! If you are willing and able to volunteer, you can contact the AFL-CIO or anyone of the E Board and we will do our best to get you involved in a way that is agreeable to you. Every little aspect of a campaign from photo copying to knocking doors is needed to get pro Postal candidates through the doors! What can you DO?

In Unity  
John Woolley

## Treasurer's Report

Greetings Colorado Carriers



I hope everyone is having a wonderful summer. Remember to stay hydrated and take a break if you feel like you're getting overheated.

As usual the National Convention was well done and always fun. Not as many attendees as some of the others but still well represented. There were about 5500 at this one and I think, since I've been

going, that was the lowest ever. In order to cut back on expenses most of the classes did not have handouts; all the information is online on the NALC website.

I attended all the Sec/Treas training they provided including Trustee Training. The Trustees are the branches "Watch Dogs" and need to keep in mind the funds belong to the members. Embezzlement is still high all over the union domain but for NALC there were not any cases between 1996 and about 2005. However, it appears since then some have had some sticky fingers. Drugs and gambling are the primary reasons of money disappearing. Trustees should do an audit at least every six months, more often if possible. Check the LM-3 to make sure it was filed on time and the records must be kept for five years after the filing date.

Branches must have receipts for all payments to members; no receipt, no payment, period. There should not be any signature stamps. One union had a stamp with the three signatures on it. All voided checks should have the signature line cut off to prevent anyone from using it and should reference the replacement check #. Also, no Debit Cards!

The Branch should have insurance to cover any losses which includes Workers Compensation insurance. Please check your bond policy for adequate coverage.

I went to the Health Benefits Class; they didn't cover much on the plan. It's too early for that but CIGNA, OPTUM and CVS Caremark were there to cover some of the plans benefits. If you go online to do your health assessment you can receive discounts and those with the High Option could get a Fitbit.

Brian Hellman is retiring and Stephanie Stewart, Region 5 RAA is taking over. The first toothbrush was made in the year 1498 from Pig, Horse and Badger hair. The first toothbrush manufactured in the US was in 1938. Interesting. About 30,000 people across the country die from vaccine preventable diseases, adults and children. Shingles, Pneumonia, Flu and Zoster and many others.

This is election year for National officers so be sure to vote when you get your ballot.

Finally, for those of you that are unaware of it, I will not be running again next year. I want to do more traveling before I get to the point that I can't go. Those of you interested sharpen your pencils and jump in there. It only hurts for a bit, just kidding.

In unity,  
L "Irv" Irvin  
Treasurer

## Director of Education Report

Brothers and Sisters

I serve a dual role for the COSALC. First, I am your Director of Education. I take this job seriously and apply it to everyday activities in my own office. In the



last three months, I have returned to serving as the steward in my office and have attempted to do what I have done in the past: teach management the errors of their ways. Second, I am the editor of this newsletter. Computer programs like the one I use to lay it out hurt my head. However, I believe it makes me a better and more competent person to serve your needs if I master something that tries my abilities.

Training to me is vitally important. It's not too early to start planning on attending the COSALC state training that will be planned for January 2019. The dates and location will be sent to your branches in the next couple of months. When we meet for training, we share circumstances and events that may help others who face similar situations. We establish contacts and resources that benefit us and our membership.

Early in my career, after I "bought back" my military time, I started contributing to what was then COLCPE and is now LCPF. I did this without hesitation. What is stopping you from doing the same? We earn a good wage thanks to the NALC. I encourage all of you to educate yourself about what is at stake in the world of politics. Is this something you are willing to spend 10 minutes a day doing to save your job? If not, WHY? This is reality: the current administration wants your job and your benefits. I used to count the number of contracts I needed before I could retire because of the difficulty of negotiating and ratifying them. Now, I pray I can retire from a federal job I have had for 29 years with the benefits I was promised.

