

COLORADO STATE NALC'ER

The official publication of the Colorado State Association of Letter Carriers

Volume 38

Spring 2023

Colorado State Association Officers and Executive Board Members Sworn in at the 2023 State Convention



Richard Byrne - President

Mark Robbins - Vice President

John Woolley - Secretary

Isaiah Nothem - Treasurer

Se Min Kil - Director of Education

Jacqueline Skene - Director of Retirees

Todd Tucker - Executive Board

Roy Zuniga - Executive Board

Jefrey Sipple - Executive Board

Cirilia Garcia - Executive Board

Chad Peschel - Executive Board

Bryan "OB" Sanders - Executive Board

President's Report



**Richard
Byrne**

First, I want to thank all of you for your support in leading our state association. I am honored to be elected as your president and will not let you down. I have several new ideas that I will be getting out to the branch presidents over the next few months and will ask them to share with the members across Colorado.

Nil Sine Numine

Colorado's Motto, "Nil Sine Numine," is Latin for "Nothing without Providence or Deity." This phrase appears in the ribbon on the State Seal.

I know you're probably asking yourself how this relates to us as city letter carriers. We as a union come together to watch out and protect each other while fighting the good fight against those that try to harm us. Coming together as a union is more powerful for each of us individually. While there is much we can accomplish on our own, we are always stronger when we come together no matter what higher power you believe in personally.

We witnessed that recently at the COSALC State Convention in Blackhawk, CO. During a safety class taught by Region 4 RAA John Robles and me, our initial thought was to allow a brief time and have a few carriers add input during the class on situations they became involved in while on duty. The comment section flourished into more than we

expected. So much great information was shared by those that came up to the microphone to speak. Their passion and dedication were expressed in their stories, and they added so much to the discussion. Thank you to each and every one of you for sharing. I believe RAA John Robles is also going to try to pull some of that same passion received here in Colorado from other upcoming state conventions he will be attending throughout the summer in our region.

I want to thank all of those that have stepped up to lead the Colorado State Association of Letter Carriers. I have made two appointments recently to help with legislative activities, which is the majority of our functions as a state association. Doug Jaynes from Branch 47 has been appointed as the Legislative Chairman for the COSALC. I have also appointed Jarod Miner from Branch 229 as the Letter Carrier Political Fund Coordinator for the COSALC. Their contact information can be located on our website at www.cosalc.org.

Please take the time to stay informed on legislative issues and keep up to date on COSALC issues by following us on

Facebook and the website. All of us need to stay informed.

In Unity,

Richard Byrne
President
richardbyrne@cosalc.org

While there is much we can accomplish on our own, we are always stronger when we come together, no matter what higher power you believe in personally.

Vice President's Report



**Mark
Robbins**

“An injury to one is an injury to all.”

I would like to thank Doug Jaynes for all his years of hard work and leadership to our great union; his influence and accomplishments have elevated our State Board to a new level of achievement. I don't believe that I would be here today as your State Vice President along

with other NALC positions, if it wasn't for great union leaders such as Dan Versluis, John Robles, and Doug Jaynes; these leaders have personally made big impacts to my NALC union career. I would like to think that I've had a positive impact on other carriers. I believe that everyone can inspire positive change in our work environment.

We recently went to Washington NALC's State Convention, and they had President April Sims of the Washington State Labor Council, AFL-CIO as a guest speaker. She gave a very motivational speech detailing the idea that an injury to one is an injury to all. I couldn't have put it better myself. It was nice to see how other State Associations operate and conduct their business. They did their MDA fundraising a little differently, they had multiple raffle items and multiple silent auctions. They didn't do baskets quite like we do, but instead brought in many smaller items taking up two small rooms. The larger items being raffled off brought in more money, usually between a thousand and two thousand per raffle with nine or ten being done. They also have an art scholarship with pieces submitted for auction to support the MDA.

Friday night was the axe throwing competition and there seems to be an ongoing east versus west rivalry. There was also some nutcase doing chainsaw carving (me) for a little entertainment.

Talking about dinner and a show, Saturday night was the banquet dinner and art auction. There were two paintings and a chainsaw carving to be

auctioned off. The first painting raised \$400, the old man tree spirit (self-portrait) \$900, and another beautiful painting raised \$4100. The show portion was how they got to such huge donation numbers; it was east versus west. They teamed up against one another, the left side of the room against the right, complete with large amounts of trash-talking. It was hilarious.

A major problem we've dealt with over the last year is the 701 rule.

