

# COLORADO STATE NALC'ER

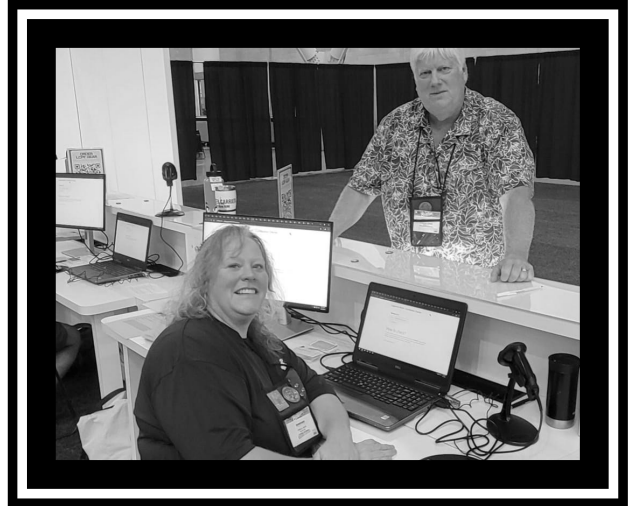
The official publication of the Colorado State Association of Letter Carriers

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**Richard Byrne and Annie Ibison**



**Tonja Koch and Doug Jaynes**



**Marcie Miller and Jeff Frey**



**Matt Tanner and John Beaumont**



**Signing up members at the LCPF Booth at the National Convention - August 5th-9th, 2024 - Boston, MA**

## President's Report



**Richard  
Byrne**

Don't make promises you can't deliver!

I had begun my article prior to the National Convention in Boston a few weeks ago. I thought that I would be able to add some finishing touches and

then proceed to send it to our Communication Committee to print. All that has changed. I'm

sitting here just hours before the deadline I set still decompressing about what happened at the convention and pondering where the future will guide us. I'm reviewing many social media posts clearly stating "This isn't over" and "2026 will be our time". I've read many articles from our National Officers and others on solidarity and unity over the past few months. However, I don't think many, other than our National President, even know what those words mean. It was a great time for letter carriers from across the country to come together and conduct the business of the NALC as required by the constitution a few weeks ago in Boston.

While I have always looked forward to attending national conventions in the past, this convention felt a little different as the days got closer. If you are an involved member of the NALC, you know what's going on and what we've been through in the past few years. Just as we thought things were getting better, we were blindsided by those who point fingers at others while hiding their own failures.

We've all been given promises by management that want you to help them out so that they can "make the numbers" when they don't care about your safety or what rules you could be violating to get the job done. As I stated, it could be a manager or possibly another coworker who you trust and believe they are telling you what is accurate since no one knows everything. You put your trust in them hoping the outcome is something positive but how much do we really know about these individuals? While doing research involves work

and time away from what we actually want to do, it is something that needs to be done by each of us on any issue.

You see it regularly on social media. If we believed what was in our social media feed daily, we could be drawn down a dark hole and be completely misinformed on many topics. Some of this could put us in harm's way both physically and emotionally. Over the past year, we've been told negotiations take time, and if you've been around a little while you know it's true. There have been false promises from some that this could have been negotiated months ago and we should be enjoying the benefits today. If we jump too quickly, how significant would the benefits have been? No one knows and can only guess with false answers because they aren't involved in the negotiations. Hopefully, by the time you are reading this article, we already have a tentative agreement and can hopefully vote in favor of it by the membership.

Here is my ask of you. Don't make a promise you can't deliver. I've made some promises that have over-extended my hours in a week. Many of you know I work seven days a week at the moment to fulfill promises I've made. Many of us do what we have to do to get the job done. Some are all talk. I've had many promises made to me that bounced once I tried to cash the check. Don't be that type of leader and misguide your fellow members and those you work with. We will hear of more broken promises over the next few years. Know the truth, investigate the truth, and share the truth. If you have the facts to back up your truth, preach it from the mountaintop. We need to help educate those around us to be successful and protect those that are misinformed by the selfish.

In Solidarity & Unity,  
*Richard Byrne*  
 COSALC President  
[Richardbyrne@cosalc.org](mailto:Richardbyrne@cosalc.org)

## Vice-President's Report



**Mark Robbins**

I was hoping to have National Convention updates like everyone else, but I ended up not being able to go to the convention at the last minute. I had been waiting for six months for a VA appointment that unexpectedly turned into minor foot surgery, putting me in a walking cast for a couple of weeks at that time. I had to stay home

and keep it elevated, sounds like I missed a good time in Boston...

