

COLORADO STATE NALC'ER

The official publication of the Colorado State Association of Letter Carriers

Volume 39

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Colorado Letter Carriers say Enough is Enough!



National President, Brian Renfroe joined letters carriers from all over Colorado to advocate for our safety. Colorado State Association President, Richard Byrne speaks out about crimes against letters carriers. Enough is Enough rallies advocate for safety and proper arrest and prosecution for crimes against letter carriers.

Enough is Enough Rally - Aurora, CO - October 24, 2023

President's Report



Richard Byrne

Are you listening?

The other day, I asked my son to do something at home. He acknowledged me, so I walked out of the room and went on to my other tasks. A few hours later, I returned to the room and noticed that my request to my son still needed to be done. He said he had forgotten and completed the task when I asked why it wasn't done. He admitted that he wasn't listening. I understand that kids will be kids, but it can also be frustrating no matter what age they are in their young years.

How often are we listening? How can you listen if we continue talking long enough to give others a chance to get their point across to us? Are we listening to our members? As union leaders at any level, we must keep an open mind and always be prepared to accept input from others who may have great ideas to help us. It may differ from what we are looking for at that exact time, but it could be valuable information to use in the future. We often ask others for their opinions, but are we willing to hear what they say?

We are all leaders at some level. While you may not be an officer or steward in your branch, there's a good chance someone will look to you as a leader. A new CCA or PTF at the academy is hungry to gain knowledge on the job, and you're the academy instructor investing in them. It may be a carrier who bid on a route and is seeking knowledge from you on a new route. This provides an opportunity for us to invest in inexperienced carriers who are looking to gain knowledge from veteran carriers so they can succeed in their position. It could also be a carrier who's been on a park and look route for years and has yet to deal with apartment complexes but is asking questions now that they've just built a new complex added to the route.

It could be a new branch officer who was elected

and needs you to take them under your wing and lead them in the position they were entrusted to by the members of your branch. While we know change always happens, is it always positive change? That answer is no. Whatever level of change occurs, we learn from it. Hopefully, it is a positive change for the members and will be beneficial in the long run. If it's not positive change, it may be a time for the members to come together and learn how to rectify their choices and create positive change in the future. Being in a union is like a family. You may not get along with everyone, but sometimes, we must come together to deal with concerns for the future.

No matter the situation, we must invest in our future at any cost. That doesn't mean you must take on the whole task yourself, but it must be dealt with, or the investment must be made. Nothing positive will come if we fail to invest in or deal with the issue. Keep a positive attitude and keep moving forward. That's all we can expect in our daily lives.

Be your best,

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



Vice President's Report



Mark Robbins

Membership

I do the membership recruiting for the NALC in Colorado Springs when new carriers are in the Carrier Academy. I run down the list of benefits of being a NALC Union member and why I joined. I will tell a few stories of my experiences, both from carrying mail as well as some of

my time as a union steward. Most brothers and sisters have heard the story of me being bitten by the biggest dachshund I had ever seen; they always look bigger hanging off your leg. This all happened on day 74 of my probation and they tried to fire me over it, the shop steward saved my job.

So now as a shop steward, I hope that I've paid it back/forward minimizing discipline, getting violations paid, and saving a few jobs. The Union is as strong as it is, because of the combined efforts of all its members, whether it is in the form of a statement to support another carrier in a grievance, an MDA coordinator, or a board member to keep the branch running smoothly, every member of the union is important.

Recently I heard of a member wanting to get out of the union to save a few bucks per month. My first advice is that I hope he didn't have NALC health insurance because he would lose a lot more than a few dollars going to another provider. I understand sometimes our budgets get tight, but I ask you, where would we be without our union? I don't believe one of us would be able to go to management to get the raises and benefits that we have gotten through collective bargaining. Our dues are nothing compared to what benefits we receive, especially with the new contract getting ready for arbitration.

I remember the classroom instructor when I went through the academy, he said, you have home insurance, you have car insurance, the union is job

insurance. That saying is so true, that I repeat that saying every class now while recruiting.