In the early years of the postal service, employees were appointed to their positions based on their political affiliation and what political party was in office. I found this interesting because I didn't realize until I learned this fact how politics have always played a part in the livelihood of the employee. However, many of you may have your heads in the sand. Are these harsh words? Yes. Do they have your attention? Probably not. WHY NOT?!?! Maybe because it's easier to sit back and let the "union" fight for your job. YOU ARE THE UNION! What will you tell your family when the current administration uses a pen to eliminate the job and security you have invested your life in earning? Will it be: "I'm sorry, I couldn't afford to lose \$ each pay period because we



## **Director of Education continued**

needed it"? You're being complacent. Think about it: that \$ each pay period protects your future well into retirement.

I contribute \$25 per pay period to LCPF. This information is public and even if it weren't, I would still share it with you. I have been able to take vacations, buy a home, buy a car, buy everyday needs and save for retirement at the same time. There should be no reason you can't contribute as well.

In unity  
Jo Schuetz

## **Director of Retirees Report**

Your future is in your hands!

Dear brothers and sisters:



As I'm out in the barn moving stuff, I'm wondering what I'm going to write about for the NALC'er. I now live in rural America, Garrison, ND and I hear a lot of complaints about the mail service because I worked for the USPS and I'm retired. They think I should know why it's not as good as it used to be!

So, I explain to them about the service standards that were changed on July 1, 2012. The USPS standards for 1st class mail were OVERNIGHT delivery in most metropolitan areas and rural communities before July 1, 2012. This is the mail service they remember. Now they receive their Daily paper 2 to 4 days later and sometimes get 2 to 3 papers at once and sometimes they don't receive them at all. The customers believe this is NOT acceptable so they talk about (and some do follow through) canceling their "Daily" paper. I explain to them about "HR 31" which calls on USPS to restore the service standards that were in effect on July 1, 2012. I ask them to call their congressperson to sponsor this bill. It's in their hands then.

I also explain to them about The Office of Management and Budget (OMB) has a proposal to privatize the USPS and how privatization would affect our Country. First off, the USPS, which was created as the Post Office Department in 1792, has its founding principles in the U.S. Constitution. To this day, it remains a national treasure belonging to the people of this Country. Facts of the USPS:

1. USPS is self-sustained independent establishment of the federal government, which means NO taxpayers \$, relies solely on postal services and products.
2. USPS employs more than 500,000 people.
3. USPS serves the needs of more than 157 million businesses and residential customers.
4. USPS provides service 6 and sometimes 7 days a week.
5. USPS provides equal access no matter who you are or

where you are located at reasonable rates.

6. USPS is the highest-rated agency of the federal government, 88% favorable rates.

7. USPS is the nation's 2nd largest employer of our military veterans.

8. USPS has equal pay for ALL workers.

9. USPS carriers serve as the eyes and ears of our communities and often respond first to the customers involving health, safety and crime.

The privatization of the USPS has many unknowns. We know that the decisions of the companies that would take over would be based on profit. It is not what's good for the customers, especially in rural and low-income urban communities. I explain to them, HR-993 is calling on Congress to take all appropriate measures to ensure that the USPS remains an independent agency of the federal government and not be subjected to privatization. Again, I ask them to call their congressperson to sponsor this bill. It's in their hands then. We as mail carriers, working or retired also need to call our congressperson to support these bills:

1. HR-993: To keep our jobs, "NO privatization" I know we've been hearing this for years but with the political atmosphere now, we still have to fight for our futures more than ever.

2. HR-31: To return to our standards before July 1, 2012.

3. HR-28: To keep door to door delivery.

4. HR-15: To keep 6-day delivery.

Call the Capitol Switchboard at 202-224-3121 and provide your zip code to connect to your representative. Send them a message to support these bills, if they already do please thank them. It's that simple.

Your future is in your hands!!

In unity;  
DeeAnn Lowry

## **Executive Board Reports**

Hello Brothers and Sisters,

It's good to be home after attending the 71st Biennial National Convention. Hats off to the host Detroit Branch 1.

