



Volume XXXIV34

Season Fall 2021

President's Report

Brothers and Sisters

We are rolling into the Holiday Season. We know a lot of offices around the state are extremely short staffed and it most likely will be a tough holiday season for many offices. Remember working safely is the most important. Take the time needed to keep yourselves safe. The long days start to wear on you, and only you know how to keep your sanity. We know that many branches were contacted regarding the short staffing and National is addressing the many offices that are having difficulty hiring.

I want to say Thank you to all of the Veterans out there. Thank you for your service and the sacrifices you and your families have made when you joined the armed services. Veterans Day occurs on **November 11 every year in the United States in honor of the "eleventh hour of the eleventh day of the eleventh month" of 1918** that signaled the end of World War I, known as Armistice Day. In 1954, President Dwight D. Eisenhower officially changed the name of the holiday from Armistice Day to Veterans Day. If you are not currently a member of the NALC Veterans group, I encourage each veteran to join the veteran's group as it provides each of you access to information and tools specific to veterans' rights and benefits within the Postal Service. It's easy to join, and you can find the card through the NALC website and mail it in.



The Colorado State Convention next year will be April 29 and 30 in Colorado Springs. More details will be sent to the Branch Presidents in the upcoming months. I am working on signing the contract for the hotel, and we are working with the branch on preparations for the convention and events.

The Stewards College (State Training) next year will be January 27,28 and 29 in Westminster. More details will be coming soon as the contract for the hotel is signed and we are working with Dan and John on preparing for the event. Following the state training will be the Biannual Legislative Breakfast which will be at the same hotel Sunday January 30th. Keep an eye out for information on this event as well.

We want to continue helping to elect House and Senate candidates who will protect the interests of letter carriers, but we cannot do it without your help. See the information included in the newsletter about signing up for the Letter Carrier Political Fund. Please let us know if you have any questions or need help with getting signed up.

If you would like for a state officer to attend your meeting to help speak on the Letter Carrier Political Fund or if you would like some training provided, please contact me and we will get something set up.

Take care of yourselves, and stay safe,

In Unity,

Danielle Fake-Moorman

The Office of Personnel Management (OPM) officially announced the dates for the 2021 Federal Benefits Open Season which will run from Monday, November 8 through Monday, December 13, 2021.

Type of Enrollment	Enrollment Code	Non-Postal Premium				Postal Premium	
		Biweekly		Monthly		Biweekly	
		Gov't Share	Your Share	Gov't Share	Your Share	Category 1 Your Share	Category 2 Your Share
High Option Self Only	321	\$241.58	\$94.83	\$523.42	\$205.47	\$91.47	\$81.41
High Option Self Plus One	323	\$517.46	\$226.64	\$1,121.16	\$491.06	\$219.45	\$197.89
High Option Self and Family	322	\$562.25	\$198.69	\$1,218.21	\$430.49	\$190.88	\$167.46
CDHP Option Self Only	324	\$163.91	\$54.64	\$355.15	\$118.38	\$52.45	\$45.35
CDHP Option Self Plus One	326	\$361.62	\$120.54	\$783.51	\$261.17	\$115.72	\$100.05
CDHP Option Self and Family	325	\$380.75	\$126.91	\$824.95	\$274.98	\$121.84	\$105.34
Value Option Self Only	KM1	\$134.53	\$44.84	\$291.48	\$97.16	\$43.05	\$37.22
Value Option Self Plus One	KM3	\$296.78	\$98.92	\$643.01	\$214.34	\$94.97	\$82.11
Value Option Self and Family	KM2	\$312.62	\$104.20	\$677.33	\$225.78	\$100.04	\$86.49



Visit <https://www.nalchbp.org> for more information/rates for the NALC health benefit plan

Vice President's Report

Greetings Sisters and Brothers,

I want to thank you once again for stepping up when the citizens of Colorado asked you to. They have asked us to play an integral part in the past election. Most cities held elections for council members and school boards. There were many referendums and some state referendums needed approved by voters. We did our job by delivering the mail out ballots and then returned the ballots to the county clerks. Just like we were supposed to and for that I want to say thank you. There are very few other professions that are called upon to have this added part of their job duties that means so much of us. In 2012 when we started with Colorado's states mail out ballots there were lot of questions on how it would go. But each and every election since then it has gone smoother, the citizens of Colorado have gained confidence in the process and other states are in looking at our success hoping to duplicate it in their states. When you register to vote in Colorado you agreed to have a ballot sent to you. But how you vote on that ballot, whether it's at your kitchen table or at the polling station is up to you and that's what makes our process so unique. Again, thank you for stepping up and making this part of democracy work.