I would like to thank Letter Carrier Political Fund Organizer John Beaumont for coming to Branch 204's last monthly union meeting. It's always good to see John, he did a great job of signing up some new people as well as you're Branch President and VP upping their contributions. I can't say please enough, please contribute to the Letter Carrier Political Fund, even if it's only a couple of bucks a paycheck. If you have any questions, please reach out to me.


I am hoping that we will have a new contract by the time this newsletter is published, if not, it comes when it comes. I would like to see the CCA starting wages come up to a realistic number to help keep what seems like a revolving door of new hires coming and going. I also would like to see more of our seasoned carriers pull some of these new CCAs under their wings to train and coach them into becoming good career letter carriers, good union brothers and sisters. Yeah. I know, not all want to be coached or helped, but we do what we can. One of the things we have seen here in the Springs has been the big push for a 22-minute loading time and an hour or less of office time. It takes what it takes, please do your job the way it is supposed to be done. Check your vehicle, take your breaks, drink water, and do not work off the clock. I just saw a young man the other day at three in the afternoon loading up with a second bump/pivot. He had already cased and carried a route at the North End

Station, came to the GMF where he carried his first bump, and got ready to head out again. Bravo! But I have to wonder if he is doing everything safely and accurately. To carry 10 hours of mail in less than 7 hours, there is usually some sort of compromise, cutting of corners, and unsafe acts. Management will not care that you killed yourself for them out there, when you have a vehicle accident or a workman's comp injury, they will chew you up, spit you out, and move on to the next carrier. If you do not take care of yourself, no one else will.

For those that haven't seen it, the maximum leave carry-over of 520 hours has extended into the 2025 leave year. Memorandum (M-02002) is set to expire at the end of 2025.

As we continue our roller coaster of weather of hot and rain, please stay safe out there, don't do anything I wouldn't do, and stay hydrated.


Keep fighting the good fight,  
*Mark Robbins*  
COSALC Vice President



### Open Season

**November 11th, 2024 through  
December 9th, 2024**

It is so important for each of us to select which healthcare plan we want for our family going into 2025 with the Postal Service Health Benefit Program. Please select it yourself and don't allow OPM to put you in a similar plan to what you have now. You make the selection!



## Secretary's Report



**John  
Woolley**

Well, we have just returned from the National Convention, and let me tell you, it was one for the ages! I was encouraged by all the new ideas and ways to fight management. I was also encouraged to see the democratic way our union dealt with the business at hand. I am proud of my delegation and those delegates of the state of Colorado, as the business at hand was conducted, and worked through.

What I am going to discuss today comes from one of the classes that I took about being a sound fiduciary agent and officer for the branch. There was a lot of information to digest, but the piece that I took most from it is the need for each branch to maintain a set of policies. There is a litany of things you can have for a policy for your branch. You can have a policy that covers the treatment of others, travel, use of branch funds, branch equipment, or of the hall. So many things can be covered by an approved policy. But the biggest things that you will want to protect with a policy are the branch funds and the branch property. If you have a voted-on policy in place, it does no one any good if the policy is hidden in a drawer in a file, or stuck in a 3-ring binder. Post your policies in a conspicuous space, so it is there for all your members to see and uphold. If you check the NALC.org website and go into the member's only portion, you should see a button for the 2024 convention. If you open any of the classes, one of the first items you will see is a policy. The third slide will be the code of conduct policy for the 2024 convention. A code of conduct is a great policy to have posted in communal areas of your branch hall. We may not always see eye to eye with our brothers and sisters, but we should be able to communicate our message civilly and respectfully, all adhering to a policy set forth.

In Unity,  
*John Woolley*  
COSALC Secretary

## Treasurer's Report



**Isaiah  
Nothem**

Greetings! It is an honor to have been selected to serve as a member of the Communication Committee! While it is a commonly stated aphorism that nobody likes to write but everybody loves to have written, I have to admit that I do somewhat enjoy the process of writing.

Writing well takes effort – and when finished, gives a sense of accomplishment. Whether or not people enjoy what I have written is, of course, a different matter! As a member of this committee, I look forward to helping spread the message of Solidarity to the fine folks of the Colorado State Association of Letter Carriers!