What is the 701 rule USPS? **432.53 City Letter Carriers (7:01 Rule)**

A city letter carrier who works more than 7 hours but less than 8 hours of a regularly scheduled day and who is officially excused from the completion of the 8-hour tour is credited with 8 hours of work time for pay purposes. This is known as the *7:01 rule* (see 443.212). All delivery service supervisors are reminded that city letter carriers should not be excused under the 701 rule **unless they have completed their routes and cannot be assigned to any available work at the same wage level.** You do not have to use your annual leave to fulfill your eight-hour day if you have worked at least 7 hours and 1 minute, and the Post Office has no other work for you.

Apparently, some of management has forgotten what the use of Wounded Warrior Leave is for. Wounded Warriors Federal Leave Act of 2015, the Postal Service allows veteran employees who meet the eligibility requirements to take Wounded Warrior Leave. This is a specific type of leave, which provides veteran employees with no loss in pay, for undergoing medical treatment for a service-related disability rated at 30% or more.

- Eligible new hires will receive 104 hours of WWL upon hire (as required by law) to be used for the remainder of the current calendar year.

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Secretary's Report



**John
Woolley**

Hello, again Brothers and Sisters,
I would like to start off by saying thank you for electing me for the position of Secretary at the state convention held in Blackhawk. The state convention was well attended, and I believe everyone had a good time, learned a thing or two, and helped us conduct the business of the state board. I want to personally thank those officers leaving us and those new officers that have stepped up to serve you on the state board.

This go around I am going to talk about record keeping. Spring into summer is always a good time to “clean house” so to speak, and I am going to go over record retention for your branch or personal files. For those branches that have space, it is always better to hold some documents for the extra year, but if space is limited, you will need to keep up with your files every year. It is always better to do this as an event, whether it is every quarter, mid-year, or yearly time frame, but it does make your retention program easier when planned. Most of the information I will be giving to you can also be found at NALC.org under the secretary treasurer's tab and look for the book titled NALC Branch Guide to Finance and Administration. I encourage every secretary and treasurer to have a copy of this book on hand; you can download this book from the website or order it from National at a cost of \$10. Please maintain your paper records in a space that limits sunlight, is dry, and is off the floor in case of flooding.

So, a quick rundown on the retention of records:

Lifetime record retention items are but are not limited to: Branch historical documentation (charter, recognitions, political honors, deeds, insurance policies, photos, buttons etc.), membership information of all members (present

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Director of Education's Report



**Se Min
Kil**

As of April 1st, 2023, all letter carriers should have completed the current Postal Service Heat Illness Prevention Program (HIPP) available through HERO. This is mandatory training that every employee must complete on an annual basis and consists of an online/group element, mandatory safety talks (stand-ups), and supplemental job aids. The HERO training course is designed to help us identify the dangers of working in extreme heat conditions; the symptoms associated with heat illness (heat exhaustion and heat stroke); and guidance on how to deal with these situations when encountered, for ourselves or others.

Just like the sweltering summer working conditions that we will inevitably encounter, the required annual training is unavoidable yet serves an invaluable purpose: KEEPING OUR CARRIERS SAFE WHILE SERVING THE COMMUNITY. Not only does our employer require this training, but it is also the right of every employee to have the tools and resources necessary to do our job as safely as possible so that at the end of the day, we may make it back home to those who depend on us.

In previous years, there has been some concern regarding not being afforded the opportunity to receive HIPP training in its entirety. In some areas, the training is being reported as complete when only portions of the required material are made available, or worse, not at all. The NALC and the National Director of Safety and Health have addressed these concerns at all levels and there are resources available in assisting with the enforcement of heat safety rules.

If you have any concerns surrounding HIPP training, potential heat-related health concerns, and heat-related working conditions, please remember that you have several resources available to you through your stewards, local branch offices,

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Director of Retiree's Report



Jacqueline Skene

Good day Retired Colorado Letter Carriers:

I hope this newsletter finds you and your family well. By now, most of you know that there has been a change in leadership at the State. I have every confidence in all our new members and look forward to building relationships with each one of them.

The last retirement seminar was held in March and again was well attended. I would like to thank the Colorado Springs branch for hosting. The NBA's office and the new Director of Education Si Min Kil will be strategizing for future retiree seminars. The information that Letter Carriers get before retirement from these seminars is invaluable. Right now, I am organizing my schedule for the upcoming summer. I hope to make as many of your retirement functions as possible over the next few months. Please reach out to me if you have a special retiree function you would like me to attend. I will be happy to do so.

Please visit the NALC.org website to stay updated on the current legislation of the Social Security Fairness Act and the WELP.