The 1st charter was issued to Branch 1, in Detroit in 1886 and they knocked it out of the park!! 6100 carriers in one convention hall. All brothers & sisters, bonded by our job and our fight for our rights Carriers who love their jobs and fight for everything our past generation have fought for. Fighting to keep what the old timers fought for and the risk they took to make the future better for the next generation of carriers. It's our turn to help the



younger carriers understand what is at risk. They are a new breed of carriers and it's their future we are fighting to protect.

The constitution requires NALC to hold a national convention of elected delegates from every branch every two years. The convention is the union's supreme governing body. The convention may amend the constitution. In addition to considering amendments, delegates at the convention discuss key issues in standing committees and set national policy for NALC. In addition, delegates to every other convention nominate national officers for election to four-year terms. Candidates for president are nominated at every other biennial convention and are elected in one member-one vote national elections determined by mail-in ballots. The terms for all national officers are four years; the current term for the president and other national officers expires in December 2018. Every officer must be a letter carrier.

Region 4 NBA, (National Business Agent) Roger Bledsoe is retiring at the end of the year. Thank you, Roger, for all you have done for the membership in region 4.

With that said we have an election coming up in the fall with 2 qualified candidates running for the vacated seat in Region 4; Anita Lewallen and Dan Versluis have been nominated for Region 4 NBA. Both are graduates of the NALC Leadership Academy and both have experience in the NBAs office. You must decide for yourself who you would like representing region 4. If you need more information to determine who to vote for, ask a fellow carrier or go to the candidate's social media page.

The National Election Committee shall then be responsible for mailing ballots to all eligible members as soon as possible and to be valid, ballots must be received by the time and date specified by the National Election Committee in the printed instructions at least 18 and no later than 21 days from the final date.

A person without a vote is a person without protection.

It's great being part of the National Association of Letter Carriers!  
In Unity,  
Jeffrey Frey

Brothers and sisters

### The Message

In definition the word message: an underlying theme or ideal. We take on the bombardment of many messages that we get during the day, some are hidden messages, and some messages are very visible to us. In politics each side of the aisle gives a definite message and they are very consistent with the messages that they give. What is the message of the NALC that we receive from our union? One of the first messages we receive is



that the union here is to defend the right of Letter carriers, another message is that there is strength and power in the numbers we have in our union. We are a union that reaches out to the community; we are a union unlike other unions that includes its retired members in the governance of the Union. Also, in this union we have access to a number of member only benefits. Let us not forget that our union stays in regular touch

with all of its members, the union employs a vast assortment of communication tools, from news articles and updates posted on nalc.org, to The Postal Record and local or state newspapers.

Colorado State NALC'er

But most of all, NALC is hundreds of thousands of dedicated letter carriers, united to protect the quality of their jobs and the integrity of the United States Postal Service. "Now there's a message"

Once we receive that message how do we act upon it? The NALC helps the members understand postal issues and legislation in the government affairs area. The usual is that will get an update from the NALC on the app that hopefully you have downloaded onto your smartphone, if you have one. The second is the NALC will tell you where they stand on legislative issues and to reach out to your congressional representatives and to let them know how we would like them to either support or not support an issue. Also, word of mouth on the postal issues is a great way to let co-workers know that may not have smartphones. If we do not take the time to receive the message, speak to our co-workers about the message, and deliver that message to Congress. We could find ourselves somewhere where we don't want to be.

The hot message that is out there is about privatization, and we have been asked to let the Congress know that privatization is not acceptable for me, you, and all of our families. H.R. 993 has been introduced in the House of Representatives and our union supports this resolution. The state of Colorado has over 5000 letter carriers and it's time that all the letter carriers of the state of Colorado get this message out to their co-workers so they can also get this message out to their Congressional leadership. Again, call the Capitol Switchboard at 202-224-3121, provide your ZIP code to connect to your representative and ask them to oppose postal privatization by cosponsoring H.R. 993.