What I'm asking you next is to make sure that you have a relationship with your Representative and Senators. This relationship is important so that we may continue to do our job. The Postal Reform Act of 2021 is necessary to continue serving America. It is a very simple bill eliminate the prefunding that is controlling the narrative that the post office is broken. It mandates a service standard that includes six- day delivery. Every year the Postal Service is required to ask through the appropriations bill to continue six -day delivery. This would codify it and we would not have to make that ask ever again. The last thing is Medicare integration this is important for the future of the Postal Service. It cuts down on the expense of the health care of our retirees. It introduces a new category pool of postal workers. We're generally healthier than the rest of the population. Lowering our health care costs and our insurance premiums because we are in a separate pool from everyone else this saves the Postal Service money thus saves the Postal Service in the long run so that we may continue to do our jobs and serve America as we have for the past 245 years.

Last thing I want to address is bylaws. Every branch needs to have bylaws. No matter what size of branch, bylaws are essential to the operation of the Branch. These bylaws must contain at least the seven following subjects. First are meetings and require the date and time of the meetings. Second it should list out the officers and their duties. Third is a term of office for those officers whether it's 1,2, or 3 years and succession of leadership in the branch. If for some reason a branch president is no longer able to perform their duties, who is going to take their place. Fourth is elections, a date and whether or not it's by mail or at a branch meeting. And also, it needs to state when the nominations will take place. Remember nominations should not be taken place less than four weeks before the date of the election. The next issue is delegate elections, these are delegates to the National and States association convention and they should be no made no later than December of the year preceding the convention year. Your bylaws must include how your stewards are appointed or elected and if they're part of your executive council. And last your bylaws should include your dues. Whether it's the minimum amount required or something greater they must be spelled out in your bylaws. For help on getting your bylaws either written or revised your bylaws, look to the Constitution for the Government of Subordinate and Federal Branches. This gives you a good overall outline for your bylaws.

I'm looking forward to seeing all the new stewards at our Steward training and all carriers at the legislative breakfast on January 30th. The invite list is

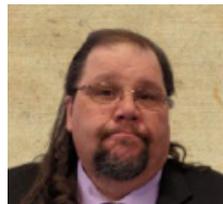
long and we are looking forward to an active participation from elected officials, candidates but most of all from Letter Carriers who value their jobs. Until then, stay safe, enjoy the holidays, and make sure that getting home is the greatest present that you give your families. Until we see each other again stay Unified

Doug Jaynes
Vice President

Secretary's Report

Hello again Sisters and Brothers,

I hope all of you are staying strong through these tumultuous times, whether it's the outside world or within our own postal family, staying safe and providing the best service for our customers. The political arena as well as the legislative arena seems to me, like playing red light green light! There are times when legislatively, it seems like nothing is happening due to one crisis or another, but when its on its gang busters to get things done! Please stay atop of what is going on in the legislative arena by visiting NALC.org or the NALC app at least once a week!



Do not get lulled into those "nothing is happening" moments! The officers at national as well as the staff in the legislative department are always working, watching and listening to what is happening in the legislative world. They are on top of all things postal from the good to the bad that can show up in any bill put forth to the floor of the house or the senate!

There are currently 5 bills set forth in the house and the senate that require our attention. HR 3076 and senate bill S 1720 are the bills, which when passed, would move forward postal reform. HR 695 and S 145 both deal with eliminating the Prepayment of future retiree health benefits that was set upon the postal service in the 2006 Postal reform bill. That 2006 bill has had the Postal service in the red for many years, and continues to make us look bad financially. The last bill is HR 82 and has to deal with social security. It is on our list as it pertains to retired members and how much they get from social security as being a person receiving a pension from the government. as I stated earlier it seems we are in red light right now, but let's add to the game and make it yellow light!

Stay aware of what is going on legislatively, contact your members of congress to make our voices heard to get these bills passed when they are pushed to the floor for a vote and when the call comes from national, make it a full burnout green-light and do whatever we can to get to the finish line!!

In Unity,
John Woolley COSALC Secretary

Treasurer's Report



Brothers and sisters

In this article I would like to cover certain forms that need to be completed and the timelines of the forms. In addition to the forms mentioned below, be sure to get W-2's mailed out by January 31st.

IRS.GOV:

Employer's Tax Calendar

This tax calendar covers various due dates of interest to employers. Principally, it covers the following federal taxes.

- Income tax you withhold from your employees' wages or from non-payroll amounts you pay out.
- Social security and Medicare taxes (FICA taxes) you withhold from your employees' wages and the social security and Medicare taxes you must pay as an employer.
- Federal unemployment (FUTA) tax you must pay as an employer.

The calendar lists due dates for filing returns and for making deposits of these three taxes throughout the year. Use this calendar with Pub. 15, which gives the deposit rules.

Forms you may need.

The following is a list and description of the primary employment tax forms you may need.