Last week, I was lucky enough to attend a meeting with the Colorado Alliance for Retired Americans. The guest speaker was our former Secretary of State, Matt Crane. Mr. Crane is now the head of an organization for State Secretaries. This is an incredibly important position for maintaining election integrity. While Matt and I don't always see eye to eye on political agendas. He is a Republican and I am unaffiliated. I very much respect Matt. The presentation he gave at CARA was informative and cut through a lot of the noise that has been dogging the election processes since 2020. Of the many points he made, one stood out to me. Colorado elections have been audited over 1000 times and

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Treasurer's Report



Isaiah Nothem

In 2013, I began my career with the USPS as a CCA in Evans, CO. After making regular in 2015, I began to learn about and eventually get involved in my local union, Dwight Palser Branch 324. I have since served as steward for the Evans office, branch secretary, and currently serve as the branch treasurer.

Before working for the Post Office, I was in law enforcement. I have worked in campus security, corporate security, and was a state police officer working with the Oklahoma Military Department. I have a Bachelor's degree in Theology and a Master's degree in Religious Education. I have a wonderful wife, Erica, and four children. We live in Milliken, CO, where my wife runs an embroidery shop. I have the honor of serving as deacon and music leader in my church.

It is an honor and a privilege to be serving as the State Treasurer! While such duties and responsibilities are not to be taken lightly, I am excited for this opportunity to serve the Colorado State Association of Letter Carriers.

Isaiah Nothem



Want to stay up-to-date on what is happening in Colorado with city letter carriers?

Send the following information to StayConnected@cosalc.org either by email or text message

Name - Branch Number - Email Address - Phone Number

Executive Board's Report



**Bryan "OB"
Sanders**

Does your vote count?

Coming out of the Colorado State Convention of letter carriers, this statement was made: If there were only a little over 100 delegates in attendance. How could the results of the election of the executive board be tabulated in the thousands and did the vote I cast really count for

anything?

Well, great question that I did not know the answer to part of the statement at the time and had to do a little research, but the part I did know was all votes do matter. This is the answer from the By-laws of the Colorado State Association NALC.

*ARTICLE 5: REPRESENTATION AND VOTE
(Section 1) The basis of representation in the Association shall be one (1) delegate for each subordinate branch having a membership of twenty (20) members or less 6 and one (1) additional delegate for each twenty (20) members or fraction thereof if the membership exceeds twenty (20) members. Each Branch should submit a list of its duly elected delegates and alternates within 60 days of the election of such delegates and alternates. This list shall be sent to the Secretary of the State Association no later than March 1 each year regardless of whether 60 days has elapsed since the election of such delegates and alternates.*

(Section 2) Each Branch represented will be allowed to vote their total membership strength. Membership totals will be divided among those elected delegates in each Branch. When the membership numbers do not divide equally, those odd votes will be on separate ballots, to be given to a delegate designated by the Branch Chairperson. Membership strength shall be determined by the latest printout received by the Colorado State Association.

(Section 3) Each Officer of the Association who is not

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**Chad
Peschel**

Greetings Colorado, NALC Members!

First and foremost, I want to thank all of you for electing me for the State Executive Board. I am honored, I am excited to rise to the occasion and put forth my best two left feet.

Summer is upon us! Hot weather, sunburns, and sweaty clothing. Winter is behind us now and with the Letter Carrier Craft, it is imperative to take care of ourselves and to look out for each other. Summertime brings the dangers of bees, wasps, spiders, and of course dogs. While looking out for these hazards, don't neglect to think about the most infamous of them all, heatstroke. Water and shade will be your best allies in the fight against heat exhaustion. Make sure to take the necessary precautions for yourselves this summer. Know the signs and listen to your bodies, and don't be shy to inform all those newbies out there, to do the same.

With the next two years ahead of me, I plan to stay busy dedicating time to the NALC and the State Executive Board. TIAREAP, (The Technology Integrated Alternate Route Evaluation and Adjustment Process), will take a lot of my time and effort. Regardless of the amount of time, I am excited to be a part of the process and a part of the team. I can say with confidence that the process is a good thing. Stations across the state are all in need of new adjustments. If not already, it's quite possible a team will be coming to your station soon.

