

Never Forget Their Service



COLORADO STATE NALC'ER

The official publication of the Colorado State Association of Letter Carriers

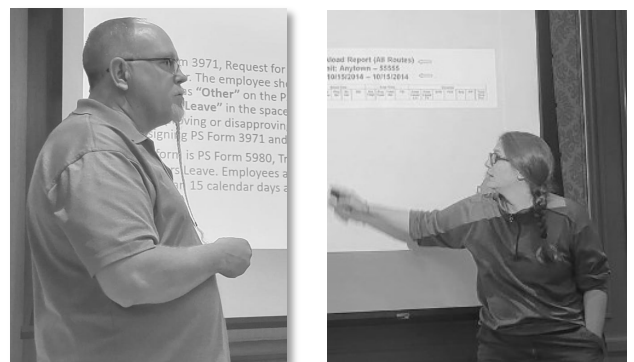
Volume 38

Fall 2023

Colorado State Association Officers Provide Training During NALC Region 4 Rap Session



Se Min Kil and Richard Byrne put on an interactive class about The Letter Carrier Resource Guide.



Mark Robbins gave an informational class on the Veteran's Guide, while Annie Ibison educates on the Work Hour Work Load report.



Brian Renfroe and Tim McKay started off the Rap Session with many updates and enthusiastic thoughts for the future.



John Beaumont stressed the importance of the Letter Carrier Political Fund at Rap Session.

President's Report



**Richard
Byrne**

Accountability at Every Level

Are there any updates on the contract negotiations? That is the million-dollar question that has been answered many times over the past several months since the USPS and NALC have been negotiating the new national agreement. Here's my question to you, "Where have you been?"

I continually get asked and see posts on social media asking what the NALC is asking for during negotiations. Based on this question, you can easily determine that this person is lazy for the most part. Why do I say that? Let me break it down for you on many levels. The national union, the state association, and the local union can only do so much to educate any member at every level. Let's start with national and work our way down to the local branch. National publishes a newsletter, NALC Postal Record, monthly and sends it out to every member on the roles of membership. That being said, if you've recently moved and didn't update your address with NALC headquarters, you aren't getting one. I've confirmed with them that if they get a returned Postal Record due to there being no forwarding address, they hold off on sending any new editions until the address is updated. Now you have a member who isn't getting a great publication that is full of information on contract updates, contract talks, updates from national officers, community service updates and so much more.

Are there other ways to follow what's happening? Of course. There is the website at www.nalc.org and the relatively new app that the NALC spent millions of dollars on to have information at your fingertips. Do you check the website and app regularly? If you do, then you should be informed. If you don't, why not? This information is put right in front of you but if you fail to read it and understand what's happening with your union, that's only on you.

The state association has attempted to mirror this and expand it based on our mission. We have our own website, www.cosalc.org, that many don't know about. Many leaders at the state level have worked hard to put this site together and keep it updated on what the membership needs to know at a moment's notice. To make sure we get information out to the members quickly, the association started **Stay Connected** and we believe it has been very successful. If this is the first time you're hearing about it, get on board. All you have to do is email stayconnected@cosalc.org and we will add you to the information thread at many levels. You will be included in the Region 4 **Stay Connected** thread and **Coffee with COSALC**. Thankfully, Doug Jaynes allowed me to begin a Zoom call held every other week called **Coffee with COSALC** in January of this year. It is held in the morning before work from 7 am - 8 am. After each session, an email is mailed out with all of the information we spoke about with attachments that you can print off and share with members on the workroom floor. If you want to join us, email coffee@cosalc.org and we will add you to the thread. How much easier does it have to be? The state association also mails out a newsletter quarterly to put information in your hands. We've had over 250 newsletters returned due to members failing to update their addresses with NALC headquarters. We pull a new address list before each mailing to keep our records updated. Please do your part and keep your information updated.

Now let's get to the local branch. Are you attending the branch meeting every week? What? When did weekly branch meetings start? Hopefully, you are asking yourself that very question right now, and it shows that you are actually reading this newsletter. Branches have monthly meetings, but some take off a few months in the summer based on their bylaws. When was the last time you went to a branch meeting? We understand that people have busy lives and other things going on with family, but it's only one night a month to give your input and get

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Vice President's Report



**Mark
Robbins**

LETTER CARRIER POLITICAL FUND: Did you not hear that? Let me repeat: LETTER CARRIER POLITICAL FUND!

Currently, only 10% of our membership contributes to LCPF (used to be known as COLCPE), last cycle that 10% raised 7 million dollars for the political fund. Not one penny of our dues

goes towards political contributions (by federal law). The only requirement for political leaders to receive donations from LCPF is that they promise to support letter carriers and the longevity of the Postal Service. It is completely bipartisan.

President Renfroe said that if 30 to 40 percent of our membership contributed as little as 5 bucks to LCPF each paycheck, he believed that all the current bills we are working on, would already be law- Social Security Fairness ACT, Federal Retirement Fairness Act (CCA buyback), and USPS Shipping Equity Act (shipping booze- more income for the PO) just for starters. A motto I've heard for some time is, "if you don't have a seat at the table, you're on the menu". As ugly as politics is, we need to be seated at the table, and something as small as an extra 5 bucks a paycheck can put us there.

I just attended our Regional RAP session up in Cheyenne, Wyoming as the State Vice President and was asked to teach a class on the Veterans' Guide put out by the NALC. You can find it on NALC.org or request a copy through National.

Our region is made up of five states, Colorado, Wyoming, Oklahoma, Arizona, and Arkansas. This is watched over by our NBA's office led by NBA Dan Versluis. Our first speaker was the NALC National President Brian Renfroe and Special Executive Assistant to the President Tim McKay. They talked for about 3 hours on all kinds of topics and, of course, our current contract negotiations. They said that the NALC is the 2nd largest bargaining group in the world. President Renfroe said one of the main

focuses was "work rules and economics", Articles 8 and 41, pay and benefits.

President Renfroe said we were in a great negotiating climate, the best in many years. The Post Office can no longer claim that we are going broke because "pre-funding" has ended. They feel that if we had to go to arbitration, it would be in our favor. He said that if the Post Office were to raise the pay of starting CCAs to \$21 an hour, he felt that we would rather go to interest arbitration.

He also spoke on the issue of rising crimes against carriers on the street, that there is a proposed bill for higher penalties and more protections for us. New locking systems for collection boxes and NBU's are a major focus; we would no longer have arrow keys.

Another topic was the Heat Illness Protection Program - HIPP. He spoke about the HERO falsification, that it was a nationwide problem. OSHA has filed citations against the Post Office for heat safety violations. There is no national standard for violations of heat safety resulting in illness or injury, mostly state to state and they are working on getting something set as a national standard.