All for one and one for All  
Bryan Sanders "OB"

Hello everyone

I hope this newsletter finds everyone doing well. There are never a lack of obstacles and issues to negotiate and the



current political state makes representing our members ever more challenging. However, sticking together and fighting for what we believe in and supporting our fellow brothers and sisters in the NALC is always the best remedy. I encourage each of you whether you are an officer of any level, a union shop steward or strictly a dues paying member to communicate with one another and keep yourselves educated. One of the best ways to do that is to download the free NALC app onto your phone and review it often. This is an amazing tool which updates constantly to bring you the day by day news of what is going on in politics, gives updates on national level grievances and of course provides access to many workplace resources like the most current pay schedule, the CCA Resource Guide and all handbooks and manuals.

Several National Level grievances have finally been resolved and these settlements are detailed on the NALC app. Among

## Executive Board Reports Continued

these is the grievance on delayed CCA back pay M-01895, interpretive dispute on CCA Holidays M-01894, Promotion pay Hold in place dispute M-01893 and CCA's hired over the contractual caps M-01892. For those of you who were unaware some CCA's who made regular during the back pay period resulting from the ratification of the 2016-2019 National Agreement did not receive their retroactive pay when everyone else did. The resolution here was a one-time lump sum payment which was determined by the amount of time they served as a City Carrier Assistant during the back pay period. Under the terms of the 2016-2019 National Agreement carriers who were serving as CCA's on Christmas day 2016, New Year's Day 2017, Memorial Day 2017 and Independence Day 2017 and remained on the rolls as either a CCA or Career letter carrier as of July 27th 2018 will receive retroactive holiday pay for these holidays in accordance with Article 11.8 of the National Agreement.

Many carriers who became regular and bid into a T-6 position had their pay raises held in place due to a change in the language of the ELM. These carriers who were held in place will receive retroactive pay owed back to the time they should have received their step increases. Due to CCA's being hired over the contractual caps a settlement was reached resulting in CCA's having at least 30 months of relative standing on September 1st being converted to Career Status. Depending on the size of the office this conversion will result in these CCA's being converted to Regular Letter Carriers or to Part time flex. Over all these settlements were very good and more details about these national level grievances are detailed on the NALC free App.

At the local level many offices are addressing falsification of clock rings such as the deletion or "disallowance" of time. This is a serious offense and must always be addressed immediately. The NALC guide to Identifying Intentional False Editing of Clock Rings is available online. This guidebook was created for union shop stewards and members to assist them in filing grievances when the Postal Service edits clock rings that impact letter carriers pay. Please be aware that if you know improper editing of carriers time is occurring you are obligated to report this immediately. Also be aware that even if you are not a steward you can request a copy of your own clock rings for review if you believe your time is being manipulated.

In unity  
Stephanie LaFave-Kiel



Brothers & Sisters,

The learning never ends! The training during the NALC National Convention in Detroit had many great training classes put on by informative instructors from branches across the country as well as national officers and staff. I saw several branches from Colorado represented and

later witnessed those same faces in the training classes conducted both in the early morning and afternoon classes.

Please take time to check out the training materials that should be on-line through the 'members only' section of the NALC portal on the website. Share this information with your members and set up to conduct local training classes for your members. One of the newest tools that can be used by all members is the workhour tracking tool. Please take the time to see how this works and utilize it for your convenience. If you need assistance on getting logged into the 'members only' section, contact NALC Headquarters and they will help you get registered.

Colorado was well represented at the NALC National Convention. I spoke with several other branches on how they were getting CCAs more involved in union activities and was able to share many current activities that our Colorado branches are conducting at many levels. I will be discussing some of these ideas in the near future on the executive board and see where the COSALC can assist in these actions throughout the state to the local branches.

Please contact any of the officers if you need assistance with getting your CCAs involved locally. We are here to help you and your branch. If we need to get assistance from the NALC Region 4 National Business Agent, we can arrange that too. Keep the faith and support your brothers and sisters throughout the state.

In solidarity,



Richard Byrne  
Executive Board  
richardbyrne@cosalc.org

Dear Brother and Sister Letter Carriers of Colorado...