- Form 940, Employer's Annual Federal Unemployment (FUTA) Tax Return. This form is due the last day of the first calendar month after the calendar year ends. Use it to report the FUTA tax on wages you paid.
- Form 941, Employer's QUARTERLY Federal Tax Return. This form is due the last day of the first calendar month after the calendar quarter ends. Use it to report social security and Medicare taxes and withheld income taxes on wages if your employees aren't farm workers or household employees.
- Form 943, Employer's Annual Federal Tax Return for Agricultural Employees. This form is due the last day of the first calendar month after the calendar year ends. Use it to report social security and Medicare taxes and withheld income taxes on wages if your employees are farm workers.
- Form 944, Employer's ANNUAL Federal Tax Return. This form is due the last day of the first calendar month after the calendar year ends. Certain small employers use it instead of Form 941 to report social security and Medicare taxes and withheld income tax.
- Form 945, Annual Return of Withheld Federal Income Tax. This form is due the last day of the first calendar month after the calendar year ends. Use it to report income tax withheld on all non-payroll items. A list of non-payroll items is available in the Instructions for Form 945.

DOL.GOV:

The three annual forms vary in the level of financial details that must be reported. The filing requirements are determined by the total annual receipts of the union. The term "total annual receipts" means all financial receipts of the labor organization during its fiscal year, regardless of the source, including receipts of any special funds as described in the Form LM-2 Instructions, Section VIII (Funds to Be Reported) and as described in Section X (Labor Organizations With Subsidiary Organizations). The Form LM-2 is required for labor organizations with \$250,000 or more in total annual receipts, the Form LM-3 is required for labor organizations with total annual receipts of \$10,000 or more, but less than \$250,000 and the Form LM-4 is required for labor organization which have total annual receipts of less than \$10,000. To determine which form your labor organization must file, please visit here.

Labor organizations must file the Form LM-1 within 90 days of the date in which they become subject to the LMRDA. Additionally, they must file the annual financial disclosure reports (Forms LM-2, LM-3, and LM-4) within 90 days of the end of their fiscal year. Please view the OLMS filing due date chart for further information on the labor organization's exact filing due date, depending on its fiscal year end date.

The Forms LM-1, LM-2, LM-3, and LM-4 must be filed electronically using the OLMS Electronic Forms System (EFS). EFS is a web-based system for completing, signing, and submitting Labor Organization Annual Reports. EFS allows a labor organization with a web-enabled

computer the ability to acquire, complete, sign, and electronically file the financial annual report without purchasing a digital signature or downloading special software.

The information provided was copied from the websites listed above each category.

Renaë Birnell

Director of Retiree's Report

Dear Retirees,

With the holiday season fast approaching, I want to talk about charity. The saying goes charity begins at home and while that may be true, for charity really to make an impact, it can't stay just at home. I don't know how many of you know you can continue to give through CFC, Combined Federal Campaign, into your retirement. Most anyone who has worked for the Post office for any length of time has heard of the Combined Federal Campaign, and may have even taken part.



The Combined Federal Campaign plays an enormously important in the survival of charities that help many groups. There are specialty services for seniors, veterans, children, animals, and the environment, just to name a few. Wherever your passion lies, there is a group that could use your support. Please consider giving the website is www.givingcfc.org. In Colorado, we are lucky enough to have two retired Letter Carriers who work closely with Veterans to provide services they may need. If you find yourself in need of help, please reach out to me and I'll put you in touch with those individuals.

It is open season, so please make any changes that you desire to make between November 8 through December 13, 2021.

Last, I wanted to remind retirees that the life insurance premiums went up on October 1, 2021, so you may see a little less in your OPM check starting on November 1. The increase only affected my check by about \$4.00. As always, stay the course on legislation, the correcting of our Prefunding, preserving 6-day delivery, The Social Security Fairness Act and The Windfall Elimination Provision/The Government Pension Offset, all of these protect our members retired and active. If you need any help writing or contacting your Representatives, please reach out to me I'll be happy to help you in anyway I can.

In Unity,
Director of Retirees
Jacqueline Skene.

Director of Education Report

Colorado Letter Carriers,

No matter where you are in life, you will never stop learning. Even though I've served as a letter carrier for the past 23 years, there will always be days when I learn something new. By now, all of us should have the new scanners and continue to learn how to use them while wondering who the letter carriers were



Director of Education Report Cont....

that tested and approved them. I have heard mixed reviews but at least they are much faster.

Be sure to keep up with the information videos posted in the scanner. These videos should be watched on the clock and are put there by the USPS to help inform us. There are several informative videos from PMG DeJoy and others on Edit Books, P/X Vacant and I'm sure more in the future. Be sure to include time on your PS Form 3996 if necessary so you can stay updated on these informational videos from the USPS. If they didn't want you to watch them, they wouldn't be on the scanner. Right?

The COSALC Steward's College will be January 27th, 28th and 29th, 2022 at the DoubleTree in Westminster where it was held earlier this year. Just a reminder, this training will only consist of Steward's Training for new and experienced stewards.