They spoke about the upcoming waiver of Medicare Parts A+B. Part A is hospitalization and part B is for doctor visits. Part A is free, it comes from out of our paychecks. Part B would be about \$170 per month. There is a 10% penalty for every year that you are not signed up at the social security age, so if you waited 10 years to sign up, it would be a 100% increase, \$340 per month. There will be a grace period coming up where the Post Office will pay the penalty if a retiree wants to sign up. Currently, 80% of retirees are signed up. The other 20% falls into 3 categories: military service members who have Tricare and would be wasting money on the additional premium; people who live outside Medicare service areas (like those who retire out of the country, extremely rural areas, etc.); and people that are in good health at retirement and feel they

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Secretary's Report



**John
Woolley**

Hello again, Colorado Brothers and Sisters,

I wrote this while at the RAP session in Cheyenne, Wyoming. As always, connecting with everyone from Region 4 is a great pleasure. But that brings me to the thoughts on my article this month, which is comradery. I see the value of having like-minded

individuals striving to protect and serve the membership and how hard it is to maintain that down to the local level.

The temperature in some offices is hot, where management has gotten carriers to believe their rhetoric and point at carrier's possible weaknesses, targeting those carriers to other carriers. Things like Frank brought back mail, so now we must mandate you to carry that mail. Management never states why Frank brought the mail back, just that he did, so now you must do more. Not the real answer of Frank having an emergency or that we overburdened him, to begin with, denied his 3996, and he had a scheduled doctor's appointment. How hard is it to maintain that down to the local level?

I am getting to the point that carriers must look out for one another, not jump to conclusions or assumptions. We, as carriers, need to stick up for, not tear down, our coworkers. We need to lend that helping hand to move upwards and not use that hand to push them down. Any veteran carrier knows that the better we make our fellow carriers, the less our burden will be.

As a veteran carrier who has carried for 22 years, I know things, see things, and try to assist those struggling or having issues with management or customers. One of my goals is to assist wherever I can. One of the unfortunate things for me as a branch president is that I am no longer in an office to help guide new carriers. When possible, I work

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Treasurer's Report



**Isaiah
Nothem**

Knowledge *Can Be* Power

One of the oft-repeated catchphrases of businesses and unions everywhere is "Knowledge is Power." Although assumed to have been first propagated by Francis Bacon in the sixteenth century, the idea behind this proverbial statement has been reiterated throughout history. It is axiomatic that the ones with

knowledge are also the ones with power. However, while this may be factually accurate, it leaves much to be desired in determining *how* knowledge is power. We often witness the exact opposite daily! We are flooded with knowledge! We must give credit where it is due - many in Postal leadership have great knowledge, yet they actively disregard it. We also must remember that many involved in our great union have a wealth of knowledge, yet few act upon it.

Furthermore, all carriers have access to knowledge, but how many do access it? You can lead a horse to water, but you can't make him drink; you can lead a man to knowledge, but you can't make him think.

Knowledge can also be quite detrimental. We often experience what Plato once wrote: "Knowledge becomes evil if the aim is not virtuous."

Knowledge can be power, but it must first be correctly and rightfully applied. Only the correct application or exercise of knowledge leads to power. This also is the definition of wisdom.

I encourage everyone reading this article to endeavor to get knowledge! Attend your union meetings! Learn as much as possible about our job, contract, and union! Get knowledge, but make sure that you remember that more than knowledge is needed. "Learning is important. That can't be understated. But the reality is all the knowledge and information in the world, without

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Director of Education's Report



Se Min

He's a terrible carrier... She should be fired...They're never going to make it...They're so/too slow...You should quit/resign...

Spend any measurable amount of time on the workroom floor, and you've undoubtedly heard some variation of the above uttered behind a fellow letter carrier's back or to their face during a heated exchange. The offending party is often management; sometimes, it's a fellow craft employee. Regardless, no one, intentionally or in the heat of the moment, should cross the line of depriving another employee of the right to Dignity and Respect.

With recent changes in working conditions, letter carriers being targeted by criminals, dealing with weather extremes throughout the Country, and the ever-present specter of staffing shortages, the challenge of adhering to the principle of "A Fair Day's Work for a Fair Day's Pay" can be daunting, and the result of which often manifests itself through the lashing out at employees by management, or coworkers by fellow letter carriers.

In this planned multipart series on the issue of Dignity and Respect in our workplace, we'll delve deeper into:

- Protecting and preserving the right to Dignity and Respect.
- The Postal Service's commitment to its employees.
- Management's obligations and responsibilities.
- Employee rights and responsibilities.
- Your steward's role.

As Letter Carriers, we are entrusted with ensuring the highest level of service to our communities. We made This commitment upon accepting this exceptional career, and our efforts to accomplish

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Director of Retiree's Report



Jacqueline Skene

Dear Colorado Retirees,

One of the functions of your state association is to keep you informed on issues we think might be important to you. As we head into the holiday season, I want to remind all of you to get involved in a charity, any charity. It is good for your mental health, your physical health, and your spiritual health.

The next year will be bumpy for our retirees in the political arena. Several pieces of legislation are still to be resolved. I have written about them several times, so I will not cover them again this time. I want to remind everyone how important it is to be a good consumer of information. There are a lot of disreputable actors in the world of cyber information. They spend all their time trying to trick, lie, steal, and take advantage of people's preconceived notions about another group of people. We are fortunate in the NALC because we have diverse members. Sometimes, that diversity causes rifts because what benefits one group may not always benefit all groups.

The National NALC will send a list of endorsed candidates for next year's election. It will be excellent and factual information that is provided for your benefit. Please Do not call the office, yelling at Kelli or Danny because you don't like the people on that list. The National NALC has an obligation to provide members with the names of candidates who vote to maintain your wages and benefits. They do not screen these individuals for their stance on "Guns, God or Gays." I know those issues are very important to some of you. It is not for the NALC to weigh in on those issues. That is for you to figure out on your own. Please make sure the source of that information is reliable. The NALC does and has supported candidates from both parties, and I can produce a list if you need one.

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Executive Board's Report



Bryan "OB" Sanders

I know that for many of you, today is the first time you heard of NALC Government affairs which is there to help you understand postal issues and legislation and where the NALC stands on them with legislative activities, taking action, and contacting Congress. Also in this area would be the letter carrier political fund. For those of you

who are well into your career, or you who have a brief time to go and have bypassed being involved in these areas, the time has come for all of us to stand together and participate.

In the past, this has been communicated in many of the articles and there's been a lot of talk about stepping out of your comfort zones and being involved. Every single one of us has something to contribute to our union. And each of us has the responsibility to discover what that is. That's the opportunity to let our Congress members know what is important to the postal worker. And this isn't just important for your own life and your future. What you do today will determine whether the greatest postal service can meet the greatest challenges in the future.

