



COLORADO STATE NALC'ER

The Official Publication of the Colorado State Association of Letter Carriers

Volume XXX 30

Season Spring 2020

President's Report

Greetings Sisters and Brothers,

Welcome to Springtime in Colorado, As I write this it was 70 degrees out today, I'm not sure how much snow we have or if all the flowers are in full bloom. But the one thing I am sure management is making our lives miserable. Their failures to properly staff our offices have put everyone on edge. Article 3 of the National Agreement states: The Employer shall have the exclusive right, subject to the provisions of this Agreement and consistent with applicable laws and regulations



- B. To hire, promote, transfer, assign, and retain employees in positions within the Postal Service and to suspend, demote, discharge, or take other disciplinary action against such employees;
- C. To maintain the efficiency of the operations entrusted to it

I would point out that this is an AGREEMENT between the NALC and the Postal Service. We agreed that management would be the sole party to hire and retain employees, and to maintain the efficiency of the operations. Can anyone truly say that management has fulfilled this obligation? In an OIG report, USPS OIG Report: Effectiveness of Efforts to Reduce Non-Career Employee Turnover, findings are in FY 2019, the city carrier assistant positions had the highest turnover at 45.8 percent. Where does the fault lie? Management believes it is our, the carriers, fault, that they have no control over the CCAs who resign. But the fault does lie with management. Surprise, surprise the report also states that: Specifically, at seven of the 14 district offices and four of the 14 facilities we visited, management said they had not received training on retaining non-career employees. Once again management is counting on carriers to overcome their failures. Carriers are working longer hours than ever before. Going in with 10% of routes down is the new norm. add a sick call or 2 on top of that and management is blaming carriers for the low performance. 9,10, 11, midnight are the new return times. 12- and 60-hour violations are common violations. I can remember when anyone returning after 5 p.m. would receive a Letter of Warning. Now whole routes are not being delivered. Oh well is management's response. Take out more "We are hiring" cards that will fix the problem. Management refuses to acknowledge that they don't know how to manage and retain employees.

They only know how to read reports and issue discipline to carriers for calling in sick, for using a negotiated benefit. I wish I had a magic wand that would immediately fix this issue, to hire the necessary carriers that would allow carriers to return to providing service to our customers, our communities, our Nation but the National Agreement says it is not my nor your job, it is management's and it is on their shoulders that this responsible lies. I bring this issue to the front of my article because we are seeing a rise in the anger toward other carriers. It is not a carrier's fault for short staffing it is managements. We are working more hours due to management's failure. We are rushing more due to management's failure. Injuries and accidents are rising due to management's failure. Let us focus our attention on management not on each other.

While staffing is not our responsibility, educating our Representatives and Senators on our issues is definitely our responsibility. We did a great job on educating the Representatives over the past year. H.R 23,33, and 54 all gained a majority of cosponsors. House bill 2382 to repeal the mandate to prefund the retiree's health benefit plan passed with 309 votes in favor of the bill including 5 Representatives from Colorado. Now it is time to educate the Senators on Senate bill 2965 that does the same thing, relieve the Postal Service of its \$5.5 billion obligation. Let us control the narrative that is being reported by the news. No more the Postal Service is bankrupt. Let us tell the Nation that we deliver 157 million addresses every day. We have the largest one-day food drive collecting 75,000,000 pounds of food every year. We are the lifeline for small businesses delivering their advertising and products. This is the service we provide daily along with being active citizens of our communities. I ask that each of you take a minute to call Sen. Bennet at 202-224-5852 and Sen. Gardner at 202-224-5941 and letting them know that you want them to cosponsor S. 2965. But how can we make this education easier?

By working to elect Letter Carrier friendly Representatives and Senators. By establishing a relationship with them before they reach Washington DC. By keeping their doors open to hear us. By contributing to the Letter Carrier Political Fund, you/ we can accomplish all of this and more. If you are currently giving THANK YOU! If you are not please contact your local branch officers, contact me, contact National. While money sometimes goes to those, we don't find ourselves in total agreement with it does go to those who support the Postal Service and in as much Letter Carriers. This is why I give.