The history of any place, any people is intrinsically linked to the economic and political forces that hold sway at any given time. If you think about any force of change or results-achieving protest that mankind has ever achieved... it all begins with people of like mind or circumstance finding a way to communicate and solidify their voice.



How can we do this as a Union?  
How do we avoid getting bogged down by the drama and daily frustrations that occur on the workroom floor and remember that the NALC is as diverse and inclusive as America itself. Who better to reinvigorate labor's voice and lead the fight for real justice in the workplace than us? I believe it begins with recognizing the things we all have in common...  
◇ Increasing uncertainty about our job security...  
◇ ?Privatization?

- ◇ The constant battle against those who would take AWAY our bargaining rights and destroy our ability to negotiate better wages and working conditions!
- ◇ The hope of a long and stable “career” and eventual “retirement” in X amount of years.
- ◇ The ability to even see a future with the United States Postal Service in it?!

One thing is clear after attending the National Convention in Detroit

...EVERYTHING really is AT STAKE!! Our only real hope is to unite in solidarity and keep speaking and repeating the message of:

- ◇ USPS’s value and necessity to citizens and businesses all across the country,
- ◇ Putting a STOP to the legislative exploiting and mismanaging of USPS’s financial resources.
- ◇ SERVING the public and our communities with professionalism and LETTER CARRIER PRIDE to the best of our ability.
- ◇ ALLOWING innovation of products and services to fully utilize our infrastructure in the future.

Take the time to be aware of what’s going on around you. It may not affect you today...but tomorrow could be too late! The Letter Carrier Political Fund (LCPF) is No Joke...it is a vital component of any chance we have to stay in the game and fight for our FUTURE. Just give WHATEVER you can...if every union member in our ranks gave just \$3 a paycheck - our influence on Capitol Hill and ability to get out our message would be HUGE!

It all starts with a commitment to reach out and talk to each other, make the time to explain how much we stand to lose if we don’t stay vigilant and find new ways to reach each other and the public at large. The future of the Postal Service isn’t a “Red” or “Blue” issue... It’s RED WHITE & BLUE!!

In solidarity  
Joann Hertel

Brothers and sisters  
Union is the state of being united or joined.

Labor Union is an organization of workers who have come together to achieve many common goals, like improving safety standards and attaining better wages, benefits, and working conditions. At the National Level, I believe our officers are doing an incredible job on protecting our



benefits, wages etc. Here on the local level, we as a united group should be working on protecting our immediate work environment. Some things we could do is, report unsafe work practices or equipment, write supporting statements on abusive management, teach our new CCAs and carriers what their rights are,

not to let management steamroll right over them, encourage to take their brakes and lunch. We are all here to do a job, a fair day’s work for a fair day’s pay, not to be abused to make

management’s numbers. False undertimes hurt the CCAs most of all.

It’s simply not enough that we show up to work and pay our dues. We need to stand-up for one another, stand together, and not push each other out in front of the bus. Know the contract, show up to steward trainings/Union meetings. I know we all have friends, families, things to do, but please take a little extra time to protect our future, our livelihood. The new carriers really don’t know what they are entitled to as Union members, as the old guard, we need to teach them and mold them into carrier veterans, the future of the Letter Carriers. Here in Colorado Springs, we received a new Post Master and MCSO. The new PM has pretty much declared war on the Union, its members, and the contract as well. With the influx of all the new carriers and some management, I’ve been seeing management push and harass on a level that I’ve never seen before.

The National Agreement sets out that we’re supposed to get along with management, and we do as best we can, until management doesn’t want to get along with us. Improper mandating is out of control, they swear, “first in, first out” mandating is in the contract, but can never show me where it’s at (of course). I believe that they are just making it up as they go along and send almost all grievances to the B team. There are stewards being denied time, denied documents, stewards getting paid to work off the clock, I guess nothing new, but more frequent than the last crew. Just in the brief time that the new PM has taken over, the Springs has broken the \$100,000 mark in grievance pay outs.

House Resolution 993 calls on Congress to take all appropriate measures to ensure that the Postal Service remain an independent agency of the federal government and not be subject to privatization. NALC encourages all letter carriers to contact their members of Congress to become cosponsors on this resolution.