Now I know it's not always easy to want to do legislative work or to donate your hard-earned money to our political fund. I know a lot of you have challenges in your lives right now that can make it hard to focus on these areas. But at the end of the day the circumstances in your life, what you look like, where you come from, what you've got going on at home, that's no excuse for neglecting these political areas are having the attitude now someone else is going to take care of these essential areas. That's why today, I'm calling on each of you to step out and do everything that you can do to help our union. Maybe you'll decide to get involved.

Maybe you'll decide to stand up for what our union

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Chad Peschel

Greetings, Brothers and Sisters of the NALC,

I hope this letter finds you all healthy and happy.

This month, I would like to discuss time requirements within the USPS. If you are unaware, there are NO street standards for us letter carriers. Management cannot hold a letter carrier to any one-size-fits-all all-street time nor to the times other carriers can complete. The letter carrier is responsible for informing management how long they expect it will take to complete their route. As we know, the Letter Carrier craft brings many different circumstances, whether it be the weather, a broken-down vehicle, or even a customer needing extra assistance. Because of this, our morning estimations for return time can vary widely from day to day. The best thing a carrier can do is deliver the mail safely and efficiently.

Compared to street times, office times have a standard of 18/8. We have heard multiple reports throughout the state of management attempting to force a 60-minute office time "rule." If management is forcing you to change your clock rings to show these 60 minutes or changing it themselves, let your local union officials know so they can file the appropriate grievances! If a carrier or a manager makes clock rings showing that the carrier is on a different function than what they are, that hurts the carrier, the route, and potentially the office.

During the TIAREAP route adjustments, except in certain circumstances between the estimated and average carrier standards, whichever the lowest number is typically utilized. An example of this is if the volume for a specific route is showing an estimated standard of 1:23 minutes (this is factored in by adding a fixed office time of 33 minutes and the volume at 18/8 standards), and you move to the

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Executive Board's Report



**Jeffrey
Sipple**

Hello, fellow carriers,

At the risk of sounding redundant, I wish to cover a topic that needs more attention. That topic is injuries resulting from the heat. More specifically, heat stress can be broken down into two categories: heat exhaustion and heat stroke. Both heat exhaustion and heat stroke can

wreak havoc on your body, but a heat stroke can kill you. They are both real, and neither should be taken lightly.

If you are aware or become aware of a heat stress problem, have your healthcare provider document it so you can place it in your file. This can help protect you from extreme exposure to heat by notifying your manager and supervisor of the issue. For example, I have documentation from my doctor in my file that limits the number of contact hours I can work when the heat index reaches over 90 degrees. Unfortunately, this means I can't carry as much overtime as I can at other times of the year when it is cooler. It boils down to common sense...no pun intended.

Make sure you do everything you can to protect yourself from heat exposure. Bring cool water, ice, a wet towel for your neck, and a broad-brimmed sun hat. Bring bottles and fill them with water if you have a water-fill station. Take breaks in the shade and drink plenty of cool water while on your route. Avoid drinking alcohol and sodas and limit the number of sports drinks. Don't let it be said that you are the reason you suffered an injury from the heat.

Sometimes, no matter how well you are prepared against a heat injury, it still happens anyway. One time this summer, when the temperature was in the 90s, I got drowsy, weak, and confused while delivering the mail. I stopped at a house where the

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**Cirilia
Garcia**

Hello, Brothers and Sisters,

Another season has passed, and as I am writing this, it is September, which marks National Suicide Prevention Month, a time to remember those we may have lost to suicide and to acknowledge those of us who may have struggled with suicidal ideation.

While September may be dedicated to suicide prevention, we must always be vigilant in ways we can prevent suicide by recognizing the warning signs and learning how we can support those or ourselves who may be struggling.

Some of the people most at risk for attempting suicide are veterans, who make up almost a quarter of all active and retired NALC members, survivors of disaster, and members of the LGBTQIA+ community.

Some warning signs of risk of suicide are.

- Talking about or making plans for suicide.
- Acting anxious or agitated, behaving recklessly.
- Talking about being a burden to others.
- Talking about feeling trapped or in unbearable pain.
- Increasing the use of alcohol or drugs.
- Talking about feeling hopeless or having no reason to live
- Sleeping too little or too much.
- Withdrawing or feeling isolated.
- Showing rage or talking about seeking revenge.
- Displaying extreme mood swings.

Call 911 if danger or self-harm seems imminent.

If you or someone you know is struggling, there is always hope and resources for help. You can reach out to the crisis hotline by call or text at 988, SAMHSA's Disaster Distress Helpline for people who have experienced disasters, such as a tornado or crime, by call or text at 1(800)985-5990 and the USPS

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Executive Board's Report



**Roy
Zuniga**

THE NEW GUY. You may remember your first day at the post office. You had your shadow day, just graduated from the academy, and you think, "I got this." Now you walk into your station, find someone, and ask, "Where can I find the supervisor?" "Oh, you're the new guy; he's right over." You hear voices as you walk past and whisper, "Good luck." You are led

to the supervisor, who says, "I got you on route 2917. It's an easy one, and I gave you a split on 2911". Now you're thinking, *where is 2917, and what's a split?* After 10 minutes of walking around, you finally find it because you don't want to ask anyone and look stupid. You need to figure out where to start, so you look around and see everyone in their case putting up the mail and marking packages. That's when you quickly realize, "WOW, I'm lost."

Staring at an empty case and not knowing what to do next, you finally ask someone, "Can you help me? I'm new?" They look at you and say, "I don't have time; I'm not your OJI, find the supervisor." The only response you can give is, "Okay, thank you." Finally, after 45 minutes, someone comes to you and says, "You look lost. Can I help you?" This merciful person walks you around and shows you where to find things, such as your DPS (letter mail), flats (magazines), and hot case (loose mail). Then they help you ease things up, and after 2 hours, you are finally ready to hit the street. At this point, you think I'm ready to go, WRONG! Then they ask, "Do you know how to load your van?" You look at them with a bewildered look and they say, "I got you, come with me". Grateful, you respond "Thank you so much". Before both of you part, they look at you and say, "Give me your number. I will call you when I'm done and come to help you out; it's no problem. I have I'm light today". You give your number, and FINALLY, you're off and running!

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**Todd
Tucker**

Politics can be very confusing to many of us. Resolutions, Bills, Partisanship, Bipartisanship, Democrat, Republican, Independent, all mind-boggling.

Being a NALC member for 24 years, I understand that the political powers are trying to dismantle the Post Office. Some examples are H.R. 993

privatization, H.R. 23 Door to Door Delivery, and H.R. 2382, the USPS Fairness Act on prefunding, to name a few. LCPF, 'Letter Carrier Political Fund,' is a way for all members to help the National fight against the politicians that insist on destroying the post office and cutting thousands of jobs, yes-your job. National Headquarters will not let that happen, but it does take money to do so because it is a legal process.