The Branch Officer Training will be merged with the COSALC State Convention on April 29th and 30th, 2022. The convention will be held at the Hotel Elegante in Colorado Springs. Be sure to register in advance for the CPR/First Aid class. Registration and payment are required in advance so we can be sure to have enough instructors for the attendees. The registration form is located in this issue of the newsletter.

We are also encouraging everyone to sign up for **COSALC Stay Connected**. You can stay up to date with information as updates become available. Send your name, email and branch number to StayConnected@cosalc.org.

In solidarity,
Richard Byrne, Director of Education
richardbyrne@cosalc.org

Important dates to remember
Stewards College: January 27-29
Legislative Breakfast: January 30
Colorado State Convention: April 29,30
National Convention: August 8-12
Regional Rap Session: September 22-24

Executive Board Reports

Oh yeah! State of Colorado Association members of the NALC, we have come to November, and it is national gratitude month, and in this month, we should be encouraged to embrace the power of gratitude. Gratitude is more than simply saying "thank you". Gratitude's amazing

powers have the ability to shift us from focusing on the negative to appreciating what the positives are in our lives. The state Association of Colorado helps us by guiding and directing all activities relating to legislation within the state, but it needs all of the members to be a good activist so that this organization can be the strongest and most effective. Joining the letter carrier political fund(LCPF) provides letter carriers with the

opportunity to build electoral and legislative power required to ensure decisions that impact their lives are made with the best interest in mind. The union encourages LCPF members to make suggestions for political contributions and to attend local fundraisers. The union also encourages members to attend local events four members locally who support letter carrier legislative priorities. Moreover, effective activism simply means, being active for a cause and you can do that by making phone calls to

your Congress members and tell them to support the ideologies that the union ask you to relate to your Congress members. When we all fight together, we can make a difference in raising the awareness on the issues and even changing the laws and policies that will help all of the members and families of the NALC. I thank you ahead of time because I know in this month of November, we'll stand together and become stronger than ever into the future.

Solidarity,
Bryan Sanders "OB"

Brothers and sisters

It has been a little while since our State Convention in Pueblo, but it was really great seeing everyone there and looking forward to seeing new and old, (well experienced stewards) at the upcoming steward's college.

I want to give a huge thank you to Joann Hertal for organizing the MDA chainsaw carving raffle, it raised over \$3,200 just on the raffle of the eagle, and congratulations to our NBA Dan Versluis for winning it.

Wounded Warrior leave has been under fire lately. Management has stated there is almost no documentation for the entire city here in Colorado Springs. This year I exhausted all my 104 hours for a surgery connected to my service-

connected disability from my time in the Army. The paperwork was turned in last January, as well as some follow up appointments, documented on a PS Form 5980 and turned into management. After ten months, I figured I did not need to keep copies. Now management claims there are no forms turned in whatsoever and if I don't provide copies, they want me to pay back the 104 hours. I am not the only one and I know this is going on state and nationwide. The lesson here is, get the documentation on a PS Form 5980, get management to initial they received it, get copies, and keep them for at least a year.

To qualify for Wounded Warrior Leave, you must have a service connected 30% or higher disability rating. The PS Form 5980 is used to document appointments while being seen for your service-connected disability and pays your regular hourly rate in place of using sick or annual leave. There has been some confusion, FMLA leave may cover such absences but still does not cover wounded warrior leave pay, you still have to fill out the PS Form 5980.

I was doing some NALC recruiting for the new hires recently. The new hires really do not know what the Union does for the membership, what the Union entitles us over non-bargaining careers. For us seasoned Brother and Sisters, stick up for our newer carriers, don't let them go behind closed doors with management alone. In my experience, management is not your Bestie, I fight with more management than I get along with.

Recently I was told that I could not take a "no lunch" because I took 3 restroom breaks in my 8-hour day. What did I say to that? Complete Bologna! well something a little harsher.... Smile and File is my motto.

As always, I would like to see our more experienced carriers watch over and mentor our newer Brothers and Sisters, help teach them really what the Union is there for. Weingarten Rights, Contractual Rights, Right to Representation/Steward, and Discipline Defense just to name a few benefits. When management is asking you questions and you think it might lead to discipline, request your steward before answering.

Keep fighting the good fight,
Mark Robbins.



Dear Brother and Sister letter carriers of Colorado,

Hope this finds you and your families well and surviving the continued struggle to effectively hire and retain staffing that has only been made worse by the ongoing COVID 19 pandemic. This is on Management to accomplish and we must insist they do everything possible to get it done and provide a workplace that operates under the principles of dignity and respect for all. I know it's been trying times for a lot of people and I commend you for hanging in there and getting the job done. Let's hope 2022 can be the year when things can truly get back to a near semblance of normal.



I wanted to share with you the news that I have been nominated to the Colorado AFL/CIO executive council and I am really honored and excited to represent letter carriers and our concerns to all our fellow union members across the trades. If your branch doesn't currently affiliate with the Colorado AFL/CIO or DALF (Denver area Labor Federation) now would be a great time to reconsider.