The Union is its members!

Keep fighting the good fight  
Mark Robbins

## LCCL Reports

### CD1 Diana DeGette

Brothers and sisters

I recently met with Diana DeGette's Denver point person, Arden Parker, on postal issues with Jeff Frey (the other LCCL for CD1). We asked that Congresswoman DeGette co-sponsor the Workplace Action for a Growing Economy (WAGE) Act. Two examples of what the Act would do are:

1. Require employers, including the Postal Service, post notices of workers' rights under the National Labor Relations Act (NLRA), and
2. Strengthen remedies for workers who exercise their rights under the NLRA.

In our meeting with Arden, I discussed the personal experience I've had with both points. Concerning #1, management at my station instructed new CCAs not to wear their NALC shirts to work (a violation of the NLRA). Concerning #2, management instructed me not to ask about pay adjustments due to carriers under grievance settlements (another violation of the NLRA).

Since our meeting, Jeff and I have been in contact with Arden and DeGette's DC staff about something that affects us even more directly: the Trump Administration's Task Force on the Postal Service. The Task Force is charged with reconsidering our Universal Service Obligation, which ensures the delivery of mail to less profitable rural and inner-city areas. If the Task Force decides to do away with the Universal Service Obligation, it would pave the way for the Postal Service to be fully privatized. Fortunately, House Resolution 993 would prevent privatization and it currently has 48 co-sponsors, including 11 Republicans - quite the feat considering that Republicans normally support privatization efforts. While we have asked for Congresswoman DeGette to sign onto HR 993, none of its co-sponsors are currently from Colorado. With that in mind, I urge everyone reading this to stop whatever you are doing and contact your representative in Congress to ask them to co-sponsor HR 993 if you haven't already - your job depends on it.

Thanks,  
Jon

### CD2 Jared Polis

Brothers and sisters

There is some good news and a big change to report about for our union in CD2. For several years now our union has had three legislative priorities for postal reform. They all center on making sure that in any bills which are passed by Congress that we don't respond to the challenges the USPS is facing by reducing and degrading the service we are providing to our customers.

More specifically we have backed resolutions in the House of Representatives supporting continuing delivering mail six days a week, continuing delivering mail to the door for those customers who currently get their mail that way (instead of to a neighborhood cluster box) and returning to the service standards in effect on July 1, 2012, which would speed up the time in which mail is processed, getting it on its way sooner.

I am happy to report that the Representative for the Second Congressional District, Jared Polis, is now a cosponsor of all three of these resolutions. All three resolutions are also now backed by a majority of the members of the House. These resolutions are not part of any bill but they matter because they can help shape whatever bill, if any, is passed.

The big change in CD2 is that Jared Polis is now the Democratic Party candidate for governor, so he will be giving up his seat in Congress. The Colorado AFL-CIO has endorsed Joe Neguse to replace him. I have not yet had the opportunity, as I write this, to meet with him or his staff to go over issues important to our union. He has an impressive life story. He is the son of immigrants, who fled Eritrea in East Africa. He was raised in Colorado and was elected to the CU Board of Regents while he was still in law school.

In unity  
Phil Wickman



### CD4 Ken Buck

Brothers and Sisters of the CD4,

I just arrived back from the NALC National Convention in Detroit and it was great to see all the support of the Letter Carrier Political Fund (LCPF) from the carriers in attendance. With the recent attacks that we've seen from the Trump administration, we need to come together and protect the rights that our predecessors fought so hard for years ago.

We recently had Karen McCormick come to Greeley and speak with letter carriers at the August meeting. We need to have candidates that support letter carriers. We have also extended the opportunity for Congressman Ken Buck but haven't received confirmation as of the date when this newsletter was printed.