Let's break it down; since the LCPF donations are not from your union dues, they will be deducted from your check. \$ 10.00 a month, \$5.00 a check, is broken down as .33 cents a day for 30 days +/- which, believe me, you won't even notice, will go a long way. Your LCPF contribution will also help our brothers and sisters in the legislative department fight for all our jobs. This is what Solidarity is all about.

The State Association is also concerned about all the branches and the members in the small towns around the state by contacting them and letting them know that the State Association wants all members to feel connected and remembered. COSALC is sending newsletters to as many members as possible with any new issues that the NALC is trying to address, CCA rights, stewards' corner, and any problems on how the political powers are trying to take jobs away and dismantle the post office.

The first newsletter was 'The Slope'. This was an

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Legislative Chair's Report



**Doug
Jaynes**

Welcome to the fall/autumn election season.

Legislative update: H.R. 82, Social Security Fairness Act, has over 290 cosponsors. This number is important as it is the threshold to move the bill straight to the floor for a vote. That is, if there are no amendments to the bill, and there is leadership that will bring it. This bill has been introduced in several

of the previous Congresses. Hopefully, Congress will pass this bill to provide relief by no longer penalizing those public servants who are being denied money they paid into social security. The injustice applies to not only Postal Workers who retired under the CSRS but all employees who receive a defined benefit pension from the Government here in Colorado. Think teachers, law enforcement, firefighters, city, county, and state workers. We are not fighting for the passage of this bill for us but for many of our friends and family.

The Federal Retirement Act covers many of us hired as CCAs, TEs, and other non-career positions. This bill has yet to be introduced in this Congress. Many things go into introducing bills into Congress: how much would a bill cost, who would bring the best name to introduce the bill, and determine which approach would have the highest likelihood of achieving bipartisanship. Please be on the lookout for the announcement that this bill has been introduced. I am sure that it will be on the NALC app, website, and Facebook page, [NALC Region 4 \(National Association of Letter Carriers\)](#) on Facebook, on X (Twitter) @NALC_National, on Threads.net @letter carriers, www.COSALC.org, and www.nalcregion4.org. This will be big news and will require you to take action. Action in the form of contacting your Representative with a call to their office, sending an email, a visit to their office, sending a postcard asking that they sign on as a cosponsor, and then VOTE for this bill.

Another issue we are discussing with the Representatives is the budget and making sure funds

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LCPF Coordinator



**Jarod
Miner**

Hello, Brothers and Sisters,

On September 15th, 2023, I attended the AFL-CIO State Convention as a delegate on behalf of COSALC. One of the biggest things I noticed was that we are very small regarding the bigger picture of things locally and even statewide. We all fight the same battles as all the other

unions represented there regarding employee treatment, safe work environments, and wages.

Another thing that was spoken about was trying to get more member participation. Instead of being against one another, whether on differing views or opinions, we can still accomplish our goals by working together. A significant way to do this across the board is not by alienating people, but by encouraging them and educating them on what our goals are and what we represent. We should also be making a stronger push to get our younger generation involved because there is no future for the union as we know it without them. As with any other union organization worldwide, it's been hard to get new members to attend meetings and training, so we've got to start being more creative to reach out to as many members as possible.

Something else we can do is support other unions and their causes. This will help us learn what they do to be successful, their battles, and what they have gone through. This might help us bring that experience to make your local and state level successful in achieving our goals. Plus, us showing up to support is branching out and showing them that we are all united. If they have any events, show up and show them that COSALC and NALC are behind them in Solidarity. It also helps branch out and make contacts within other unions because everyone has something to bring. We are all in this together in Solidarity, and if we unite, lead, and come together as a union, we will be

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Congressional District Liaison's Report



Jeff Frey

THANK YOU REP. DEGETTE FOR COSPONSORING THE FOLLOWING BILL

Social Security Fairness Act - H.R. 82 Status: Introduced by Reps. Garrett Graves (R-LA) and Abigail Spanberger (D-VA) (1/9/2023)

Cosponsors: 292 (199

Democratic – 93 Republicans) - To repeal provisions that reduce Social Security benefits for individuals who receive other benefits, such as a state or local Government pension.

I will be contacting Rep. DeGette to cosponsor the listed below bills and House Resolution. Please help the future of your job by asking Rep DeGette or Legislator in your district to cosponsor H.R. 618, H.R. 3721, and H.R. 376 Congresswoman Diana DeGette can be contacted at (202)225-4431 or (303) 844-4988.

R. 618- H.R. 618-Introduced in House (1/30/2023) Improving Access to Workers' Compensation for Injured Federal Workers Act -This bill expands the role of nurse practitioners and physician assistants in providing services to injured federal workers under the federal workers' compensation program. Specifically, under the program, nurse practitioners and physician assistants acting within the scope of their practice may (1) prescribe or recommend treatment for injured federal workers; (2) certify the nature of an injury and probable extent of disability; (3) provide prescribed treatment for injured federal workers; and (4) participate, with a physician designated by the Department of Labor, in a mandatory workers' compensation examination of an injured worker. In general, only physicians may fulfill these roles under current law.

H.R. 3721-Introduced in House (5/25/2023) - United States Postal Service Shipping Equity Act

This bill authorizes the mailing of alcoholic beverages by certain entities in accordance with the delivery requirements otherwise applicable to a privately carried shipment. The authorization applies to an entity (including a winery, brewery, beverage distilled spirits plant, or other wholesalers, distributors, importers, or retailers of alcoholic beverages) that has registered with, obtained a permit from, or obtained approval of an application from the Department of the Treasury. The bill directs the U.S. Postal Service (USPS) to prescribe regulations (1) requiring direct delivery to a duly authorized agent at a postal facility or to the addressee, who must be at least 21 years of age and present valid, government-issued photo identification at the time of delivery; (2) prohibiting such alcoholic beverages from being for resale or any other commercial purpose; and (3) requiring such entity to certify that the mailing is not in violation of applicable laws or regulations and to provide other information as directed by the USPS. The U.S. district courts shall have jurisdiction to render judgment upon any claim brought by a state, local, or tribal Government against the USPS of a violation of state, local, or tribal law regarding the sale, mailing, transportation, or importation of alcoholic beverages into any U.S. state, territory, or district. The USPS shall not be liable for interest before judgment or punitive damages.

H.R. 376 - Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers. - This resolution expresses the sense of the House of Representatives that the U.S. Postal Service should continue door delivery for all customers.

