



The Centennial Sentinel April / May 2024

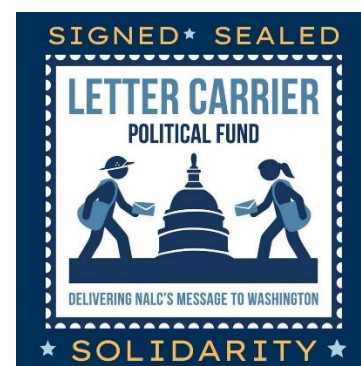
Sisters & Brothers of the COSALC,

How Important is Your Job?

Hello to my brothers and sisters in Colorado. My name is Jarod Miner from Pride City Branch 229 in Pueblo, Colorado. I am currently your Letter Carrier Political Fund State Liaison for Colorado. As we enter this upcoming election season it is very important to remember our future as letter carriers and invest in the Letter Carrier Political Fund to make sure that the Postal Service is here for our future and for those carriers that come after us. Our jobs as mail carriers are consistently under attack and it's up to you to fight back and support the fight.

There are a lot of things currently in the pipeline in Congress that impacts each and every one of us regardless of whether you support Democrats, Republicans, or Independents. One of the big misconceptions about the Letter Carrier Political Fund is that we back one party and that's very far from the truth. The Letter Carrier Political Fund is **bipartisan** - basically we support those that support us and our causes. The funds given are forwarded towards protecting our future and our jobs. All of the legislation currently being worked on in Congress that relates to carriers has bipartisan support, but we need to make that extra push to get more co-sponsors. We aren't asking for much and it could be as little as a dollar a check or any amount that you would want to give. We are trying to get as many members as possible that aren't already signed up to get signed up and to get involved. If you want to know about the things that are currently impacting us or want to talk about the Letter Carrier Political Fund and need help signing up, feel free to reach out to me. You can also find additional information on the NALC website under the Government Affairs tab under Political/ Letter Carrier Political Fund to sign up and to see also about any current pieces of legislation you can visit the Take Action tab. Please think of our future as letter carriers and the impact you can make by contributing.

In Solidarity,
Jarod Miner- COSALC Letter Carrier Political Fund Liaison
miner@cosalc.org



Did you enjoy the OWCP training at the convention?



There seemed to be a good crowd that attended the OWCP training at the Colorado State Convention conducted by Region 4 RWCA David Miller. We've heard many positive responses from the class and hope to have more in the future. Be sure to follow us on Facebook at 'Colorado Letter Carriers' to stay up to date on training and any other important news.

Is Your Uniform Card Current?

We received an update at the state convention about several carriers who have tried to order uniforms and their uniform allotment card expires only a few days after placing the order. Be sure to keep up on the date of expiration so that the order can be processed, and the shipment can be sent to you in a timely manner.

The salespeople in Colorado are AMES Rich Pottenger 303-956-4783, AMES Jacqueline Skene 303-819-2251, AMES Marcy Zakrewski 303-418-7638; Brookfield Mary McDowell 719-459-1813

Stamp Out Hunger

Thank you to each and every one of you for helping with the Stamp Out Hunger Food Drive a few weeks ago. We couldn't have done this without you. While we know there were many new issues we had to face this year, we've been reassured by NALC Headquarters that they are already working toward next year's food drive and bringing more partner unions into join us in our efforts and help resolve those issues.



Keep up the great work!

STRIKE OR NOT TO STRIKE

Frequently I either see on a social post that the carriers should strike because they cannot get a new contract, or I hear it said that the carriers should just strike because they could not get a new contract settled in a reasonable amount of time. Also said, the carriers of the great Wildcat strike of 1970 gave up the ability to be able to strike. Well, is that last statement really true about the carriers of the year 1970. Well hell, why don't we just strike like the rest of the unions that are not federal. Let's examine the facts and see where that trail leads us to.

You see the year was 1912 The Lloyd-La Follette Act was a civil service reform act passed by Congress under the sponsorship of Robert La Follette, a Progressive senator from Wisconsin. The act established procedures for the discharge of federal employees and guaranteed the right of federal employees to communicate with members of Congress, in effect making it the first protective legislation for "whistleblowers." The act also protected the right of federal employees to join unions.