Next month delegates from across Colorado will meet in Pueblo to conduct the business of the state, to re-energize ourselves through the knowledge that we are all in this together, to have some fun, and to be educated on the issues that affect our everyday work life. If you are one of the delegates, I look forward to seeing you. If you are not, ask those who do attend about their experiences and let them educate you as they have been. I know Pueblo branch is working hard to make this the convention that sets the bar against all future conventions are held to. Many things will be uniquely Pueblo, Green Chilies, Pueblo is Union Town, and there is the strong community honoring Veterans. But we will be saying thank you to the carriers who stood up and said no more collective begging from now on collective bargaining. I look forward to seeing all of you.

Please read all the articles, you elected each of us for our views, for our thoughts, and for the individuals that we are. There is a lot of education to be found here.

Until next time, in solidarity
Doug Jaynes
President COSALC

Vice President's Report

Brothers & Sisters,



I would like to thank everyone who attended the COSALC State Training in January in Arvada, CO. I heard many positive comments on the new venue for the state training along with the classes provided by COSALC Director of Education Danielle Fake-Moorman and the NALC Region 4 NBA's office.

The COSALC is working hard to keep Colorado letter carriers updated on vital information as soon as we get it. This includes MDA fundraisers and updates on local branch officer changes. Please email me so we can keep the website updated regularly. When was the last time you visited the COSALC website? Did you even know there was a website?

www.cosalc.org

We have many updates and even changed the format of the website to make it more compatible on smart phones. We are always open to new ideas and items you may want

added to the website for your convenience not only for you and your members but for stewards and officers as well. The page tabs have also been realigned in alphabetical order.

The 'home page' will have most of the up-to-date information but also refer to the 'training dates/schedules' page for more detailed information. I am looking forward to the COSALC State Convention in Pueblo, CO. There are hotel links on the website along with information pertaining to the golf tournament and first aid training. Reach out to any of the officers on the executive board if you need more information.



In solidarity,

Richard Byrne
Vice President
richardbyrne@cosalc.org

Secretary's Report

Hello again Brothers and Sisters,



The mandates are coming!! the mandates are coming!! I'm sure many of us are experiencing this almost daily in our offices! The lack of hiring by management as well as the treatment, or mistreatment, of the new CCAs that we do get is causing a shortage of help in the state. Some areas are good, I hope, but here things are just getting worse. Mandates of full tours for non ODL as well as daily off assignment mandates are becoming the norm instead of the oddity. Fridays in my office when the ODL is at 60 hours is now a given to get mandates for the non ODL. Management states we don't need CCAs in our office as we have almost a body on every route. So why is overtime rampant in the office?

I bring up this sore subject because there is a wave, or effect coming out of this. That is carrier versus carrier rhetoric that is becoming more prevalent in conversations amongst carriers. Whether a person has limitations due to bodily injury or issues is not the business of everyone else! When we start to bad mouth other carriers for things, we know

not the details of, it really looks bad on you. We all know the struggles of everyday carrying, but add in a disease or disability that you don't deal with every day, makes us an uneducated fake news kind of person. I don't want to carry on anything but my own route. I worked on the overtime desired list the first 20 years of my career and I am over it. But when I am instructed to do that overtime, I do it! Why? Because I have to follow the instructions of my supervisor. I don't worry what everyone else got, I just do it and grieve later if management did not properly follow the contract.

Stewards need to be especially diligent at these times! Put in for time, get the info and grieve the hell out of it. Make sure your leadership is aware of the issues and if you need help moving grievances. This mess will not stop, unless we make the postal service pay for all of the contract violations on a continuous basis. Stay strong brothers and sisters and we will weather this storm.

In Unity
John Woolley
COSALC Secretary



Treasurer's Report

Greetings Brothers and Sisters,

We are three months into the New Year I hope it has treated you well so far. In my last article I reminded everyone about some of our critical deadlines for our financial reporting. One of the main dead lines I forgot to

mention was the deadlines for the LM2's and the LM3's I'm hoping for all those responsible were able to complete and file the forms in a timely manner.