Cosponsor	Date Cosponsored
Rep. Crow, Jason [D-CO-6]	6/5/2023
Rep. Caraveo, Yadira [D-CO-8]	9/1/2023

Federal Retirement Fairness Act (Status:

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Congressional District Liaison's Report



**Phil
Wickman**

Several new bills of interest to our union have either been introduced or hopefully will soon be introduced into Congress. The most important of them would deal with the issue of our safety while we are out on the streets doing our job. There has been a considerable spike in the number of assaults on letter carriers. Counting only the period through the end of September of this year, the rate is triple what it was three years ago.

In most cases, the reason seems to be to steal arrow keys. To have that happen at all is unacceptable. To have it happening at an increasingly rapid rate is even worse.

Our union is working with a member of Congress from Pennsylvania to introduce a bill to address the problem. First, it would provide funding to ensure adequate resources are available to quickly prosecute anyone attacking a letter carrier. Second, it would provide funding to develop and implement nationwide an alternative way of opening and closing NDCBUs (cluster boxes). We still need to get a concrete plan, so there isn't a bill with a number to make you aware of, but it is coming.

In Solidarity,
Phil Wickman
Letter Carrier Congressional Liaison CD2



Situational awareness is very important. If you see something suspicious, do not hesitate to report it.



**Nikki
Encinias**

Greetings all,

I hope everyone is doing well and gearing up for another fantastic holiday season.

Down in D3, we are continuing the great educational fight! I have been in touch with Rep. Boebert's office to go over and answer questions about the current legislation we are fighting for (H.R. 82/S. 597, H.R. 3721, and Federal Retirement Fairness Act), specifically 82(The Repeal of WEP & G.P.O. provisions) as well as the Resolutions that have been Presented (H.R. 376, H.R. 277, & H.R. 439).

Her office staff, specifically the primary contact in her Pueblo office, has seemed interested in learning how these issues impact letter carriers as well as federal employees. I hope to get others involved; we MUST show Solidarity to get these passed.

We know how loud our voice can be when we are one, so I encourage all of you to voice the importance of these bills to our congress members. I appreciate your support as I continue to meet and educate our Representative's office on these matters.

Lastly, I just want to encourage anyone who may not understand or even know about these bills, let alone what they are, to reach out. I and anyone on the board would love to answer any questions or concerns you might have. This is OUR FUTURE; we MUST do all we can to ensure a Bright one!

In Unity,
Nikki Encinias
Letter Carrier Congressional Liaison CD3

Congressional District Liaison's Report



**Richard
Byrne**

Brothers & Sisters,

Elections have consequences. We've heard that phrase over the years, and it is true no matter what side of the aisle you're on. You can say it about any administration based on your party affiliation and where your desires come from. When many think of labor unions, they

immediately think of the Democrat party. The same can be said for when people think of anti-labor, they think of the Republican party.

This is only sometimes the case. With only a little research, you could easily find fact-based information that there are many Democrats who aren't labor-friendly, and many Republicans support labor, especially city letter carriers. It's sad to say that these days, many people don't research various topics and believe what they hear from the rumor mill or their favorite "news" channel. We are better than that! The news barely exists any longer. No matter what channel you watch, most opinions are spun as news.

All you've heard the past few weeks and days is blaming each party for the possible shutdown of the Government because they can't agree. Yet, they came to an agreement, and the temporary funding measure for another 45 days passed both the House and the Senate with just hours to spare. No surprise here. It didn't help either side to have a shutdown. Did everyone get what they wanted? No, and it is usually that way. Now, members on both sides will throw blame, and we will have to deal with this issue towards the end of the year. Get ready for another rollercoaster ride around the middle of November.

We are better than this! All of us need to hold our leaders at every level accountable. We have elections in November, and we are hearing many promises on how they will fix things better than the other

(Continued on page 20)



**Ken
Barber**

For better or worse, the future of the Post Office depends on Congress. Therefore, letter carriers must be active in the political process and lobby for legislation protecting our interests.

Jason Crow, a CD 6 representative, is a staunch friend of letter carriers. He has signed on as a cosponsor to legislation the NALC is tracking.

H.R. 82/S 597 is the Social Security Fairness Act. Under current law, CSRS employees lose benefits from Social Security because of their federal employment. This legislation would eliminate that pension offset.

Representative Crow has also signed on to support door-to-door delivery, H.R. 376.

We are also working on the Retirement Fairness Act. This legislation would give credit for retirement to former casuals, TE's, and CCA's who became career employees.

We all need to follow these bills and contact our representatives and senators to support these bills.

Solidarity,
Ken Barber
Letter Carrier Congressional Liaison CD6



COSALC Scholarship



**Evelyn
Pisani**

School is in session and I wanted to remind everyone of the COSALC Scholarship. This Scholarship would not be possible without everyone's donations. Please don't forget about the scholarship when beginning to budget in your branch,

The applicant shall furnish the application by the required deadline date of February 19, 2024., along with the following information listed below:

- A personal and family resume. The student must reside in Colorado.
- A photograph (Non-Mandatory).
- A certified copy of grade transcript and SAT or ACT scores.
- Two letters of recommendation from one of the following sources:
 - Teacher
 - Community member
 - Civic leader
 - A religious leader in your home community
 - A statement of career goal or letter of intent
 - A statement or signature of an officer of the branch in which the parent or grandparent claims eligibility verifying that a parent or grandparent is a member of good standing of the COSALC.
- Community service is a must!
- A letter verifying the service is required.

Applicants must be high school seniors. Recipients must make a 3-5 minutes presentation of accomplishments and future goals if awarded scholarship.

For the application, please visit COSALC.org. Call me with any questions at 303-902-4735.

Evelyn Pisani
Scholarship Chair

Communication Committee



**Annie
Ibison**

Hello to all my brothers and sisters of the NALC,

My name is Annie, and I am pleased to have stepped up as a member of the COSALC Communication Committee. I began in the postal service in 2016, following ten years of service for Douglas County School District. I have a

bachelor's degree in English with a minor in History from M.S.U. Denver. I am working on my master's in I.T. Systems Management from C.S.U. Global. I am a union steward, TIAREAP REAT, and arbitration advocate for the NALC. I am excited to spread knowledge to all the members, so thank you all for the opportunity, and I hope to serve you well.

In Solidarity,
Annie Ibison
Communication Committee



Advanced Formal A and Beyond graduate.



**2023 Stamp Out Hunger food drive with
Vice President of Branch 5996,
Daniel E. Chavis.**

Stamp Out Hunger Food Drive Coordinator Report



**Jeff
Frey**

In Colorado, 474,420 people are facing hunger –141,570 are children. Join the fight to Stamp Out Hunger!

What is it? Stamp Out Hunger is an annual food drive organized by the National Association of Letter Carriers (NALC). Every year, on the second Saturday in May, letter carriers across the

United States collect non-perishable food donations from their customers and deliver them to local food banks and pantries. Since its inception in 1993, Stamp Out Hunger has become the nation's largest single-day food drive and has collected over 1.7 billion pounds of food for those in need.