Solidarity

The meaning of SOLIDARITY is unity (as of a group or class) that produces or is based on a community of interests, objectives, and standards.

Keep fighting the good fight,
Mark Robbins
COSALC Vice President



Secretary's Report



**John
Woolley**

Hello again, brothers and sisters,

We look forward to welcoming everyone to the state convention and preparing engaging and informative training. On April 16th, the day before the convention, RWCA David Miller will hold OWCP training all day long.

Now, to more pressing items, the assault on carrier rights in the Denver metro area is increasing. Management is pushing pivots and talking about stationary events, causing discipline to be on the rise. Everyone needs to know their rights as carriers; to do so, you must educate yourself. The resources exist for you to do that.

Every route should have an M-39 and an M-41 at the case. This little instruction book has all the DOs for day-to-day functions. Digital copies of these are available at NALC.org under the WORKPLACE ISSUES tab and RESOURCES subsection. You can also find the Joint Contract Administration Manual (JCAM), which is a deconstructed look at the contract with additional cites. Another valuable resource is the Letter Carrier Resource Guide. You can order it free from the NALC.org website in the members-only portal or download the PDF version. Everyday items, like filling out a 3996 and how to communicate with management, are covered. Reading your paycheck and other non-day-to-day items you need can be found in this book.

Educate yourselves, brothers and sisters, so that you are knowledgeable when those daily battles ensue.

In Unity,
John Woolley
COSALC Secretary

Treasurer's Report



**Isaiah
Nothem**

“It is not the critic who counts: not the man who points out how the strong man stumbles or where the doer of deeds could have done better. The credit belongs to the man who is actually **in the arena**, whose face is marred by dust and sweat and blood, who strives valiantly, who errs and comes up short again and again, because there is no effort without error or shortcoming, but who knows the

great enthusiasms, the great devotions, who spends himself in a worthy cause; who, at the best, knows, in the end, the triumph of high achievement, and who, at the worst, if he fails, at least he fails while daring greatly, so that his place shall never be with those cold and timid souls who knew neither victory nor defeat.” —Theodore Roosevelt - Speech at the Sorbonne, April 23, 1910

While this was spoken over a century ago, the truth of these words remains just as inspiring and convicting today. They inspire us to get into the arena! To be a doer of great deeds, get involved in something greater than us, persevere through thick and thin, through loss, and win! They convict us of our lack of persistence, our lack of discipline, and grit, and how we're apt to quit! Furthermore, they warn us of the dangers of standing on the sideline while criticizing those who are involved in the fight.

I hope that you can see the gist of this brief admonition. Is the leadership of the NALC or the COSALC perfect? Of course not! Newsflash – neither are you! However, they are in the arena, fighting on your behalf and striving for a worthy cause for our mutual benefit. Instead of criticizing and belittling, perhaps we all should join in solidarity. Perhaps it is time for you to get into the arena and strive for a more perfect union.

Isaiah Nothem
COSALC Treasurer

Director of Education's Report



**Se Min
Kil**

Dear Brothers and Sisters,

I am deviating from my planned topic of discussion to address something that has me deeply concerned recently...retirement. Now, you might be doing the math and wondering why retirement has me concerned when I have at least twenty years of service still to go before I can even dream about retiring. My worry

stems from recent conversations with fellow carriers who are approaching that part of their postal career where they can start to consider retirement.

I am seeing a disturbing trend where letter carriers are excitedly telling me about participating in retirement consultations or seminars hosted by companies purporting to be Federal Benefits Specialists or Federal Retirement Experts (Not affiliated with any federal agency). Our conversations often include a variation of the employee being advised to withdraw a large portion or ALL of their Thrift Savings Plan (TSP) to invest elsewhere. Some are even asked for access to their TSP account, LiteBlue, or other sensitive aspects of their job/finances.

Now, I cannot say that all these encounters that our fellow carriers have had are an attempt to defraud or prey on their decades of work and saving/investing. I have seen far too many letter carriers be taken advantage of, losing untold years of progress toward their retirement financial goals. Please, be careful. Be wary of advice from sources where it's unclear whose best interests are being considered. When in doubt, seek assistance from a trusted source; your local, state, and national union leadership are always available for guidance.