Part of being on the executive board means taking on responsibilities for all the members across the state. Looking up, not down - looking out, not in, and lending a hand is what I strive to do. I look forward to being there for all my brothers and sisters over the next couple of years. If there is anything you need from me, please hesitate to hit me up. I'm just kidding I am only a call or an email

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Executive Board's Report



**Jeffrey
Sipple**

Brothers and Sisters,

My name is Jeffrey Sipple. I served for six years in the U.S. Army and have been a mail carrier with USPS for ten years. I've never been content with the status quo but always wanted to take on more challenges and improve upon existing conditions. I observed the lack of good

communication and constant confusion on various issues, rules, and regulations between the union, management, and carriers. I pondered on the disappointments it was created for the postal service and wondered what part I could play to improve upon the existing conditions. To this end, I noted that the safe driver award program, which recognized safe drivers on an annual basis, had suddenly stopped. I also read an article in the Postal Record by Manuel Peralta Jr., the NALC Director of Health and Safety, that he had received complaints from carriers that they were not receiving these awards. I presented this information to my union branch presidency and after more than two years of following up with them, we finally got the program back on board and it has been running for three years now.

Then I was appointed to the USPS/NALC Joint Safety Task Force (JSTF) by NALC Region 4 NBA Dan Versluis. This group made up of managers and letter carriers mitigates safety issues and concerns to make each post office operate in a safer manner for all postal employees. Then I was trained to be an on-the-job instructor, so I could prepare mail carriers to successfully perform their job as they finished the city letter carrier academy and started their new career.

I just attended a three-day conference for Disabled American Veterans (DAV). I saw firsthand what happens when communication is insufficient or ineffective. The DAV auxiliary planned a luncheon on the last day of the convention but failed to tell

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**Cirilia
Garcia**

Hello Brothers and Sisters,

Whether you're a seasoned letter carrier, a retiree or just starting out as CCA or PTF, you, *yes you*, can and should get involved with your local branch. A lot of times you'll hear carriers say "Well, the union doesn't do this for me." "The union didn't do that for me" but we are all **the union**. It is so important for the strength of our union for our

members to attend, for without you there is no union.

Maybe you want to get involved in your local branch but don't know how. Well, you can start by coming to a meeting. Don't know when your local branch meetings are? Ask! Ask your shop steward, president, or senior carriers or you can even call your local NBA office and find out when and where they take place. Most branches hold a meeting once a month, usually on the same day and time to keep it simple, though some branches may hold them more infrequently. Some branches even use Zoom or conference calls so members who can't attend in person can still participate.

Attending meetings is an important part of staying informed about the issues affecting your job and your benefits. These meetings provide an opportunity for us to come together and share ideas, ways to advocate for ourselves on the workroom floor, and sometimes just feel camaraderie over our shared difficulties.

Okay, so you've found out when your branch meeting is, and you showed up! Awesome! What's next? Well, most meetings will start with a roll call, followed by the reading of the previous minutes, treasurer's report, old business, and new business, and may end with time for fellowship.

If you have something to bring up, the best time to do so is during New Business. By participating you can get answers to the questions you may have and see that we are all dealing with the same issues on the

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Executive Board's Report

Why Should We Spend Time De-Cluttering Our Household Junk?



**Roy
Zuniga**

Junk removal, or clearing junk, is the process of removing unwanted items from a home or business. The goal is to clear out any unwanted clutter that is preventing the flow of life or is simply clearing out stuff that is not in use, or not important.

Did you know that The National Association of Professional

Organizers reports we spend one year of our lives looking for lost items? You'll save time by helping you get organized and have more time to spend with friends, family, and important business clients.

De-cluttering can also be physically and mentally weightlifting. Physically, clearing out your areas of unwanted items can make extra space for either new items, or allow you to bring out your old hobby toys like your painting easels, make space for a guest room or home office, or simply just enjoy the emptiness.

Mentally, de-cluttering can free the mind of having to look at all that unnecessary clutter or relieve you from thoughts about leaving all this work for your loved ones when you are gone.

Also, one man's junk is another man's treasure. Maybe you're hanging on to something that is still good, but you don't use it or even need it, but you still just can't seem to get rid of it. Just think about the number of items you aren't using that is just taking up space. There is probably another family that could really use it.

Did you know that you should replace your mattresses about every eight years because old mattresses accumulate dust mites, mold, bacteria, and other allergens at an alarming rate? In fact, the typical used mattress can house as many as 10 million microscopic bugs, according to Ohio State University experts. And since even dust mites' poop, that stuff is in your bed, too. If you've found that your allergies or asthma symptoms have worsened, your mattress may be partially to blame.

Also, did you know that improperly stored tires may collect rainwater and become a breeding ground for mosquitos and promote the spread of disease? Old tires could also become a fire hazard.