Hunger is a growing problem that affects millions of people around the world. Thankfully, there are ways to help end this community crisis. By joining fellow letter carriers in our mission to stamp out hunger, letter carriers can make a big difference and help those who need it most. Together, we can provide meals and support to those in need and create a brighter future for all.

Help Us Nourish Our Neighbors! We all have a part to play in helping our neighbors who are food insecure. Letter carrier participation will help provide nourishing meals to families in need and help support local food pantries. With carrier's generous support, we can make a difference in the lives of many struggling people. Together, let's create a world where everyone can access the nutritious food they need and deserve.

From Alaska to Florida and Maine to Hawaii, letter carriers do double duty—delivering mail and picking up donations.

Community support! The more support you have, the bigger and better your food drive can be. There

are many ways that community support can benefit your food drive plans.

Volunteer support is essential on food drive day. It allows carriers, clerks, etc., the assistance needed to relieve the added time and physical stressors that can take place on food drive day.

Retirees and family members volunteered to seek out carriers, empty their postal vehicles, and bring back the food for early sorting and distribution to the food bank. Solicit help from fellow employees, management, family, friends, and local organizations such as the Boy and Girl Scouts and local churches to help pick up food donations on overburdened or downed routes at your stations.

For more information, reach out.

Jeffrey Frey
Food Drive Coordinator
720-323-9015



Jeff's passion for this event is unsurpassed, and like him, I love participating because we understand what it is like to go without. Every community experiences food insecurity at one point or another. I am grateful to be a part of an organization that believes in giving back to the community we are all a part of.

As a state, we did a fantastic job collecting food this year; the total came in at 712,238 pounds! I commend each of you who participated in any aspect. We should all feel a sense of pride.

I have begun to push for our coordinators in the Aurora, Littleton, and Englewood areas to start reaching out to local high schools for volunteer opportunities. Now is the perfect time to begin reaching out, as school is back in session, and they will likely be preparing for their extracurricular

activities soon, including community service. As Jeff stated, volunteers can help ease the extra job of collecting and moving food on food drive day. I have assembled a coordinator guide over the past couple of years while I led the food drive in my local (Centennial Branch 5996). This guide helps us keep track of deadlines, templates to reach out to obtain volunteers and food banks (old and new), coordinators at each office, contact information for each food bank, volunteer certificates, and more. I'd love to add to this guide to make it one everyone here in Colorado can utilize.



I would like to request images from 2023's Stamp Out Hunger Food Drive from every local in Colorado. Last year, we used these images in a slideshow about the food drive at the State Convention. Please send your pictures to Miller@Cosalc.org. I'd also love to hear what works and has not worked in your local. If anyone has a cheat sheet or guide, please send it over so I can see what everyone uses. The more information and ideas we share, the better it will be for all involved.

When we all work together with the community, we can help ease the burden of food insecurity.

Marcie Miller
 Food Drive Coordinator
 Miller@cosalc.org



Marcie Miller

**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
 Thomas Weeks
weeks@cosalc.org
 Annie Ibison
ibison@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.

(Continued from page 2)

engaged with what's going on. My ask to you is to step up and do your part. Attend your monthly meeting as regularly as possible. You will learn so much. It gets old when the steward gets hit up by members the following day on the workroom floor asking what happened at the meeting the night before. It gets very frustrating. With the contract negotiation process happening, we are talking about upcoming LMOU negotiations and what we would like changed. If you aren't going to the meetings, you don't have a voice at the table. That's only our fault. Do you read the publications your branch sends out? When was the last time you offered to submit an article for your branch newsletter? Start now!

Now that I have covered several levels of information that every member receives, why are they not engaging to get educated on their own? I wish I only knew. Starting earlier this year, NBA Dan Versluis began holding monthly Zoom calls with all of the presidents in Region 4. Emails are sent out with the link and NALC President Brian Renfroe has been on every call and has given in-depth details on contract updates while answering many other questions asked during the call. Ask your branch president if they've been on the call. If not, why not? Are they even checking their email? This information is given to branch presidents so that it can be delivered to the membership on many topics. Emails are sent out to branch presidents regularly from the NBA's office and there are few responses when critical responses are needed by NALC headquarters.

Here is my ask to each and every one of you. While I have been focusing on each member and how they stay engaged, I want you to hold your stewards and branch officers accountable. How engaged are they? Do they attend training and bring back the information to you at the meeting or publish it in a newsletter? It is election season at many levels including in your community. Take a deep look around you and see who has been sitting in the pool a little too long and is too comfortable. It might be time to kick them out of the pool and go in a different direction. It can be hard and might be

rough in the beginning with change. Is anything positive happening at the current level with those in charge? Then change may be necessary. Only you can make change! Get engaged, ask questions, and hold those accountable that effect change in your environment. So many continue to complain about the current situation but then fail to step up and act. Your voice can lead many other voices to speak. It's time to speak up!

Strength In Unity,
Richard Byrne
COSALC President
richardbyrne@cosalc.org

(Continued from page 3)

do not need it. The more people that sign up, the lower the overall cost. That's why the USPS is willing to pay the penalty, to encourage more people to enroll.

There are more updates coming after the NALC Health Benefits Seminar next month and will be posted on the COSALC Facebook page and the website at www.cosalc.org.

Keep fighting the good fight,
Mark Robbins
COSALC Vice President

(Continued from page 4)

with the new stewards to make sure that they, in the scope of their duties, look out for those new carriers coming in. Even for stewards, communicating with recent employees is challenging in some offices. So, I ask that all of you take the time to introduce yourself or make yourself available to new or younger employees. I learn something new daily, so share the knowledge and your time when you can.

There is so much knowledge out there to help assist and make our brothers and sisters better at doing the job and surviving the abusive or manipulative practices of management. In branch 47, we have a pledge before every branch meeting, and it reads in

(Continued on page 17)

part, "May we look up, not down, look out, not in, and lend a hand." Sometimes, as I recite this verbiage, I am honored to say the words and am thankful to those who have put those into place as a reminder to all that we are there to be helpful, not hurtful.

In Unity,
John Woolley
COSALC Secretary

(Continued from page 4)

action, cannot help you gain what you seek." What are you doing with the knowledge you have? Please step up and attend training, RAP sessions, and conventions! Learn from your officers and union officials not just the *what* but also the *how*! "Our ability to apply knowledge effectively, communicate ideas persuasively, and make informed decisions are crucial factors contributing to power." Knowledge can be power if it is correctly applied. It is up to us to apply it!

Wisdom is the principal thing; therefore, get wisdom: and with all thy getting get understanding. Proverbs 4:7

Isaiah Nothem
COSALC Treasurer

(Continued from page 5)

this mission must not be hampered by the mistreatment of our craft by anyone, including each other.