I had the privilege of attending the 2024 National Convention as a Delegate of Dwight Palser Branch 324. While it is no secret that there was a bit of contention at the convention, it was nevertheless reassuring to see that despite some disagreements, our Union is still moving forward and is still fighting for the rights of every member. It is true that (as of the time of the writing of this article) we do not yet have a contract for the membership to vote on. However, the fact that both parties are still negotiating is a good thing! Far better to reach an amicable agreement than to be stuck with an Arbitrator's settlement which cannot be appealed!

A brief reminder that if you currently use a Branch debit card, please reconsider your ways! Credit cards provide more safeguards while mitigating potential liabilities. Accidental purchases by officers instantly become loans and since debit transactions are equal to cash, purposeful mishandling of funds is hard to recover. To put it starkly, David Dorsey has said that 8 out of 8 embezzlements in our Union have involved debit cards. Therefore, in the interest of Fraud Prevention and Risk Management, please consider moving to a credit card for all Branch purchases, or better yet, doing away with cards entirely, and sticking with checks!

## Treasurer's Report (Continued)

There was an interesting discussion at the Convention about the potential liability associated with Branches that provide alcohol during their meetings. It boils down to this: if alcohol was available during a meeting and a member who partakes were to get into a wreck on the way home, is the Branch liable? Yes! As most Branches do this, it is therefore of the utmost importance that the proper liquor liability insurance is added to cover the potential liabilities of such an unfortunate accident. Whether the alcohol is purchased by the Branch and made available, or is brought by members for any to take, there could be serious ramifications for the Branch if the proper insurance is not in place. I encourage the officers of each Branch to review your insurance policies and reach out to your provider to add liquor liability coverage if this applies to you.

In Solidarity,  
*Isaiah Nothem*  
COSALC Treasurer

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## Director of Retiree's Report



**Jacqueline  
Skene**

Hello to all my fellow retirees! I hope you are enjoying your retirement. I recently attended the NALC National Convention in Boston, MA. The convention center was conveniently located and the convention itself was organized and informative. Although there were a few challenges, we were able to accomplish what we needed for our union.

During the convention, I attended classes on Retirement, Thrift Savings Plan (TSP), Health Benefits, and Mutual Benefit Association. Our Director of Retirees, Dan Toth, taught the TSP class and did a great job. I learned a lot and plan to share more about it in the future.

## Director of Retiree's Report (Continued)

Who is eligible to participate in the TSP? Federal employees covered by the FERS or CSRS retirement plans, members of the Uniformed services, and civilians with federal service such as congressional positions, judges, and certain justices are eligible. CCAs are not included because they are not considered career employees and are not covered by FERS. However, the MBA has a retirement savings plan for CCAs which can be combined into their TSP when they become career employees.

Once you become a career employee, you can join the TSP through automatic payroll deductions. The Post Office provides an automatic 1% deposit into your TSP and will match the employee's contribution up to 3%. At 4% and 5%, the Post Office will match 50%, for a total of 5% matching deposit into your TSP. To make withdrawals, the employee needs to become vested, which requires 3 years of continuous service. If you leave government service before the 3 years, you lose the employer's matching contributions, but all the money you put in is still yours. If you die before the three-year vesting period, you are automatically vested.

It's important to be cautious with your personal information, especially regarding banking, TSP, or pension checks. There are individuals who may claim to be specialists or offer enticing gifts, but it's crucial to be aware that these claims can be misleading. It's best to rely on trusted sources such as the NALC, who are specialists in TSP and retirement and will protect your information without selling it.

Respectfully,  
*Jacqueline Skene*  
COSALC Director Of Retirees



## Executive Board's Report



**Bryan "OB" Sanders**

### WARNING

While the words you are about to read are not for everybody, they can be for anybody who is reading this article. We have all gone to school to get an education, so we should not forget how to use that education when it comes to dealing with management. Take 15 minutes a day to educate yourself on the

hot subject or subjects that are happening in your office.

For example, management wants to inspect your route for a day, either in the office, on the street, or maybe both. What are your rights and how can you use the contractual language in your favor? If you never explore your rights, how can you be sure that management (who we all know does everything perfectly, right?) will do anything that might be positive for you or other letter carriers?

Places where you can find information can be any or all of the following: your Union steward, your Union hall, Coffee with Letter Carriers, the Region 4 office, The Postal Record, and your local Union publications. Don't wait until you're totally pissed off to educate yourself on the parts of your job that effect your everyday life. Know the answer before the question is ever asked - that is my motto.

In Solidarity,

*Bryan "OB" Sanders*

COSALC Executive Board



**Chad Peschel**

Hello NALC family,

It is now August, and we are approaching the fall months. The leaves turn to their pretty colors, and the days shorten and cool down. I love this time of year.