**You'll have less cleaning -
According to the National
Soap and Detergent
Association, getting rid of
clutter would eliminate 40
percent of housework in
the average home.**

Please keep in mind the stress-free feeling you will enjoy once those eye sores are efficiently and quickly removed from your property and the amount of free space you will have to do whatever you want. You will have greater peace of mind and be able to relax in your junk-free space.

You'll have less cleaning -
According to the National

Soap and Detergent Association, getting rid of clutter would eliminate 40 percent of housework in the average home.

So, make it a habit to clear out your old unwanted junk regularly, you'll be glad you did!

Roy Zuniga

Executive Board's Report

Colorado Association Executive Board Wants You to Meet Todd Tucker



**Todd
Tucker**

I have been a carrier since 1998 working at the Lakewood station for 21 years. I decided to step up as a steward when I witnessed management bullying and harassing several carriers. After writing statements for the steward in the office watching the supervisor being moved to another station I thought, what a powerful organization and committed to protecting the rights of the carriers.

I decided to step up again in 2019 serving the COSALC as an Executive Board member assisting the small branches and members on the Western Slope from Craig to Cortez.

Developing the "Slope" newsletter that was mailed out every month, was an effort of all the COSALC members wanting to communicate with all the members and small branches. Carriers on the Western slope now know that they were not forgotten, and now the members have a way to communicate with COSALC and the Region 4 National Business Agents office. This effort was a success from many phone calls, emails, and texts with various concerns of all kinds were dealt with, it was a success.

I have been a CCA trainer and mentor for a large part of my career helping them adapt to the stresses of the job correcting any safety issues and making it easier to do the job.

In 2019, I was a part of the Case Consolidation observer team traveling to Phoenix, assigned to the Avondale and Goodyear stations recording all the contract violations, and safety concerns, then reassuring the carriers that this nightmare will not last and to trust the union to stop it. Returning from Phoenix I was assigned to the Westwood station in Denver to be a Case Consolidation observer again, taking notes the same way as in Phoenix to stop the violations.

Trusting the union, it did stop.

Developing the "Slope" newsletter that was mailed out every month, was an effort of all the COSALC members wanting to communicate with all the members and small branches. Carriers on the Western slope now know that they were not forgotten, now the members have a way to communicate with COSALC and the Region 4 National Business Agents office.

The work has taken a turn for the best in communication with the smaller branches and the members. Combining the Western Slope newsletters with the Eastern Plains, smaller branches have been able to take

advantage of even more information and communications. Centennial Sentinel is the new monthly letter.

Log on to the website www.cosalc.org and check out what the newsletters are all about.

Todd Tucker

Legislative Chair's Report



**Doug
Jaynes**

What's next?

For many of us the past 12 years our legislative focus has been on the repeal of the 2006 Postal Accountability and Enhancement Act (PAEA)'s, the most harmful provision, the mandated pre-funding of our retirees' health benefits plan. Through our hard work, the 2022 Postal Reform Act

did just that. The Postal Service is no longer mandated to pre-fund the plan, congratulations to all who helped in that success. But, what's next?

First is a bill that will help our most "seasoned carriers", carriers that have or will retire under the Civil Service Retirement System (CSRS) and receive a defined benefit for their retirement income and Social Security for themselves or their spouses. 2 provisions in the current Social Security guidelines are the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO).

I don't have enough room to fully explain the impact that the WEP and GPO have on their retirement income nor the history behind the provisions but think of them as this. You work all your life for the Postal Service and then you and/or your spouse work for a private business earning Social Security quarters. Upon retirement, you suddenly find yourself expecting a check from SS, and when it finally comes it has been reduced by 2/3rds or eliminated. That is the basic effect of these provisions. HR 82/S 597 removes these provisions from the Social Security laws and gives the affected families what they have paid for, full Social Security benefits. As a side note, this bill will also bring relief to teachers, police officers, sheriff deputies, firefighters, and all those who will be getting a retirement benefit through PERA here in Colorado.

How about buying back your non-career time spent working for the Postal Service or other Federal

agencies? Any carrier who worked in a non-career position after 1/1/1989 is not credited for that time towards their retirement. The Federal Retirement Fairness Act would make the necessary adjustments to the FERS so employees will be able to "buyback" that time. Note this is a legislative issue not contractual, the NALC cannot just negotiate it into our contract. The "buyback" would be like the Military buyback that our Veterans are allowed to use towards their retirement years of service. This bill has not been introduced as of today, 5/17, but should be as soon as the correct version is agreed upon. So, watch for this bill and make the calls and visits for this bill to pass as it would affect more and more of us every day.