Before 1912 and the Civil Service Reform, America for its first century, the U.S. civil service operated under the spoils system." Civil service jobs were a form of patronage extended by elected officials to their friends and political supporters. Incumbents in those jobs were usually expected to contribute both time and money to

their patrons' political campaigns. While a political party was out of power, it geared up for the next election by recruiting supporters with promises of federal employment. Such a system led to massive inefficiency as civil service workers were usually swept out of office in mass when the opposing political party took power.

The chief purpose of the Lloyd-La Follette Act was to protect federal civil servants from arbitrary discharge. The act, however, had at least two other purposes. First, it stated that "the right of employees ... to petition Congress or a Member of Congress, or to furnish information to either House of Congress, or to a committee or Member thereof, may not be interfered with or denied. Second, the act protected the right of civil servants to join employee organizations, including unions. Under the Lloyd-La Follette Act, federal employees gained the right to organize and bargain collectively—but not to strike—without government interference, and they did so for more than two decades before the nation's industrial workers gained similar rights under the National Labor Relations Act of 1935.

You see, It's the law. Specifically, 5 U.S.C. §7311, specifies that federal employees may not participate in a strike, assert the right to strike, or even belong to a union that "asserts the right to strike against the government of the United States." Driving the point home, 18 U.S.C. §1918 makes it a felony to strike against the United States or belong to a union that asserts the right to strike against the United States. What's more, the Office of Personnel Management can declare an individual who participates in a strike unsuitable for federal employment. *Forever.*

Bryan Sanders "OB", COSALC Executive Board Member

Information for this article was extracted from encyclopedia.com and government executive

COLORADO STATE CONVENTION 2025

Fort Collins, Colorado

Stay up to date by following us on the website 'Training/Convention Dates' tab at

www.cosalc.org

UPDATE

ENOUGH IS ENOUGH!
PROTECT OUR LETTER CARRIERS ACT

SENATE BILL INTRODUCED

TELL YOUR MEMBERS OF CONGRESS TO SUPPORT
H.R. 7629 / S. 4356

nalc.org/action



**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

Re: City Carrier Assistants - Conversion to Career Status

The U.S. Postal Service and the National Association of Letter Carriers, AFL-CIO agree that City Carrier Assistants (CCAs) who reach 24 months of relative standing will be converted to part-time flexible career status in their installation.

- **CCAs converted to part-time flexible employees under this MOU will count as full-time career carriers for purposes of calculating the CCA cap.**
- **Any accumulated annual leave will be paid out to the CCA in a lump sum consistent with Appendix B.3.B.1.c upon conversion under this MOU.**
- **In offices with 200 or more workyears, part-time flexible employees converted under this MOU will not be counted until they have at least 52 weeks of service credit as a PTF for purposes of calculating the full-time staffing percentage in Article 7.3.A.**
- **Conversions to career status detailed above will be effective as soon as practicable, but no later than 60 days from the ratification date of the 2019 National Agreement or the first day of the third full pay period that follows the date a CCA achieved 24 months of relative standing, whichever is later.**
- **Conversions made under this memorandum are in addition to conversions to fulltime regular opportunities pursuant to the Memorandum of Understanding, *Re: Full-time Regular Opportunities – City Letter Carrier Craft*.**
- **CCAs may decline the opportunity to be converted to career status under this memorandum. A CCA who does not accept the career opportunity will no longer be eligible for conversion to career status under this memorandum, but will retain his or her relative standing and will remain eligible for conversion to career status under the Memorandum of Understanding, *Re: Full-time Regular Opportunities – City Letter Carrier Craft*.**

In light of the continuing changes in the competitive environment in which the Postal Service operates, the parties will meet no less than annually to discuss any necessary adjustments to this MOU as it relates to City Carrier Assistant (CCA) and Part-Time Flexible (PTF) staffing, complements, and conversions. While it is the parties' intent to continue this MOU beyond the 2019-2023 Agreement provided operational circumstances remain conducive to doing so, should the parties fail to reach agreement for modification or extension of this MOU in the next collective bargaining agreement, and the continuation of this MOU is an issue to be resolved in interest arbitration, there shall be no presumption that this MOU is to be carried forward based upon the fact that the provisions of the MOU have been in effect.