With the changing seasons, I am reminded of things that should not change—treating others with dignity and respect. I understand that management often forgets

this, but I wanted to remind everyone that we are different and we should always take the high road. If you feel like management is not treating you properly, speak to your shop stewards. Reach out to your presidents or vice presidents and file that grievance. Even if you file a grievance, don't let yourself sink to their level. You will never go wrong by treating others respectfully, even if it's postal management.

We live in a time where it is more important than ever to show support and solidarity with others. Remember the golden rule, treat others as you would want to be treated.

In solidarity,

*Chad Peschel*

COSALC Executive Board



## Executive Board's Report



**Jeffrey Sipple**

Hello fellow carriers,  
How many of you have heard of the District Joint Safety Task Force and know what we do? My objective in this article is to articulate who we are, what we do, and to dispel some of the misinformation about us coming from management.

The District Joint Safety Task Force is comprised of up to ten managers (most often Postmasters) and a group of up to ten Union letter carriers. We are all safety-minded individuals who gather for a few days each month to visit offices in Colorado and Wyoming where accident rates are the highest. We improve the safety in these offices through practical education, mentoring, and training of all staff, including management.

Despite any circulating rumors to the contrary, we are not a "gotcha team!" In fact, our presence at any station cannot be tied to any punitive actions. In other words, no individual will be punished as a result of our visit to your office, so relax! If there is one thing that I want all of you to remember, it is that the District Joint Safety Task Force is a force for your good. If we show up to your station, it is our goal to leave you working in a safer environment than we found you.

In unity,  
*Jeffrey Sipple*  
COSALC Executive Board



**Cirilia Garcia**

Hello,  
I hope everyone is well and has had a summer full of fun, rest, and relaxation: well, as much as you could fit in between the long workdays, anyway! I had the privilege of attending the 73rd Biennial National Convention in Boston and while I'm sure many of you reading have heard many different things about the convention, I'll leave that for someone else to speak on. I wanted to discuss some of the classes I was able to attend while in Boston because they focused on things that I have been thinking a lot about lately.

One of the sessions was focused on Diversity, Equity, and Inclusion (DEI) and what that looks like for the NALC moving forward. Another session was a Women's Mentorship roundtable. Our membership is changing, and with it, so must we. This might look like using more inclusive language, defending our union siblings who face discrimination based on race, religion, ethnicity, sexual orientation, or gender identity, and ensuring that everyone on the workroom floor is treated with dignity and respect. Fostering an inclusive environment might also look like actively working to help all members feel welcomed and included, as well as ensuring that our leadership reflects the diverse membership that they represent. By integrating DEI principles into our core operations and the culture of our union, we can not only promote fairness and representation but also strengthen our ability to advocate effectively for all of our members.

In Solidarity,  
*Cirilia Garcia*  
COSALC Executive Board



## Executive Board's Report



**Todd  
Tucker**

**Enough is Enough.** You may have heard about this in the media and from law enforcement. The Post Office finally took a stance and began to get all the stations to give safety standups, passing out information to help carriers be aware of their surroundings and pay attention. Well, the standups dwindled off while the crimes continued to happen, and the level

of violence continues to escalate. This creates an extreme concern for one's safety, causing some to not want to come to work at all.

The penalty for robbing and assaulting carriers is insufficient, ranging from months in jail to probation depending upon how serious the courts believe it is. The union says, "Wait just a minute, these are our carriers with families and a future with the Post Office, they are our friends also!" As you are all aware, the union has triggered the campaign that is rallying support throughout the country, calling upon the media to cover the events, and calling upon our representatives in Congress to change the laws and strengthen the penalties for the offenders. From the National Headquarters, to the Region 4 Business Agents office, to the COSALC, to the branch level, **change is coming**. The criminals pissed off the wrong union!

HR 7629 is the bill on the table that will mandate steeper penalties for those criminals who think they can get away with it. If you don't know who to contact but want to help, become an activist for your fellow carriers. You can email Doug ([dougjaynes@cosalc.org](mailto:dougjaynes@cosalc.org)) or Rick ([richardbyrne@cosalc.org](mailto:richardbyrne@cosalc.org)) and they will hook you up with contacts and phone numbers, guiding you through the process. It's really easy, but has a big impact.