Or how about a bill to allow the shipment of beer, wine, and liquor that repeals a law from prohibition? Or a bill that examines the cost of sending packages to our troops overseas looking to lower the cost? Or a bill that would help the Postal service crack down on assaults and robberies of Letter Carriers? There are and will be many topics of discussion, resolution, and bills for you to get behind and urge your Representative and Senators to support, cosponsor, and vote for, or against. But it is your voice that needs to be heard.

Are you willing to make that call, make that visit, or join in with your fellow carriers in supporting these bills that are of great importance to you? If so, you must give it to the Letter Carrier Political Fund (LCPF) so someone else will take your voice to Congress. Giving is easy through postal allotments, EFT from your bank account, or just a check to the fund. Our voice must be heard in Congress louder than those who want to see the Postal Service abolished as we know it today. Article 43 of the National Agreement reminds us that Congress can take it all away from us. Thanks for reading.

Doug Jaynes
Chair of the Legislative Committee

Congressional District Liaison's Report



Letter Carriers in CD4,

While many of us don't care about getting involved in politics, it is very important for us to stay informed on legislative issues that affect our jobs.

Richard Byrne

Have you attended a town hall for your candidate? Did you know they have virtual town halls

that you can sign up for and attend on your cell phone? It isn't hard at all and doesn't take too much of your time. I've been involved in many of them and it's a good way to stay informed and you can even ask questions. Visit Congressman Buck's website at <https://buck.house.gov/> to get more information. You can also sign up for his newsletters and stay informed on multiple levels.

Be sure to visit www.nalc.org on the 'Government Affairs' page so you can stay up to date on several of the issues we are continuing to address with letter carriers. While great steps toward our careers were taken this past year, the work never ends with legislation.

In Unity,
Richard Byrne
Letter Carrier Congressional Liaison CD4



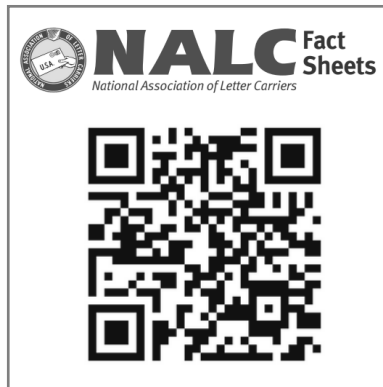
Phil Wickman

One of the bigger postal issues for CD2, as well as for some of the other congressional districts in Colorado, is that they have constituents living in mountain towns who are getting their mail late. The problem is not that they sometimes get their mail a day or two late, but a month late. It's not difficult to imagine the kind of hardship that could

cause to your business and personal life. I (along with our then State President Doug Jaynes) met with Representative Neguse's staff early this year to offer our union's insights on that problem. The towns with the delivery issues don't have people from our union, that is, city carriers, working in them. The mail is being delivered either by rural carriers or by a Highway Contract Route. Some of these towns have even joined together to pressure the Postal Service to fix their problems. If this issue matters to our Representatives and Senators, who are, after all, our ultimate bosses, then it must matter to our union.

Regarding our legislative priorities for this session of Congress, I'm happy to report that Joe Neguse is a co-sponsor of HR 82, the Social Security Fairness Act.

In solidarity,
Phil Wickman



Communication Committee



**Marcie
Miller**

I started my postal career as a city carrier assistant on November 30, 2014, in a small town in southern Oklahoma called Ardmore. Fun fact: I met my husband on the back dock of this post office.

After receiving assistance early on from my local union (Branch 458), I wanted to attend meetings, but our branch office was an hour and 45 minutes away. As a city carrier assistant, I had almost no chance of making it to my meetings on time, so I started hosting meetings for us carriers in southern Oklahoma via Skype. The year after I began my career, I had the desire to help the new carriers coming in and I went through training to become a certified on-the-job instructor.

While attending a convention in 2017, we unexpectedly had a member step down from their position, so I volunteered to take their place; this is how I became the newsletter editor! This is a position I kept until my transfer to Colorado at the end of 2019 when I got to pass the torch.

When I arrived in Colorado, the branch welcomed me with open arms and made me feel like I belonged there from the very first meeting. Many know I suffered a severe dog attack not long after making Colorado my home, but I didn't let this incident bring me down or hold me back. My brothers and sisters in my home office (Hoffman Heights, now Gateway) and branch office did not hesitate to let me know they were there for me every step of the way, and I am beyond grateful. Seriously, how lucky did I get to be a part of such an amazing branch?! By December of the same year, I stepped into my first role in my new branch as newsletter editor. Since my transfer here in 2019, I have continued training new carriers as an OJI, creating, and editing *The Centennial Letter Carrier*, and have since added a few additional responsibilities.