The Colorado AFL/CIO and DALF are the union/labor organizing entities that help all people currently in unions and those who wish they had the option to join one United across Colorado.

What do they do for us? They...

- 1) Coordinate communication between all labor unions in Colorado and enable large scale support and engagement opportunities across all trades and professions of unionized workers.
- 2) Facilitate teamwork between all unions to support each other's interest and understand the stakes through meetings and outreach efforts.
- 3) Educate all citizens of Colorado on the importance of unions and the economic and societal benefits of membership for all.
- 4) Represent our concerns with a unified voice to our representatives and legislators in order to move forward with worker friendly laws and infrastructure.
- 5) Invest in the future of working conditions of men and women's lives and for the good of our families in Colorado for generations to come.

As letter carriers and members of NALC we have much to be proud of and much to offer our fellow brothers in sisters in unionism...Let's nurture that link and take those opportunities anew!

In Service and Solidarity,

Joann Hertel

Brothers and Sisters

Quiet Professionals

In the early years after the attacks on the Twin Towers and our country was in the middle of the war on terrorism there



was a young man who felt a strong patriotic duty to enlist; so, he could help keep his country safe from any further attacks and so his friends and family could sleep peacefully at night. His vision and plan were dissuaded...for a time, the patriotic duty still called to him. This time he met with a different recruiter without telling anyone. Only until

he had signed the contract did he tell his parents, they of course were scared for his life. The news at the time kept reporting how many deaths occurred to US military members on a daily and weekly basis. His mother asked him to go back to the recruiter to tear up the contract and said to the young man, "let someone else fight". The young man responded, "if that was the mindset of everyone then no one would fight and no one would be safe". He went on to serve dutifully, with honorable discharge and now works for the Post Office. There are many with a similar story and mindset who work in many offices across the nation. To all Veterans past, present and future...Thank you for your service.

To those same Veterans - old and young who were honorably discharged, who are career carriers or will soon be a career carrier, do yourself a favor and if you have not yet bought back your military time then do so sooner rather than later. The first couple years after becoming a career carrier the "Military Buy-Back" accrues no interest so it would behoove you to start the process and start buying it back the sooner the better. Of course, do your own homework to see if buying back your military time would benefit you or not. To start the process call the HR phone number (877)477-3273, then press 5 for "Shared Services", followed by pressing 1 "For all employee benefits including health and life insurance, thrift savings, civilian and military buy-back...". Have your EIN and pin # ready. It should connect you to an HR representative and state that you want to buy back your military time. They will mail you a blue stapled book with instructions and documents that will need to get filled out by you as well as faxed to other places to help complete the process. It may seem confusing and overwhelming at first. But if you were able to survive basic/boot camp then you will and can complete & survive these documents!

In Unity,

Gus Pasillas

Executive Board Reports Cont....

Greetings Brothers and Sisters,

In thinking about what to share with you all, I like to pick a topic that is current and has profound impact on the Post Office and the carriers. Not to downplay all the other Bills in Congress and the Senate that the NALC is fighting, this issue is about the pre-funding mandate for all the retirees for 75 years. This mandate is hurting both the Post Office and all the carriers as well.



The reintroducing of the HR.3076 to the House of Representatives and S.1720 to the Senate to repeal the prefunding, when these bills pass, this will free up about 5 billion every year. Most of the problems that the Post Office have been experiencing since the mandate started, should slowly revert back to being more like it was before, hopefully.

In the commitment to finding different ways to better communicate with the members in Colorado, the State Association has been busy setting up Zoom meetings both with the whole state as well as the small branches, helping stewards with grievances, talking to the members, and answering any questions they might have, this has been very productive. Letters are also written by all the officers at the State Association to the members and branch presidents

across our state.

Director of Education, Rick Byrne has also set up a 'Stay Connected' tab on the cosalc.org website and Face Book. You can do this by going to the website, cosalc.org, go to the Stay Connected tab, enter your name, and email address, send it in then you will be contacted, easy to do and confidential. Also, the State Association does not want any member to feel that they are forgotten about so they are doing everything they can to contact as many members as possible. The Director of Retirees is also ramping up her efforts to contact the members that will be retiring soon, visiting their Branches, helping them to make a more informed decision *before* they retire and enter the next chapter in their lives.

The State Association is always brain storming trying to find new ways to communicate, if you have any ideas you might have to further this process, or think of other issues that could be covered, please contact the State Association, cosalc.org after all, we are here for you.

In Unity,

Todd Tucker

tucker@cosalc.org

DOES THE FUTURE OF THE USPS DEPEND ON ME?

We want to continue helping to elect House and Senate candidates who will protect the interests of letter carriers, but we cannot do it without your help.

Federal law prohibits union dues from being used to support candidates for political office, so NALC relies 100 percent on voluntary member contributions to the Letter Carrier Political Fund (LCPF).