In January the State training was held in Arvada, CO for those who could not attend the training we are hoping you can make it to the State Convention to be held

in Pueblo, CO this April. During the State training we conducted an audit of the books for COSALC. The books of the COSALC were examined and were found to be in good order. I would like to thank Fetch (Branch 5996) Gaylon (Branch 324) and Renae (Branch 204) for helping with the audit. I would also like to thank Leon "Irv" Irvin for your support and guidance with the audit.

The last audit for the fiscal year will be conducted at the State Convention in April. The audit committee is usually selected by the President Doug Jaynes. If you would like

to help with a future audit please contact Doug or I through email with your contact information. COSALC is required to have at least three audits a year. If you would like to help in an audit it would be greatly appreciated. The audit to follow the State

Convention will possibly be held in August or September.

A friendly reminder about changes to the 2020 W 4's. In reviewing the form, the changes are requiring the employee to calculate and report a tax dollar amount to be deducted from their wages. The tax charts have a suggested tax dollar amount for your first, second, and or third job (etc.). In talking with other brothers and sisters if the employee does not deduct enough taxes from their wages by the end of the year and owe on their taxes in 2021 there may be a penalty assessed on the taxes owed. Please review the new forms and verify how these new changes may affect you and your household. The suggested link is the IRS online Withholding Estimator at (apps.irs.gov/app/tax-withholding-estimator).

Wishing you all the best, especially to all of our brothers and sisters who are working 12 to 16 hours a day 7 days a week may the Lord keep you safe and healthy.

In Strength and Unity,
Yvette Garcia
State Treasurer

Director of Education Report

Brothers and sisters

It was great to see many new union activists and members at the Colorado State Training, which was held January 24, 25 in Arvada. The majority of the feedback we received was positive regarding the training and material. If you have any thoughts or ideas on what could make our next training better, please let me know. We are constantly looking to improve our trainings, and provide topics and material that will help all branches better represent their members.



Thank you to those of you who volunteered your time to put together a class and educated our members on great topics. We need to keep recognizing those new faces in our own office who are interested in helping our branches and fellow carriers.

We are hosting a Retirement Seminar Sunday April 5th in Frederick. This information is also included as a flier in the newsletter. Please get this information out to your

Director of Education Cont....

members, and RSVP to me no later than April 1, 2020.

Next up is State Convention and we will be changing up the format a bit; to also include some training. We are also for the first time adding First Aid/CPR training on Thursday prior to the start of the Convention. As letter carriers it is important for us to be able to provide aid to our customers and fellow carriers when it's needed.

There will also be some great fundraisers to benefit MDA.

Please make sure with the upcoming elections that you are registered to vote. Go beyond that and ensure other carriers in your offices are also registered to vote. This is the first step to voting that some forget about, and we often times forget to relay this message.

Please stay educated on news and information provided from the NALC app and website, and continue to relay this information to your fellow carriers.

In Unity,
Danielle Fake-Moorman
Director of Education

Director of Retirees Report

ATTENTION ACTIVELY RETIRED LETTER CARRIERS WE NEED YOU FOR THE 2020 ELECTION CYCLE!

Retirement can be a sweet spot for union activism—a retiree has a wealth of experience and knowledge to lend, and more time to apply it. Retired carriers are free from the restrictions on active carriers that govern certain kinds of activism. With that freedom, you have the opportunity to help your fellow union members in ways you couldn't as working letter carriers. Colorado Letter Carriers need you no matter what side of the fence you lean, our voice needs to be heard and with the passage of the Hatch Act, in 1993, Retirees can be the voice we need to elected candidates from both parties who support letter carriers and the Postal Service.

This year, as we celebrate the 50th anniversary of the Great Postal Strike, we are once again at a crossroads when it comes to the future of the Postal Service. We don't need to strike this time to move forward; we just need to vote and convince our family, friends and neighbors to do the same.

WE NEED RETIREES TO HELP LEAD THE WAY!