While I usually teach the new carriers in Denver, I


also travel to Cheyenne, WY. One day our NBA approached me about being a union organizer. While this is not something I had considered, I gladly accepted this challenge. Sometimes, I give up to 3 union presentations to new hires each week and make sure organizers are scheduled for each presentation.

In 2022 I was voluntold to be our branch's food drive coordinator, which I happily accepted. I was recognized for my efforts as the branch coordinator and was most recently asked to be the state coordinator! On April 19, 2023, I did my first official duty as state coordinator by giving a co-presentation with the current Coordinator, Jeff Frey. I was also offered and accepted a position on the communication committee with the Colorado State Association.

There are so many strong and knowledgeable people in the NALC that I look up to and am very lucky to work among them! I am unsure of what new responsibilities the future holds for me, but whatever I am tasked with, I know I have the support of my brothers and sisters; together we can make it through anything.

Remember, communication is key!

Marcie Miller




**Sean
O'Connor**

Brothers and Sisters,

I'm a steward at Tower in Aurora and recently appointed member of the communication committee. I was born in New Mexico but have lived in the Denver Metro area for over 30 years, ever since it was a "dusty old cow town."

I have a bachelor's in history and Geography, with a focus on GIS. I thoroughly enjoy dissecting maps, even the bad ones, and reading historical fiction. I also live by the motto, "If you don't like hockey, you're wrong."

My career with the Postal Service began in February of 2021 during the height of the pandemic. In those two-plus years, I wouldn't be where I am today without the constant support and tutelage from my fellow carriers and union, Branch 5996.

The recently created communications committee will be an even better way to organize all letter carriers within the great state of Colorado. Along with Marcie Miller and Thomas Weeks, we will do great things to spread the word about COSALC.

Unequivocally,
Sean O'Connor



Thomas Weeks

Brothers and sisters,

I've been a mail carrier for nearly 20 years now at the University Park Station in Denver. I've been a steward at that station for about 10 years. I enjoy both jobs.

I was asked to volunteer on the communication committee and was appointed as one of three along with Marcie and Sean. So far, we are trying to figure out this NALC'er newsletter.

My background: US Navy Veteran (4 years, mostly sea duty), Bachelor of Fine Art from Metropolitan State College of Denver with an emphasis in Communications Design and a minor in Computer Information Systems. I've been with my wife for the last 25 years. We have one son. We enjoy traveling. In my youth, I spent a year in a cult in L.A. Get me drunk and I'll tell you about it.

Mostly, my interest in the Union relates to the grievance process. I like helping my fellow carriers and enjoy the intricacies of the contract and all the precedents. I wrote a computer program in Python called Klusterbox which helps stewards investigate Article 8 grievances. You can find it online along with tutorials. I'm still refining it. So far I've written 29,036 lines of code.

Thomas Weeks

**Colorado State Association
of Letter Carriers**

P.O. Box 82 - Ault, CO 80610

The objects of this association are to assist the NALC in maintaining a more perfect organization and improving the Postal Service; to organize all letter carriers within the state; and to guide and direct all activities relating to legislation within the states.

Branch Officers:

- President: Richard Byrne
richardbyrne@cosalc.org
- Vice President: Mark Robbins
- Secretary: John Woolley
- Treasurer: Isaiah Nothem
- Director of Education:
Se Min Kil
- Director of Retirees:
Jacqueline Skene
- Executive Board: Todd Tucker
Roy Zuniga
Jeffrey Sipple
Cirilia Garcia
Chad Peschel
Bryan Sanders

NALC'er Staff:

- Communication Committee:
Marcie Miller
miller@cosalc.org
Sean O'Connor
oconnor@cosalc.org
Thomas Weeks
weeks@cosalc.org

Submissions are welcome from any member in good standing. The NALC'er reserves the right to publish or change articles as needed to accommodate for spacing requirements.

Additional contact information for the COSALC officers and staff can be found on COSALC.org.

(Continued from page 3)

- Each January, **all disabled veterans with a 30% or more combined disability rating** will receive 104 hours of WWL to use during the calendar year.
- At the end of each calendar year, any remaining WWL will be forfeited but, assuming the employee still has a combined disability rating of 30% or more, he/she will receive a new 104 hours at the start of the new leave year.
- Any unused WWL is not rolled over to the next year, nor will it be paid out if the employee leaves.
- **WWL can run concurrent with FMLA**, when appropriate.