Until the next installment, please ponder the following from the Joint Statement on Violence and Behavior in the Workplace (JSOV, M-01242):

"We also affirm that every employee at every level of the Postal Service should always be treated with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively and for all employees to be committed to giving a fair day's work for a fair day's pay does not justify

abusive or intolerant actions."

Se Min S. Kil
COSALC Director of Education

(Continued from page 5)

I recently sat through a presentation with Matt Crane, former Arapahoe County Clerk. He is an intelligent guy and gives an excellent presentation regarding voting by mail in Colorado. If you have time to attend, it is well worth your time. His presentation included the number of times they have audited the Colorado voting process for discrepancies. It has been done many times over the years. Voting by mail in Colorado is safe. Your ballot is safe. Please do not listen to outside groups with a financial interest in keeping you from voting. We always hear that the next election is the most important one ever! I know it sounds a little like the boy crying wolf, but if you look at what is at stake for Postal Employees and Postal Retirees, you'll see that it is a statement of fact.

In Unity,
Jacqueline Skene
COSALC Director Of Retirees

(Continued from page 6)

believes is important. Whatever you resolve to do, I want you to commit to it and work hard at making this union a better union. But the truth is, being successful is hard. You will not want to make every phone call. You won't, after an exhausting day, want to spend more time doing anything outside of your family. So today, I ask you what your contribution is going to be. What problems are you going to help solve? What will the future union member say in 20, 50, or 100 years about what you did for our union in this current time frame? We expect great things from our union, and we should expect great things from all of us. So do not let your union brothers and sisters down, let's stand together and get after it.

In Solidarity,
Bryan Sanders "OB"

In Solidarity,
Bryan "OB" Sanders
Executive Board

(Continued from page 6)

street at exactly 60 minutes because management instructed you to, the average carrier standard would be 60 minutes, causing a loss of 23 minutes from the carrier's route. This, in turn, could cause your route to not have the appropriate adjustment.

Fixed office time is time that is built into every route. It is the time used for carriers to do the duties that are required daily. Duties such as performing vehicle safety checks in the morning, retrieving mail from the hot case, signing out for arrow keys, morning office breaks, gas cards, accountable mail, and even the stand-up you have every morning are all covered. Each LMOU will cover the allotted times for wash up, breaks, etc.; if there is no provision, it is based on the National Agreement. Breaks and washup time are paid, and it is in the best interest of the carriers to utilize the agreements. If you don't utilize those provisions, you will be harming yourself, your route, and your workstation.

Another issue brought to our attention is management attempting to force a 22-minute load and 7-minute unload on the carriers. According to M.O.U.- 01893, the 22-minute load and 7-minute unload are parameters that the REAT teams may use to keep an eye on. The TIAREAP MOU states explicitly, "The listed parameters are NOT delivery standards and are used for assisting the REAT teams on what numbers to keep an eye on. The TIAREAP MOU states, "The listed parameters are NOT delivery standards and are used to assist the evaluation teams in identifying POTENTIAL anomalies." Do the job correctly and take the time you need! The parameters were created when the National Oversight Team "NOTs" of the TIAREAP process gathered information from across the Country on the average time it takes carriers to complete certain activities. These "parameters" were made from the average of all data from across the Country, highs, lows, and middles. It is your responsibility as carriers to do the jobs correctly. Making managements numbers only helps them, and not you. Safety comes first! Making management numbers only helps them, not you. Safety comes first!

Lastly, loading time begins when a carrier clocks to the street to the time they drive off the postal parking lot. Unloading time starts when a carrier drives into the postal lot and when they clock into the office. If you are making moves too early or too late, your data is compromised and will not accurately reflect the time it takes for your route. Use integrity when making moves using the clock ring functions; it will help you in the long run.

Stand tall and stand together. Protect each other from management's misleading and ridiculous expectations. Deliver the mail the way you do it every day. Take the time it takes, take your breaks, and consistently deliver safely and in a manner that reflects favorably on the U.S. Postal Service. Most importantly, deliver in a way that will ensure you make it home to your families each evening. Believe in yourselves, work with each other, and take pride that we are ALL assets to this Country.

In Solidarity,
Chad Peschel
Executive Board

(Continued from page 7)

customer ushered me into their cool garage and offered me cold water. About ten minutes later, I could continue my route after finishing the water. I just needed some shade, water, and rest. A fellow carrier also had similar symptoms during a 95-degree Friday afternoon. He determined that he just needed some shade, water, and rest. A fellow carrier also had similar symptoms during a 95-degree Friday afternoon and determined he could not continue his route. He drove back to the station with his remaining undelivered mail, was berated by the supervisor, and went home to rest for the weekend. He called in on Monday as he was still not feeling up to delivering mail, and the supervisor berated him again. He now knows that heat stress is real, and management may not favorably respond to a heat incident.

Fellow carriers, if you are delivering mail on a route and begin experiencing symptoms such as

drowsiness, headaches, confusion, severe malaise, nausea, cramps, excessive sweating, or no sweating, immediately stop delivering mail and assess your situation. Seek a cool, shady place where you can rest and drink water. If your situation does not improve and you cannot continue, call 911, then call the office. No job is worth dying for. If you can't finish your route, drive the mail back to the station, inform a supervisor or manager, and go home. If the management or supervisor wants to berate you over your decision, seek your union steward and explain what happened to you. Look out for yourself because nobody else will. Remember that the heat won't last forever, but you must survive through the season. Your mail can be replaced, but you cannot. Take good care of yourselves.

In Unity,
Jeffrey Sipple
 Executive Board

(Continued from page 7)

Employee Assistance Program at 1(800)327-4968 (1-800-EAP4YOU).

In Solidarity,
Cirilia Garcia
 Executive Board

My final thought is this – do you remember your first day? I know I do, and it was much harder than needed. If we all could take the time to help the new guy, it would promote many positive outcomes that benefit everyone. But hey . . . that's just one carrier's opinion.

Roy Zuniga
 Executive Board

(Continued from page 8)

informative newsletter targeted at the Western Slope members. It was a success, helping many carriers with many problems. Rick Byrne, our State President, wanted to expand, concerned about the members on the state's eastern side. So, the Slope newsletter was merged with a newly formed newsletter called

'Centennial Sentinel.' The new letter is already receiving positive feedback, problems are being solved, and contract issues are being dealt with; I call it a success already.

If you want a letter mailed to you, contact Rick Byrne at (970)576-8507 or richardbyrne@cosalc.org.

In Solidarity,
Todd Tucker
tucker@cosalc.org
 Executive Board

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are appropriated to fund U.S. Attorneys whose sole purpose is to prosecute crimes against Letter Carriers and other Federal employees, think TSA, IRS, and Border Patrol. This is in response to the violence and crimes committed against carriers that must stop. If there is a crime against one of our sisters or brothers as leaders, please contact the local District Attorney's office and make sure that the U.S. attorney has reviewed the case as per 18 U.S.C. § 1114 before it is sent out of the Federal court system.