LCPF may accept contributions only from NALC members and family members. With letter carrier help, we have the opportunity to build the electoral and legislative power required to ensure that decisions affecting letter carriers' lives are made with our best interests in mind.

Through the LCPF, we are able to amplify our voices every two years and send a strong message to lawmakers seeking reelection and candidates who seek to join the halls of Congress—we support those who support us, regardless of political party. Those who seek to destroy our rights and dismantle our employer need not apply.



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.

To sign up or get more information visit:

www.nalc.org/pac

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.

LCPF Article as printed in The Washington State LETTER CARRIER

LCCL Reports

District 1 Diana DeGette

Denver Area letter carriers and retirees, we need your help, please contact, Rep. Dianna DeGette, and Senators, Bennet, and Hickenlooper, ask their support and co-sponsor.

Postal Service Reform Act of 2021, **HR3076**

Federal Retirement Fairness Act, **HR4268**

IT ONLY TAKES A COUPLE OF MINUTES!!

Please **TAKE ACTION** and make a call or log-on nalc.org and on the home click on "Tell your representative to support H.R.3076 and S.1720" and you will be directed to the "Take action page". NALC members can login below NALC members can login below using your username (First Name+ Last Name + Zip + Last 4 digits of Social Security Number) to take action by calling and emailing your Member of Congress. After sending your message, your email record will be deleted. Using your username (First Name+ Last Name + Zip + Last 4 digits of Social Security Number) to take action by calling and emailing your Member of Congress. After sending your message, your email record will be deleted.

NALC strongly supports H.R. 3076 and S. 1720 and asks that you contact your Representatives and Senators now to ask them to cosponsor these important bills and work to expeditiously pass them on the House and Senate floors.

Both the House and Senate have introduced identical, bipartisan bills (**H.R. 3076** and **S. 1720**) aimed at bringing financial stability to the Postal Service. The Postal Service Reform Act advances key priorities for NALC, including repealing the mandate to prefund retiree health, this mandate accounts for 84 percent of Postal Service losses since 2007, an appropriate integration into Medicare for postal employees; and language protecting six-day mail delivery permanently, Six-day mail delivery is a lifeline for communities and provides job security to the nation's postal employees, nearly 30 percent of whom are veterans.

H.R.4268, would provide certain federal employees the opportunity to make catch-up retirement contributions for time spent as temporary employees after Dec. 31, 1988, thus making such time creditable service under the Federal Employees Retirement System, and for other purposes.

If you prefer to call their office here are the local and DC phone numbers.

Senator Michael Bennet

303-455-7600

202- 224-5852

Congresswoman Diana DeGette

202- 225-4431

303-844-4988

Senator John Hickenlooper

202- 224-5941

303-244-1628

In unity,

Jeffrey Frey

720-323-9015

District 2 Joe Neguse

Brothers and sisters

I am happy to be able to report that my Congressman, Joe Neguse, has signed on to our top priority in this session of Congress, HR 3076. He has always been a big supporter of our union. He has also signed on to HR 82, which deals with the reduction of Social Security payments that some of our members experience because they receive benefits from work they did before joining the Postal Service. I am sure you will be getting information about HR 3076 elsewhere in this newsletter. This is

by far the biggest legislation in the last 15 years dealing with the USPS. It has the potential to affect each of us directly in our jobs. As I write this, at the end of October, the challenge to get the bill turned into law is not only to convince members of the value of its components. The part, for example, dealing with the repeal of the pre-funding (which is also a separate bill, HR 695), has 276 co-sponsors at a time when bipartisanship is rare. There is also the issue that Congress has a lot on its plate and limited time. Our job is to make sure we get a hearing.

In Unity

Phil Wickman

District 3 Lauren Boebert

Brothers and Sisters

Hope everyone is doing well and getting geared up for the holidays.

Currently, here in District 3 we are working on raising awareness and supporting our legislation. This is key in getting Rep. Boebert, her team, and all of our coworkers to recognize just how important these bills are to all of us.

I have met with Rep. Boebert's Pueblo office to discuss our issues, especially HR 3076 and the impact it has. In addition, we have had coworkers send letters and make phone calls, yet the jury is still out on the impact we have made.

I feel that we have more to concentrate on if we want to get the attention of our legislators. We are a very wide and spread-out 3rd district so we must work on staying in contact with each other. Once we are able to show how strong of a politically united front we are and just how much of an impact these issues have, I am positive we will see more change. It is not easy to hear one or even a few small voices but if we can all make some noise we can't be easily ignored. We are such a determined lot; I think we just need to stay vigilant and we can get these bills passed.

Here's to a productive and communicative end of the year and bright holiday season.

In unity,

Nikki Encinias

District 4 Ken Buck

Letter Carriers in CD4,

We need to stay vigilant and focused on getting the Postal Reform Act of 2021 passed in Congress. I hope by now, all of you have taken action on the NALC website and continue to do so on a regular basis. Once is not enough! Be sure to go through the NALC "Take Action" portal on the website. This allows you to send emails and print off letters to your congressional leaders with only a few clicks. It could not be any easier. Well, maybe if someone actually did it all for you it would be a little easier.