In Unity,  
*Todd Tucker*  
COSALC Executive Board

## LCPF Coordinator's Report



**Jarod  
Miner**

The Labor Movement is currently in a resurgence across America and just in the last couple of years there have been a lot of battles won for workers' rights. But just because some of these battles have been won doesn't mean that the fight is over. Over recent years, unions, including the NALC, have seen near record-high favorability

among Americans. A question I've been asked a lot recently is why the NALC isn't as involved in the broader labor movement as it once was. Some feel that while the NALC supports its causes, it isn't as present in supporting other unions. The NALC is a strong and influential union and our solidarity should extend beyond the NALC to support our brothers and sisters in other unions, both locally and nationally.

We may think that because we are federal we don't have the same fights as other unions; but, honestly, that is far from the truth. We need to be more active not just in our union, but also in our brothers and sisters of other unions. I would encourage each member to reach out to local unions, offer support, and participate in their events. Whether it's joining picket lines, attending rallies, or spreading the word, your involvement will show that the NALC stands with them. Now, more than ever, we must unite under the banner of union solidarity. This core principle is what makes a union strong and effective. When we speak together, our voices are too loud to ignore.

In Solidarity,  
*Jarod Miner*  
COSALC LCPF Coordinator



## Legislative Chair's Report



**Doug Jaynes**

NALC'er Sisters and Brothers, Why should I vote? My vote doesn't matter. Colorado is a blue state so the results are already known. My Representative has already been decided. There is nothing I need to do to get the same results.

We have all heard this from our family, friends, and fellow carriers, or even had these thoughts ourselves. But the results do depend on our vote. There are more unaffiliated voters in Colorado than Democrats and Republicans combined. It is these voters that need to hear the message and sway to our side of the aisle. The only way Colorado is to stay blue or go back to purple is for us to participate.

Congressional District	Cook score	Democrats	Republicans	Unaffiliateds
CD 1	D +29	114,000	40,000	211,000
CD 2	D + 17	159,000	78,000	242,000
CD 3	R +7	109,000	146,000	233,000
CD 4	R +13	87,000	186,000	251,000
CD 5	R +9	79,000	137,000	234,000
CD 6	D +9	131,000	90,000	217,000
CD 7	D +4	134,000	117,000	253,000
CD 8	EVEN	111,000	99,000	217,000
Colorado		924,000	893,000	1,858,000

And here is where I am going to tell you why I support the Harris/ Walz ticket, and why I believe the delegates to the National Convention voted to support the Harris/ Walz ticket, based solely on the effect that this election will have on us, Letter Carriers. Trump has tried to distance himself from the Project 2025. But this is a position paper that was developed by some of Trump's former advisors as what they believe and would advise the next President to follow. Project 2025 says it would be good to:

**Undo the basics of the Pendleton Act of 1883**, which replaced a corrupt spoils system with the apolitical, merit-based system we have today. Federal employees would need to pledge allegiance to Trump not to the Constitution, to have a federal job.

**Eliminate up to a million federal jobs.** Because of the proposed deep budget cuts, elimination and privatization of agencies and programs, hiring freezes, caps on the number of personnel.

**Declare public unions illegal and take away union rights.** Seeking to end collective bargaining for public-sector workers, they would encourage Congress to “consider whether public-sector unions are appropriate in the first place.” And they would reinstate Schedule F, which seeks to reclassify any career federal employee whose job is in any way connected to federal policy. This new classification politicizes the civil service, allowing the administration to hire and fire for political reasons.

**Gut federal workers' pay and benefits.** They would replace pay systems with a pay system that would decide raises based on occupation and how well employees carry out orders, whether legal or not. Describing federal retirement programs as overly generous, they would reduce retirement benefits to match "the market", noting that half of the private sector firms do not offer any retirement benefits. They also want to cut Social Security benefits by raising the retirement age.

**Make it easier to discriminate against people of color, women, and LGBTQIA+ people.** They also propose abolishing so-called "disparate impact" – the adverse impact of a facially neutral requirement or process – as grounds for challenging the legitimacy of the new civil service exams. They would restore either IQ or aptitude tests or both as requirements for federal hiring, despite the fact that they are discriminatory.

Sisters and Brothers, we cannot allow this to happen. We are a Union where an injury to one is an injury to all. Please VOTE get your friends and family to VOTE. We depend on your Vote to as this is the most impactful election of our lifetimes.

In Solidarity,  
*Doug Jaynes*  
 COSALC Legislative Chair

## Medicare Part B—Special Enrollment Period



**DAN TOTH**

The Postal Service Reform Act of 2022 did several things. One important component was the integration of Medicare with the Federal Employees Health Benefits (FEHB) Program.