Here we go again with an attack on federal workers the



White House released its plans for the fiscal year 2020 budget earlier this year and once again targets workers, and retirees. Calling for deep cuts to salaries, retirement and health benefits. The cuts in the current White House budget proposal clearly come at the expense of postal employees and retirees

Changes to COLAs for FERS and CSRS Retirees: Postal retirees under the Federal Employee Retirement System (FERS) would see a total elimination of cost of living adjustments (COLAs) under the budget plan, and those in the Civil Service Retirement System (CSRS) would see a 0.5 percent reduction of COLAs. Elimination of FERS Annuity Supplement: Current FERS retirees who left service before Social Security eligibility qualify for an annuity supplement. This would be eliminated for new retirees.

Changes to the G Fund; The Thrift Savings Plan's (TSP) G Fund interest rate would be modified under the Trump Administration's endorsed budget. Proposed changes would lower the rate to under one percent. This would only possibly save the federal government \$16.5 billion over 10 year and make the G Fund virtually worthless for those TSP participants.

High Three' to a 'High Five: The White House budget recommends basing retirement annuities on the average highest five years of salary instead of the current high three, resulting in a decreased annuity payment.

WE NEED RETIREES TO BE OUR VOICE IN 2020!

Please contact me if you want to help!

720-323-9015

In Unity,
Jeffrey Frey

Executive Board Reports

Dear Brother and Sister letter carriers of Colorado,



What can I say? It's been REAL the last few months!

I'm sure I speak for many of us when I say it is hard to imagine how we will ever manage what's next if current conditions continue and something doesn't change? ...and sooner rather than later...Please.

Unfortunately, it's our customers who are increasingly confused and dismayed by the unpredictable mail times, mis-deliveries, and deliveries

after dark. How do you explain to a valued long-standing customer that their mail came after dark or was marked Business Closed due to extreme manpower shortages and failure of the Postal Service to successfully hire new employees? Our mail volumes have NOT declined as predicted and our Parcel and Spurs have increased exponentially. How unfair is it, that even though OUR CUSTOMERS self-fund USPS and essentially PAY for our service - they are getting LESS SERVICE because of a misguided PREFUNDING MANDATE from 2006 that has financially crippled and unnecessarily raided the coffers of the Postal Service and forced it to OVERFUND the retiree health care account .

I say, it's time we got to...Play with our own \$\$\$...and do what Letter Carriers do BEST ...Everyday! We hang in there despite the sacrifice, because we care about the people we serve.

There is no doubt; CCA's deserve a proper salary and guaranteed benefits. Equally for those who many years of service in and miles on - you deserve the considerations your Seniority has EARNED and have ALREADY been defined, agreed to, and thus established in our National Agreement.

It is Solidarity that makes the words of that contract come alive, and that takes some understanding and willingness to learn, and a lot of hard work. This isn't always a pain free process and we have to forgive each other perceived slights and misunderstandings. We are literally in the trenches together; I know you know what I mean...let's always be willing to start anew and find what works between us.

No one person can ever represent the UNION... we need each other. We have to be willing to stand, to write a statement, to feel uncomfortable in pursuit of the truth and defense of our Brothers and Sisters. Because, TOGETHER we can accomplish A LOT! Prove me wrong.... LOL

Today, more than ever – our work MATTERS. People are counting on US to get them their medicine, commercial goods, and treasures from loved ones...come what MAY! Here is the deal – The NALC, our letter carrier union is SO CLOSE to fixing this...H.R 2382 has ALREADY passed Now...WE NEED Senate Bill **2965** to PASS! If you care about your future, you owe it to yourself to at least have these issues on your radar and be willing to take individual action when needed...!!

NOW IS THE TIME TO reach out. CALL/CONTACT SENATORS BENNET and GARDNER: Ask them to co-sponsor**Senate Bill 2965** (more info @ NALC app/government affairs/legislative)

Don't be afraid to EnGage our family and friends; Individual dialogue is the way we break down barriers and gain enough cosponsors and allies to get a vote and actively participate in the solution!! THEN, we can offer the RIGHT

combination of Pay and Benefits to retain and attract the letter carriers of the future...and I DO SO HOPE they WILL BE Delivering for America long after my last mile is through...