All of us work hard as letter carriers in Colorado and it will be another tough peak season. Even though we are short handed in many offices, we take pride in our jobs and the future of the USPS. This is why it's so important for us to Take Action and support our employer that will secure our future. I know many of us don't like politics and legislative issues. It is vital for us to stay updated and involved to secure our future as letter carriers.

LCCL Reports Cont....

Please take time to visit www.nalc.org and check out all of the latest legislative activities and how you can TAKE ACTION. If you have any questions or need assistance walking through the website, call me and we will Take Action and conquer it together.

In unity
Richard Byrne

District 5 Doug Lamborn

Brothers and Sisters,

I hope everyone is faring well as we continue to move into better times during this pandemic. As we all know however, our daily struggles are far from over as letter carriers. On top of being out in the elements and still working countless hours, we are tasked with hoping that the 117th congress will do right by us. The Postal Reform Act of 2021 was introduced both in the House (H.R. 3076) and in the Senate (S. 1720) in early May. Both bills are aimed at providing stability to and enhancing the services of the United States Postal Service.

The push right now is for everyone who has not already, to reach out and ask your representatives and senators for their support on these two bills. The NALC has made it incredibly easy to send an email, letter or phone message through the 'Take Action' link on nalc.org. It really only takes a minute or so to do. I've seen in the past that our level of participation is somewhat lacking. I'd really hope every single letter carrier that reads this right now turns that around, if not for those of us asking, but for YOUR own job. We have seen how important we are to the community, especially through this last year. We continue to need all the help and resources we can get and if we can get these bills passed, it will mean a much brighter future for us all. If you need any assistance or guidance, all of us LCCL's are here to help.

In Unity,
Lindsay Salazar

District 6 Jason Crow

Brothers and sisters

My report will be brief. I have the pleasure to be in CD 6 represented in Congress by Jason Crow. He has been a champion for the Post Office from day 1 in Congress. He supports the reorganization bill and has always been with us on 6-day delivery and restoring service standards.

It doesn't appear that Jason's district will be too affected by the realignment due to the census. However, nothing has been finalized yet. If you live in the district, try to find a few minutes to call his office and thank him for his efforts on behalf of letter carriers. Next year will be an important election year and we must be prepared to help keep Jason in Congress.

In Solidarity,
Ken Barber
CD 6

District 7 Ed Perlmutter

So, we've been checking our watch for a while. Most endeavors of our elected representatives are concentrated on passing the current spending

bill. It has a great many good things in it but it hasn't much to do with the USPS. HR 3076 picked up 4 co-sponsors at the end of October but not much more movement has taken place. I'll be working to make sure Representative Perlmutter supports the bill or at least knows our position on it. The spending debate isn't going to last forever and we need to be ready to let our congressional reps know that this is a priority for us.

In solidarity,
Adam Albrecht

Did you hear it's Easier to File a FECA Claim for COVID-19 now?

The American Rescue Plan Act of 2021 that President Biden signed on March 11, 2021, makes it **much easier** for federal workers diagnosed with COVID-19 to establish coverage under the Federal Employees' Compensation Act. To establish a COVID-19 claim, you simply need to establish that you are a "covered employee," meaning that:

- 1. You were diagnosed with COVID-19.** Specifically, you were diagnosed with COVID-19 while employed in the Federal service at any time during the period of January 27, 2020 to January 27, 2023; and,
- 2. Your duties include any risk of exposure.** Specifically, within 21 days of your diagnosis of COVID-19, you carried out duties that—
 - a. required contact with patients, members of the public, or co-workers; or
 - b. included a risk of exposure to the novel coronavirus.



What Does the Change in the Law Mean?

- 1. You are only required to establish that your duties included a risk of exposure to COVID-19.** You do not have to prove you were engaged in high-risk employment; that you were actually exposed to the virus; or that you were exposed to someone who had the virus while performing your duties.
- 2. If you establish that you are a "covered employee," any diagnosed COVID-19 will be deemed to have been proximately caused by your Federal employment.** You no longer have to establish a causal link between your employment and your COVID-19 diagnosis.



What to Do:

You can quickly and easily file a CA-1 Claim for COVID-19 through the Employees' Compensation Operations and Management Portal (ECOMP). You can access ECOMP at ecomp.dol.gov. If you have never used ECOMP, you can [view this instructional video](#) to learn how to register for an ECOMP account, [and this video](#) to learn how to file a COVID-19 claim. If you don't have access to a computer, contact your supervisor.



Why File Now? What if I Think I Am OK?

If you were previously diagnosed with COVID-19 or even if you believe you just have a mild case of COVID-19, you should consider filing a COVID-19 FECA claim **now** even if you have fully recovered and/or had an asymptomatic infection.