It was great to see several Republican congressional leaders come to the convention and speak to letter carriers. This clearly shows that our position on saving the USPS is a bi-partisan issue and doesn't pick sides. We have several resolutions that are significantly bi-partisan and now we need to contact our legislators to get on board with H.Res. 993 which was introduced the week of convention. It is good to hear bi-partisan



dissent against the privatization of the USPS and within a week H.Res. 993 already had over 48 co-sponsors.

Again, we can't use union dues to fight our battles in Washington, D.C., so we need all letter carriers to sign up for the LCPF and support our battles. Please give what you can and understand how important the fight is for all of us. I know many people give locally to their church, local non-profit organizations and many veteran organizations, but if we lose many rights and benefits that we currently have through flawed legislation that ability might be taken away.

Thank you to everyone who signed up for LCPF while at the national convention and to those that increased their dedication in fighting for those that support us. Support LCPF!

In Unity,



Richard Byrne  
Letter Carrier Congressional Liaison CD4

### **CD 6 Mike Coffman**

Brothers and sisters

President Trump Administration's Office of Management and Budget released proposal called "Delivering Government in the 21st Century Organization Design Principle and Recommendations." Under the section called "Restructure the Postal Service," it stated that "This proposal would restructure the United States Postal System to return it to a sustainable business model or prepare it for future conversion from a Government agency into a privately-held corporation." The Office of Management and Budget (OMB) propose that United States Postal Service should be privatized.

Under this proposal, a "private postal operator that delivers mail fewer days per week and to more central locations (not door delivery) would operate at substantially lower costs." Delivering mail in few days would actually be a big loss for the Postal Service. We as letter carriers continue to fight to keep six day delivery because delivering fewer days would lead our customers to use other delivery methods or agencies that may have 6 day delivery. Under the NALC Fact Sheet about six day delivery, delivering less than six days would be a revenue loss of \$5.26 billion for the Postal Service.

The Proposal mentioned "central location" and "not door delivery." This means no more door delivery. Residential customers, whose neighborhoods have the centralized cluster boxes, have to walk a certain distance to get their mail instead of receiving their mail at their door step or pretty close to it. This has been inconvenient to our customers.

Due to the pre-funding mandate, service standards have already been cut by the Postal Service and processing facilities were shut down. Overnight

delivery was eliminated. Privatization of the Postal Service would see more cuts in services. This is a risk on our jobs.

House Resolution 993 was introduced by Congressional Representatives Lynch and Davis. This states that Congress will take measures so that the Postal Service will not be subjected to Privatization. I spoke to Mike Coffman's Chef of Staff Ben Stein about H.Res 993 and will continue to follow up with him. Call your Congressman and tell him/her to cosponsor H Res 993. Let our voices be heard in Congress.

In unity

Adam Fung

Candidates endorsed by the COSALC Executive Council and Colorado AFL-CIO

US Congress

Congressional District 1 – Diana DeGette  
Congressional District 2 – Joe Neguse  
Congressional District 3 – Diane Mitsch Bush  
Congressional District 4 – Karen McCormick  
Congressional District 5 – Stephany Rose Spaulding  
Congressional District 6 – Jason Crow  
Congressional District 7 – Ed Perlmutter

### **Why should I join NALC's PAC, the Letter Carrier Political Fund?**

- The Letter Carrier Political Fund identifies and contributes to candidates who support issues important to letter carriers.
- Joining the Political Fund provides letter carriers with the opportunity to build electoral and legislative power required to ensure decisions that impact their lives are made with their best interests in mind.
- Only NALC members can contribute to the Political Fund.
- Union dues are not used, and cannot be used, for political contributions.
- Political Fund contributions are voluntary and can stop at any time. There is no open season.
- We encourage Political Fund members to make suggestions for political contributions and to attend local fundraisers.
- Political Fund members are encouraged to attend local events for members locally who support letter carrier legislative priorities.

As a member of the NALC, there are several easy ways to give to the Letter Carrier Political Fund:

**Payroll deduction:** Contribute automatically, using PostalEase (either online or by phone) to set up an allotment deduction from your USPS paycheck.