We have the power in our hands to change and shape our communities. When we vote this November, we will vote on daily issues and people that affect our lives. School boards, town councils, fire districts, mil levees, have a direct impact on us and our children for many years to come. Take the time to learn the issues and candidates to make a knowledgeable decision on your ballot. There is no reason for you not to vote. I know how the ballots get into your hands, and you know where to return the ballots so your voice will be heard. But most of all, VOTE!

Finally, this is election season. The citizens of Colorado have said, "We trust the Postal Service and our Letter Carriers to deliver our ballots to our houses and then return them to the County Clerks and Recorders. This trust they place in our hands is the greatest honor, in my opinion". Accept that honor with humility and grace and be a professional Letter Carrier.

Be SAFE, I care about you,
Doug Jaynes
 COSALC Legislative Chair

(Continued from page 9)

stronger together to win the battles we face every day. We stand together in Solidarity in support of the Coalition of Kaiser Permanente Union, SAG-AFTRA, WGA, and the UAW. If any of these protests are happening close by, go out and participate and express your support because we are stronger when united in Solidarity.

If you don't already, please contribute to LCPF or up your donation if you can. The LCPF helps to push our NALC legislation priorities in a bi-partisan way through Congress. If you need help, you can reach out to me, and I would be more than happy to assist in any way I can.

In Solidarity,
Jarod Miner
COSALC LCPF Coordinator

(Continued from page 10)

Awaiting introduction) - Would allow certain federal employees to make catch-up retirement contributions for time spent as non-career employees after 1/31/88, thus making such time creditable service under the Federal Employees Retirement System.

PLEASE HELP BY CONTACTING YOUR REPRESENTATIVE - Find your Representatives and Senators and contact them at www.nalc.org, click the Government Affairs tab, and follow the prompts.

Go to the NALC's Legislative Action Center, where letter carriers can access the information and tools necessary to educate lawmakers on our issues and priority legislation. Here, you can find out who your Representative and Senators are, the most pressing bills, and useful background information.

IT ONLY TAKES A COUPLE OF MINUTES!

In Unity,
Jeffrey Frey
(720)23-9015
Letter Carrier Congressional Liaison CD1

(Continued from page 12)

candidates. Really? Are things any better? Is our Country doing better? How can something be better when we spend more money than we bring in? Could you do that in your household every month? I know my family wouldn't be able to do that regularly. Here's another question. Is it any different in your local branch? It may be time to get involved and attend meetings. Get involved in your local elections and do research. An informed voter is what we need to secure our future.

In Unity,
Richard Byrne
Letter Carrier Congressional Liaison CD4

Federal Retirement Fairness Act Reintroduced in House

Today, Reps. Derek Kilmer (D-WA), David Valadao (R-CA), Don Bacon (R-NE) and Gerry Connolly (D-VA) introduced the Federal Retirement Fairness Act, legislation that would allow certain federal employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, making it creditable service under the Federal Employees Retirement System (FERS). The legislation would cover letter carriers who were employed as casuals, transitional employees, or city carrier assistants, providing them with greater retirement security.

"NALC is pleased to see the Federal Retirement Fairness Act reintroduced in the House," NALC President Brian L. Renfroe said. "We urge the House to pass this bill that would benefit letter carriers and other federal employees who have devoted their working lives to public service. A significant number of active city letter carriers have worked in a non-career position, and that time is not currently creditable for retirement. This bill would change that, allowing letter carriers, and millions of other federal employees, to buy back this time and plan for their well-earned retirements."

2024 Health Benefit Information

Type of Enrollment	Enrollment Code	Premium Rate			
		Biweekly		Monthly	
		Gov't Share	Your Share	Gov't Share	Your Share
Nationwide					
FEP Blue Focus Option Self Only	131	\$165.92	\$55.30	\$359.48	\$119.83
FEP Blue Focus Option Self Plus One	133	\$356.66	\$118.88	\$772.76	\$257.58
FEP Blue Focus Option Self and Family	132	\$392.30	\$130.76	\$849.98	\$283.32

2024 Blue Cross and Blue Shield Service Benefit Plan – FEP Blue Focus

To compare your FEHB health plan options please go to www.opm.gov/fehcompare

2024 Rate Information for the Blue Cross and Blue Shield Service Benefit Plan

To review premium rates for all FEHB health plan options please go to www.opm.gov/FEHBpremiums

Type of Enrollment	Enrollment Code	Premium Rate			
		Biweekly		Monthly	
		Gov't Share	Your Share	Gov't Share	Your Share
Nationwide					
Standard Option Self Only	104	\$271.43	\$150.79	\$588.10	\$326.71
Standard Option Self Plus One	106	\$586.50	\$336.84	\$1,270.75	\$729.82
Standard Option Self and Family	105	\$646.18	\$370.68	\$1,400.06	\$803.14
Nationwide					
Basic Option Self Only	111	\$271.43	\$95.74	\$588.10	\$207.44
Basic Option Self Plus One	113	\$586.50	\$238.63	\$1,270.75	\$517.03
Basic Option Self and Family	112	\$646.18	\$262.60	\$1,400.06	\$568.96

Type of Enrollment	Enrollment Code	Premium Rate			
		Biweekly		Monthly	
		Gov't Share	Your Share	Gov't Share	Your Share
High Option Self Only	321	\$271.43	\$109.41	\$588.10	\$237.05
High Option Self Plus One	323	\$586.50	\$255.86	\$1,270.75	\$554.36
High Option Self and Family	322	\$646.18	\$221.79	\$1,400.06	\$480.54
CDHP Option Self Only	324	\$165.77	\$55.26	\$359.18	\$119.72
CDHP Option Self Plus One	326	\$371.90	\$123.96	\$805.77	\$268.59
CDHP Option Self and Family	325	\$402.56	\$134.19	\$872.22	\$290.74

2024 Rate Information for the NALC Health Benefit Plan

To compare NALC Health Benefit Plans, visit: WWW.NALCHBP.ORG



Dental & Vision

FEDVIP

WWW.BENEFEDS.COM



Long Term Care

FLTCIP

WWW.LTSFEDS.COM



Flexible Spending

FSAFEDS

WWW.FSAFEDS.COM

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

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On September 29, 2023, the NALC Region 4 NBA office spent their lunch break supporting the UAW at the picket line in Denver, CO.

“Corporate greed is not the path to affordable housing, job opportunities and safe, connected communities. Being together, growing together and fighting for what is right together is the path forward.” - CO AFL-CIO

**You can find a picket line to join in Colorado by visiting:
<https://coafclcio.org/news/find-strike-near-you>**