In Heartfelt Solidarity,
Joann Hertel



Brothers and Sisters

The US Postal strike of 1970 was the largest Wildcat strike in US history. The carriers wanted collective bargaining rights and they were tired of having low wages, poor benefits, and working conditions that were unhealthy and unsafe. 50 years later, we say thank you, for we now have better wages, better benefits, better working



conditions. While many Americans are struggling to save for retirement and employee pension programs and while many are facing lots of uncomfortable realities, elected representatives and senators in the United States Congress still receive envious pension benefits for life.

Congressional members are eligible for their own unique pension plans under the Federal Employees Retirement System. All benefits are taxpayer-funded. Additionally, members of Congress enjoy the same Thrift Savings Plan as all other federal employees. More taxpayer funds help fund this. The country is trillions of dollars in debt, but in the proposed 2021 budget plan is the Congress asked to take any type of reductions.

The current administration is attempting to bring the federal benefits more closely in line with the private sector with the 2021 budget. How? By increasing **Executive Board Reports Cont....**

federal employee contributions to the Federal Employee Retirement System of 1% each year, so employees and agencies pay an equal share toward their annuities, by the elimination of the cost-of-living adjustment for current and future retirees. Having a 0.5% cut to the COLA for Civil Service Retirement System participants of what the typical

Executive Board Reports Cont...

formula currently allows, by basing future retirement benefits on the average of an employee's highest five years of salary instead of an employee's highest three years of salary, and the elimination of the FERS Special Retirement Supplement payments for employees who retire before age 62. In addition, cutting the COLA, changing pension calculations to account for the highest five years of salary and eliminating the special retirement supplement. Also, the budget calls for reducing the interest rate for the Thrift Savings Plan's G Fund and the revising the contribution rate for participants in the Federal Employees Health Benefits Program.

Let this generation take a stand and help to eliminate the prefunding of health benefits that is proving to be such a burden on the post office. Let's protect our future by doing one simple thing "make a phone call to our Senators about S-2965" and tell them to support the USPS fairness act and repeal the prefunding mandate.

Solidarity, Bryan Sanders

Brothers and sisters

This is an exciting time for the post office and the union to have HR. 2382 pass the house with 309 to 106 votes. Being a bipartisan vote, 222 democrat and 87



republicans voted to stop the disastrous prefunding mandate on our employer. Representative Scott Tipton was one that signed on as a Cosponsor and voted for the bill, we Thank You! Now that the bill has advanced through the house, it will be up to the senate to

take action on S.2965 the bipartisan companion bill. It is important that you are registered to vote so you can support our congressman in the fight to make right all the wrongs.

Being a postal worker, I was proud to say that I was a letter carrier even though all of the negative things the press and the public has to say. This is why I get so upset when the political powers try to sabotage the post office in many different ways. The post office is trying to change the way it operates because of HR 2382, saying that the service is losing revenue, so they have to make changes. Now that HR 2382 has advanced through the House and the companion bill S 2965 in the senate, the chances of the prefunding mandate will be squashed will increase. Then what? What is the post office going to do now? Start hiring? Stop the

case consolidation? What will they think of next? We all can rest assured, our letter carrier Union being one of the largest and very powerful has our backs and will not stop until all the wrongs will be right again, Thanks for your support through LCPF it really does help, really.

In Unity
Todd Tucker
tucker@cosalc.org

LCCL Reports

CD1 Diana Degette

Brothers and Sisters,

My name is Jon Perkins and I am one of the Letter Carrier Congressional Liaisons (LCCLs) for Colorado's Congressional District 1, represented by Diana DeGette. (The other LCCL is Jeff Frey.) Since I last wrote to you, H.R. 2382 has passed the House of Representatives, with Congresswoman DeGette voting yes! She has also co-sponsored all of our other bills (which have not yet come up for a vote).

On February 21st, Jeff and I met with the Congresswoman's senior congressional aide, Alejandra Garza, and expressed our immense gratitude. The meeting was unusually long and went very well. Since the Congresswoman had already signed on to all of our legislation, we did not have any asks of her, and were merely there to thank her. So we ended up getting to know Alejandra a bit better, and invited the Congresswoman to speak at a meeting of NALC Branch 47. It is not on the calendar yet, but stay tuned if you are in the Denver area.