This integration is what created the Postal Service Health Benefits (PSHB) Program, a subset of FEHB. Because of this transition

into PSHB, eligible annuitants have an opportunity to enroll in Medicare Part B through a Special Enrollment Period (SEP) without being subject to any late enrollment penalties.

The SEP is available only to Postal Service annuitants and their covered family members who are entitled to Medicare Part A but not currently enrolled in Part B. Eligible retirees should have received a mailing from the USPS along with enrollment instructions. The SEP is currently open and will end on Sep. 30, 2024. Medicare Part B helps cover medical services, such as doctors' visits, ambulance services, durable medical equipment, and mental health care, to name a few. The advantage of enrolling in Part B along with PSHB is the coordination of benefits. When you have more than one insurance plan covering the same benefits, one plan normally pays its benefits in full as the primary, and the other plan pays a reduced benefit as the secondary payor. For annuitants, Medicare is the primary payer. This coordination may result in your PSHB plan waiving its copayments, coinsurance, and deductibles for Part B services. Some services might not be covered, or only partially covered by your PSHB, but still covered by Part B.

Typically, one needs to enroll in Part B at age 65 during a seven-month Initial Enrollment Period, or after age 65 if still employed and covered by an employer group health plan.

Those who choose not to enroll in Part B during their Initial Enrollment Period generally forgo Part B for the rest of their lives. This is because Part B has a late enrollment penalty.

The late-enrollment penalty is an additional 10 percent premium for each year you could have signed up but did not. That means if someone waited five years until they enrolled in Part B, the late penalty would be an extra 50 percent. It doesn't take long for this penalty to make the premium unaffordable for most (or simply a bad deal). Fortunately, this SEP allows enrollment in Part B without being subject to the late enrollment penalty. For those affected annuitants, this can be a tremendous opportunity.

To enroll in Part B through the SEP, annuitants should complete the special form included in the letter mailed to eligible annuitants from the USPS. After the form is completed, it should be mailed in the pre-addressed envelope also provided. Be mindful that envelopes postmarked after Sep. 30 will not be accepted. If you are eligible for the SEP and did not receive the mailing or have questions, call the PSHB Navigator Help Line at 833-712-7742. Questions about enrollment should be directed to SSA at 800-772-1213 (TTY 800-325-0778).

If you enroll during the SEP but decide you made a mistake, you can request a cancellation from the SSA before the effective date of Jan. 1, 2025. If you request to terminate Part B after Jan. 1, 2025, you will no longer be eligible for the PSHB program unless a Part B exception applies.

If an eligible annuitant does not enroll during the SEP, they may enroll during the General Enrollment Period from Jan. 1 through March 31 of each year, or during another applicable enrollment period. However, they might have to pay the late-enrollment penalty.

Of course, the downside to Part B is that it isn't free. The standard premium for 2024 is \$174.40 per month, and the premium can change each year. Changes in the premium are mainly due to projected increases in healthcare spending. Deciding whether to enroll in Part B is a personal choice. Each person will need to review their health plan and see how it interacts with Part B. Some plans, such as the NALC Health Benefit Plan (HBP), provide multiple options to enhance the integration of Medicare. In particular, the NALC High Option Plan—Aetna Medicare Advantage offers extra value with \$0 deductibles, prescription drug copays as low as \$0, and a \$75 monthly Medicare Part B premium reduction. Another High Option Plan choice is the SilverScript Prescription Drug Plan, which combines Medicare Part D prescription drug coverage. If you are enrolled in SilverScript and Medicare, you may be eligible to receive up to \$600 of Part B premium reimbursement per enrollee. These options put money back in your pocket. To learn more, head to the NALC HBP website at [nalchbp.org](http://nalchbp.org) and look for the 2025 plans and benefits when that information becomes available.

Eligible annuitants should carefully consider this one-time opportunity to enroll in Part B without being subject to the late enrollment penalty

*Dan Toth*  
 Director of Retired Members  
 July 2024 NALC Postal Record



**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](mailto: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:**

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- Annie Ibison  
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- Isaiah Nothem  
[nothem@cosalc.org](mailto:nothem@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 spacing requirements.

Additional contact information for the COSALC officers and staff can be found on [COSALC.org](http://COSALC.org).

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

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## **Region 4 Wins LCPF Award**



**LPO Matt Tanner, RAA John Robles, LPO John Beaumont, and NBA Dan Versluis accept the LCPF Award for Region 4 at the 73rd Biennial National Convention in Boston.**