- In the event you develop a consequential injury, impairment or illness later as a result of your COVID-19 diagnosis, timely filing your claim **now** will facilitate the processing of any future claim for any such consequential condition or impairment.
- If you wait until you experience a consequential injury or illness to file your COVID-19 claim, your claim may be subject to time limitation and you will have to establish **both** the initial COVID-19 claim and the consequential condition claim before benefits can begin.

CPR/First Aid Training

April 28th, 2022

12pm – 4pm



CPR & First Aid Training Class

2022 COSALC State Convention
Hotel Elegante

The time and date will be locked in once we determine the number of attendees.
Cost will be \$25.00 for a three-year certification

Registration and payment (**non-refundable**) are required in advance so we know how many instructors we will need based on attendees.

Registration needs to be mailed with payment no later than
March 20th, 2022 to:

COSALC
P.O. Box 799
Fort Collins, CO 80522
First Aid / CPR Registration Form

Name _____
Branch Number _____
Phone Number _____
Email _____

Wounded Warrior Leave

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 515.2.

Leave Year means the period beginning on the first day of the first pay period of the calendar year, concluding with the last day of the last payperiod of the calendar year. It is the period during which an employee may use Wounded Warriors Leave.

Eligible Employees

All employees who have a single or combined service-connected disability rating of 30 percent or more are eligible for Wounded Warriors Leave.

Employees with Pending Disability Determinations

Otherwise eligible employees with pending disability determinations who at any time during any Leave Year receive a 30 percent or more disability rating will be eligible for leave retroactively to the first day of that current Leave Year. Any leave without pay (LWOP) or leave used while the determination is pending will be reimbursed and replaced with Wounded Warriors Leave, as appropriate, up to the maximum number of hours allowed. Wounded Warriors Leave may be retroactively applied for only the most current Leave Year and for no more than 104 hours.

Visit NALC.org for more information on Wounded Warrior Leave



COSALC Scholarship Application

NAME _____

(Last) (First) (Middle Initial)

ADDRESS: _____

(Street, City, State, Zip)

Phone Number: _____

ADDITIONAL INFORMATION:

Class level next fall: _____ Major: _____

Name of school or university: _____

Address: _____

(Street, City, State, Zip)

PARENT or GRANDPARENT INFORMATION

NALC member's name: _____

Address: _____

(Street, City, State, Zip)

Post office where employed: _____

Address: _____

(Street, City, State, Zip)

Branch Name: _____ Branch Number: _____

NALC Auxiliary member's name: _____

(Only if applicable)

Address: _____

(Street, City, State, Zip)

Auxiliary Name: _____ Auxiliary Number: _____

Applicant's signature: _____

Father's signature: _____

Mother's signature: _____

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

Scholarship Application Requirements:

-Applicant shall furnish the application by the required deadline date. Please check the website for deadline date on scholarship page. Also include the following information listed below:

- 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
 - Community member
 - Civic leader

- 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 COSALC.
 - Community service is a must!
 - A letter verifying the service is required.
- Applicants must be high school seniors. Recipients must make a 3-5 minutes presentation of accomplishments and future goals if awarded scholarship. As amended by the 2003 State Convention in Grand Junction CO

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Colorado State
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Letter Carriers
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CO 80522
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Second Saturday in May 2022

Hunger in Colorado

33% of Coloradans lack reliable access to nutritious food.

16% of Colorado children are not getting adequate nutrition due to financial constraints.

20% of adults reported having to regularly cut back or skip meals because there wasn't enough money to buy food. *Hunger Free Colorado, COVID Food Insecurity Survey, April 2021*

6% of older adults face hunger in Colorado, forcing them to make choices between purchasing groceries or medication. *James Ziliak and Craig Gunderson, The State of Senior Hunger in America 2018: An Annual Report, May 2020*

9.3% of Coloradans struggle financially, living below the federal poverty line. *U.S. Census Bureau, Survey: Poverty, 2019*

SNAP in Colorado

8% of Coloradans use SNAP, including working families, children, older adults, veterans and those who are disabled. A Coloradan, on average, only receives \$1.29 per meal in SNAP benefits, making it a challenge to put healthy food on the table for themselves and their family. *Center on Budget and Policy Priorities, Colorado Food Assistance Program fact sheet, Jan. 2021*

Of SNAP recipients in Colorado

66% live with children.

34% live with an older adult or family member with a disability.

40% are members of working families. *Center on Budget and Policy Priorities, Colorado Food Assistance Program fact sheet, Jan. 2021*

As the need for food assistance is still more significant than ever, we want to allow everyone to continue to meet that need and help your local community food pantry or bank. "The Stamp Out Hunger" is a drive with a single mission—to feed the hungry in America, and as always, with your help, we will! Make a Difference in Colorado This cannot be done without the help of Colorado letter carriers!

Contact: **Jeffrey Frey 720-323-9015**