In Solidarity,
Jon Perkins

CD2 Joe Neguse

Brothers and sisters

I want to use this space to write about HR 2382 and why its passage through the House of Representatives is such a big deal for our union. On February 5th, HR 2382 passed by a vote of 309-106. It was supported by my Congressman, Joe Neguse and five out our seven Representatives in Colorado. It had 222 Democrats and 87 Republicans voting in favor of it. It repeals the requirement for the USPS to prefund future retiree healthcare benefits in a very frontloaded way, 75 years' worth over a period of 10 years, something no other organization, public or private, has

had to do. It's the first time Congress has addressed the issue in a standalone bill. This prefunding requirement was part of a larger postal bill that passed in 2006. Since then it has accounted for the overwhelming majority of the losses posted by the USPS.

So what has been the effect of this obligation on our day to day operations? As one example, we all know that we need new vehicles, which would allow us to work more efficiently and safely. Working with a new fleet would ultimately save us money and leave us better prepared for the future. Back in 2006, when Congress came up with this prefunding mess, we had a \$15 billion line of credit with the Treasury Department. One of the first consequences of the bill was to vacuum up all of that money to make the prefunding payments that Congress had decided we should be making.

Getting the repeal through the House is just the first step. A companion bill, S 2965, has been introduced in the Senate. If it made it through the Senate, it would still need to be signed by the President to take effect.

In solidarity,
Phil Wickman



CD4 Ken Buck

Brothers and Sisters of the CD4,

As we know by now, HR 2382 passed the House of Representatives and now we are waiting for the companion bill, S 2965 to gain more support in the Senate. One thing is for certain with this vote. Congressman Ken Buck voted against letter carriers when he voted against HR 2382. For the past several years, Congressman Ken Buck has not co-sponsored resolutions for letter carriers in legislation but along with that he never voted against us until now. This is very significant. We need to take the time to call Congressman Buck and let him know how we feel about him voting against HR 2382.

Please contact his office at 202-225-4676 and give him feedback on his vote. A companion piece of

legislation was just introduced in the Senate as S. 2965. COSALC President Doug Jaynes has already met with staff at both of our Colorado Senators offices to get them to co-sponsor this legislation.

Please take time to visit www.nalc.org and check out all of the latest legislative activities.

In Unity,

A handwritten signature in black ink, appearing to read "Richard Byrne".

Richard Byrne
Letter Carrier Congressional Liaison CD4

CD 5 Doug Lamborn

Brothers and Sisters,

As most of you know, in early February, the House of Representatives passed the USPS Fairness Act (H.R. 2382) in a 309 to 106 vote. Everyone who put forth the effort to contact their representative to get their support deserves a pat on the back as this is an incredible accomplishment. Unfortunately, those of us in CD-5 who attempted to get Representative Lamborn on our side were unsuccessful and he voted against H.R. 2382.

At this time, our focus is educating and gaining support on the Senate side with S. 2965, the companion bill. Lamborn's lack of care was not much of a surprise however we need not let it deter us; our determination to gain an ally in our Congressman will not end. With that being said, it is an election year this year. There are currently multiple candidates opposing him. My goal is to communicate with them and see who is willing to not only put up a fight against Lamborn, but most importantly who is eager to have letter carrier's backs. I am remaining optimistic!

In Unity,
Lindsay Salazar

Hatch Act:

Online (general guidelines for social media and e-mail)

Abridged excerpt from “The Hatch Act: Frequently Asked Questions on Federal Employees and the Use of Social Media and Email (November 2015).” Click [here](#) to read the full document.

In general, all federal employees may use social media and email and comply with the Hatch Act if they remember the following guidelines:

1. Do not engage in political activity while on duty or in the workplace. (Federal employees are “on duty” when they are in a pay status, other than paid leave, or are representing the government in an official capacity.)
2. Do not engage in political activity in an official capacity at any time.
3. Do not solicit or receive political contributions at any time. (This does NOT include contributions to the Letter Carrier Political Fund solicited from fellow NALC members while off the clock.)