The veteran is required to submit a PS Form 5980, Treatment Verification for Wounded Warrior Leave, certified by a healthcare provider that the veteran used the leave to receive treatment for a covered disability. The PS Form 5980 must be provided no later than 15 calendar days after the employee returns to work.

Unionism: The policies and practices of labor unions, particularly those concerned with protecting and furthering the rights of workers. We all should be working together to better ourselves, and our work environment, and to inspire our brothers and sisters. In the Army, we were taught to lead by example.

Keep fighting the good fight,
Mark Robbins

(Continued from page 4)

and past), newsletters, minutes of the executive board and branch meetings, LMOU's, by-laws and amendments.

7-year retention items are: Grievance driving documents (8190s, grievance resolutions) including MSPB and EEO items.

5-year retention items are: anything to do with IRS or DOL (LM's, tax filings, bank statements, 990's,

bonding insurance), Labor department reports. These items can be tricky so please consult the LMRDA rules or the Branch Guide for clarification. Entire grievance files.

3-year retentions items are: General correspondence, subject files (community events, notifications) and dues withholding forms (1187, 1189).

1 year retention item is election records.

If you are storing your items electronically, please purchase quality items when choosing your platform to hold the materials and try to back those items up with an external hard drive or reliable outside source.

Happy filing,
John Woolley
COSALC Secretary

(Continued from page 4)

and at the state and national levels. Although we've had a record level of moisture in Colorado in the run-up to the summer season, do not be lulled into a false sense of safety. Please prepare, and be prepared, for the heat of summer and the challenges that it presents to our craft.

Se Min Kil

(Continued from page 5)

have never failed an audit. I would like to suggest to anyone interested to reach out to the Secretary of State's office and get involved. There is currently a shortage of election workers. If you want to protect your vote, there is no better way. I have reached out to Matt to see if I can get that presentation to share with the Letter Carriers in Colorado. In Closing, I just want to thank the letter carriers in Colorado for the opportunity to serve you again.

In Unity,
Jacqueline Skene
COSALC Director of Retirees

(Continued from page 6)

a delegate shall receive one (1) vote. If an officer is a delegate, he or she may choose to vote either as a delegate or as an officer.

Example: Branch X has 195 members and 6 delegates in attendance at the convention. Each delegate would be counted as 32 votes and the extra 3 votes would be given to the leader of that branch (President) to cast. (An example is not included in the by-laws)

ARTICLE 9: COMMITTEES (Section 3) tell us there shall be a Nominating Committee composed of three members appointed by the President. This committee shall receive and properly tabulate all nominations to any elective office of this Association.

In Solidarity,
Bryan "OB" Sanders

(Continued from page 7)

the members that it would cost thirty- five dollars until just minutes before the meal. Some members went elsewhere for lunch because they didn't have a ticket. Others had to buy a ticket and then wait forty-five minutes for their lunch. Right after lunch, we held a meeting for changes in our by-laws, and nominations and installations of our new officers.

Again, the lack of good communication on parliamentary procedure made what should have been a thirty-minute meeting take more than two hours to complete.

As I stated before, I do the work I do for letter carriers. The most important component for them to improve their working conditions is to communicate more effectively with their management and with their union at all levels. This is precisely the reason why I just became an executive board member for our state association. Knowledge is power. I want to improve communication between mail carriers and the union (NALC) since it is necessary for their continued success.

Stronger together,
Jefrey Sipple

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workroom floor.

Local meetings are the perfect place to find out about upcoming training, conventions, health benefits, scholarships, and other classes as some branches conduct classes throughout the year. At your meeting, you may hear about fundraising or community service opportunities and other ways that you can get involved in your local branch.

Though the work we do may not always be easy, it is easy to get involved. It just starts with showing up.

In Solidarity,
Cirilia Garcia

(Continued from page 6)

away.

Exciting things are yet to come. With the new contract being negotiated, I am hopeful some big changes will come about for us, the City Letter Carriers of the Postal Service. I am talking about changes for the better, but for now, let us all keep our heads held high and stay proud. Proud to serve the American public and proud of the work we do. Always take the high road and be the change you want to see in this world. Be the change you want to see in the United States Postal Service.

"That some achieve great success is proof to all that others can achieve it as well." ~Abraham Lincoln

In Solidarity,
Chad Peschel

Colorado State Association of Letter Carriers
P.O. Box 82
Ault, CO 80610

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Thank you for making the food drive a success!

Send food drive pictures
and videos to:
Miller@COSALC.org

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HELP FOR LOTS OF
FAMILIES THIS
YEAR!

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