**Direct bank withdrawal:** You can authorize the fund to withdraw a monthly electronic contribution directly from your personal checking account

**Annuity deduction:** Retired letter carriers can elect to give monthly via an automatic deduction from your monthly annuity.



Dwight Palser Branch 324 Greeley



Denver Mile High Branch 47



Fort Collins Branch 849



Pikes Peak Branch 204



Centennial Branch 5996

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CD 7

Many of the articles in this issue of the NALC'er mention the Hatch Act, LCPF, discuss politics and encourage you to participate in political activities. The NALC Constitution and our State by-laws establish that the COSALC objective is "to guide and direct all activities relating to legislation within the state." You may think or believe the officers of the state are going too far in their discussions of politics, but that is their job. It is also their job to advise you of what you can and can't do as an employee of the United States Postal Service. For that reason, I believe it is imperative we all review the following guidelines.

Jo Schuetz - Editor, COSALC NALC'er

**Active letter carriers may**—on their own time, away from work, out of uniform and without using a postal vehicle:

- Be candidates for public office in non-partisan elections (that is, elections in which none of the candidates are to be nominated or elected are representing a political party).
- Register and vote.
- Sign and circulate candidate nominating petitions and ballot initiative positions.
- Assist in voter-registration drives.
- Speak and write publicly and otherwise express opinions about candidates, ballot measures and issues.
- Attend political rallies, meetings and other events.
- Attend fundraisers and contribute money to political organizations and campaigns.
- Volunteer for political campaigns and encourage others to volunteer.
- Participate in phone-banking and precinct-walking for candidates and ballot measures.
- Display bumper stickers, lawn signs and other campaign paraphernalia.
- Raise money for the Letter Carrier Political Fund from other NALC members. (Note: Letter carriers while detailed to 204b or other higher level assignments should not solicit contributions to the Letter Carrier Political Fund from postal employees who may be viewed as their subordinates.)
- Volunteer, run for and hold an office in a local or state political party or club.

**Don'ts (while on the clock, at the workplace, in uniform or in a postal vehicle)**

**Active letter carriers may not**—while on the clock, at the workplace, in a postal uniform or in a postal vehicle—engage in any of the otherwise permissible political activities listed in the "Do's" above. For example, while on the clock, at the workplace, in a postal uniform or in a postal vehicle, you may not:

- Send or forward a partisan political e-mail.
- Wear or display any political or campaign material, even as a computer screen-saver or desktop wallpaper.
- Circulate partisan political materials to co-workers.
- Sign up electronically to contribute to the Letter Carrier Political Fund or solicit other letter carriers to contribute.

**Don'ts (ever)**

**Active letter carriers may not—even on their own time, away from work, out of uniform and without using a postal vehicle:**

- Use their official titles or positions when engaging in otherwise permissible activities.
- Raise money for partisan political groups or campaigns (except for the Letter Carrier Political Fund), including phone-banking, letter-writing, selling tickets, hosting a fundraiser, inviting people to attend a fundraiser, or allowing your name to be used in a fundraising appeal.
- Otherwise solicit, receive or handle contributions for a partisan political group or campaign.
- Run for elective office in partisan (party-label) elections (even if you report "No Party Affiliation").
- Raise money for the Letter Carrier Political Fund from non-NALC members (except from their immediate family members in the same household).

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### Letter Carrier Political Fund

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 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. 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 amount 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.

Colorado State NALC'er

### A Note from the Editor

The mailing list for the NALC'er is updated several times a year from a list provided by the NALC or from returned copies of the NALC'er. If your address is incorrect or if you know a member who is not receiving (or a non-memer who shouldn't receive) the NALC'er, please contact me. The NALC'er is published 2-3 times yearly by the Colorado State Association of the NALC. The opinions expressed in this paper are not necessarily those of the Editor, the Colorado State NALC'er or the COSALC. In addition, I appreciate any input from the members of the COSALC concerning the quality and layout of the COSALC NALC'er. If anyone has photos or suggested content for future articles, please don't hesitate to contact me.

Respectfully,  
Jo Schuetz  
Editor, COSALC NALC'er