“Political activity” refers to any activity directed at the success or failure of a political party or partisan political group (collectively referred to as “partisan groups”), or candidate in a partisan race.

These rules have some very limited exceptions. When in doubt, federal employees should consult OSC or their agency ethics officers.

If federal employees have further questions, they should email OSC at hatchact@osc.gov.

ATTENTION RETIREES

YOU ARE NEEDED!!!

The NALC is recruiting retirees to volunteer for the upcoming political season. Your experience as a letter carrier and our needs are vital for our future. Please volunteer to campaign for candidates who support the USPS and our cause.



Contact COSALC President

Doug Jaynes

dougjaynes@cosalc.org

970-396-0702

RETIREMENT SEMINAR
FOR NALC MEMBERS

SUNDAY APRIL 5, 2020
1:30 pm – 4:30 pm

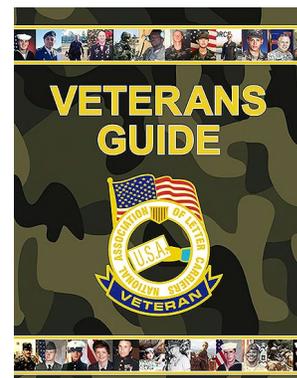
Carbon Valley Regional
Library
(Carbon Valley Meeting
Room)
7 Park Ave
Frederick, CO

Presented by Dan Versluis
National Business Agent
Region 4

Email RSVP to
daniellefake-moorman@
cosalc.org
Director of Education
Colorado State Association
of Letter Carriers

Download the NALC Veteran's guide today. This guide contains various topics of interest to veterans, including the Uniformed Services Employment and Reemployment Rights Act (USERRA), Wounded Warriors Leave (WWL), the Veterans' Preference Act of 1944 and retirement credit for military service. The guide also discusses several National Agreement provisions and Memorandums of Understanding (MOUs) that apply specifically to military veterans.

A hardcopy version of the guide is currently in the process of being printed. All current members of the NALC Veterans Group will be mailed a printed copy of the guide as soon as it is available. New members to the NALC Veterans Group will be mailed a copy of the guide upon enrollment.



COSALC State Convention Pueblo

April 17-18, 2020



MDA Golf Tournament

APRIL 16TH

Elmwood Golf Course

3900 Thatcher Ave

Check in 7 AM

Shotgun Start 8 AM

\$110

**green fees, cart, range balls,
lunch and a gift bag**



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RSVP March 31

719-924-3236



CPR/First Aid Training

April 16

2-6 PM

Branch 229

Union Hall

1240 BLAKE ST

\$45

CPR 
TRAINING

The training includes: CPR: Adult, infant and child. Choking: Adult, infant and child. Strokes, heart attacks and safety will also be covered. First aid class: Trauma: head, spinal, facial, broken bones and bleeding. Environmental emergencies: Cold, heat, burns, snake bites, spider bites, bee stings poisoning and other emergencies. Emergency situations in pregnancy, overdose, diabetes seizures asthmas and allergies will also be covered.

To ensure sufficient equipment and trainers

Firm RSVP by March 31

Todd Tucker 720-290-4778

Chainsaw carving demonstration for MDA Mark Robbins



**Poker chips are here.
\$5 donation to MDA
at the COSALC State
Convention will get
you one.**

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CD 2 Phil Wickman 303-818-6425, philwickman@cosalc.org
CD 4 Rick Byrne see above
CD 5 Lindsay Salazar 209-712-9030 salazar@cosalc.org
CD 6 Ken Barber 720-320-3766

Letter Carrier Political Fund

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.

Family Member Contribution: How immediate family members of NALC members contribute to the Letter Carrier Political Fund using Electronic Fund Transfer or by making a One-Time contribution

One-Time Letter Carrier Political Fund Contributions: This form should be used to identify names and members making one-time contributions.



National Association of Letter Carriers
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Letter Carrier Political Fund

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

A Note from the Editor

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

Respectfully,

Jo Schuetz

Editor, COSALC NALC'er