In Unity,
S. Kil
COSALC Director of Education

Director of Retiree's Report



**Jacqueline
Skene**

Hello to Colorado Retirees and Happy Spring Equinox

I have been busy with several pet projects. Most of you know I sit on the executive board of the Colorado Alliance for Retired Americans, so don't let the name fool you. These people are busy. They are working on the Social Security Fairness Act, the WEP Legislation, safety legislation for the Engineers

Union, and registering people to vote. I have also volunteered to be an election judge in Arapahoe County. I have never done that, but I thought it might be interesting to try something new. For many years working for the Postal Service, I could not volunteer in the community, so now I am taking advantage of being my own boss and doing everything I always wanted to do.

I know that most of you are being pestered to donate money or come out to support your candidate in other ways. Leave your comfort zone and try something new. It is suitable for your brain; learning a new skill exercises your brain and builds new neural pathways. Some studies suggest this activity can help prevent dementia and other memory issues. Getting out and talking to new people is a great way to uplift a lagging mood, and moving your body is always good.

Take care of yourself, and I hope you enjoy the lovely spring season.

In Unity,
Jacqueline Skene
COSALC Director Of Retirees

Executive Board's Report



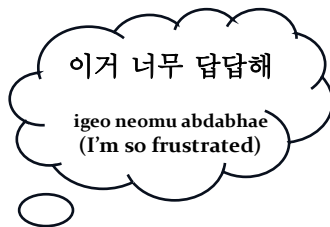
Bryan "OB" Sanders

Since the breach of Liteblue, it has been quite an experience to find the correct site to open. Finding Liteblue and getting on Liteblue, where everything functions properly, has been frustrating. I've been so irritated that I transmitted a nasty letter to the post office.

I should start here; I utilize the Chrome browser. When I enter Liteblue, it says, "Page or File not found." I am savvy enough to find my way to the Liteblue home page. Once I am on the Liteblue home page, I click on "employee app" and then "e-payroll," all it does is send me through one big loop right back to the home page. Next, I find my way to the employee apps and try e-payroll, which sends me back to the home page. In employee applications, I tried e-retiree, and it does the same.

Seeking guidance, I call my son, Julius Sanders, the wise one, and I explain to him that I'm having this trouble with Liteblue. Julius suggested I try an alternate browser, and the miracle of all miracles happened; I got into Liteblue and the employee applications I wanted, and they worked. If you are having trouble with your Liteblue, try a different browser like Microsoft Edge, and you may find your problems mostly over. If you are trying to use the EOPF application, I guarantee you will become frustrated.

In Solidarity,
Bryan "OB" Sanders
COSALC Executive Board



Chad Peschel

Carriers are creatures of habit, going about our work and doing the same thing daily. Let's hold ourselves accountable for our habits. Younger carriers are learning from us, and our bad habits will be transmitted to them, and their habits will be transmitted to carriers afterward.

We all could benefit from changing bad habits, like the importance of making moves on our scanners or not working off the clock. Scan integrity is crucial to the accurate evaluation of routes. Things such as using our fixed office time, checking vehicles in the morning, taking time to listen to stand-ups, and pulling spr's from our hampers are built into our office time each day.

Skipping street/office breaks is a big mistake. In 30 years, if you missed your two 10-minute breaks daily, you would give back approximately 1.25 years' worth of your salary. That is a significant amount of money you are losing!

Don't leave your truck running, unattended, or unsecured on the street. When customers have parcels, please don't leave them at the curb or far from the house. Forging signatures for accountable mail is a habit that can get you into much trouble and should not be done.

Change these habits and put forth that extra time and effort. Our customers will be grateful, your routes will reflect accurate times, and local management will have nothing on you. Conduct yourselves professionally and in a manner that is favorable to the USPS and the NALC. Show up in proper uniform and show pride in the important duties we all advocate for. We're in this together. As always, stay safe out there.

In Solidarity,
Chad Peschel
COSALC Executive Board

Executive Board's Report



Jeffrey Sipple

I wanted to make you all aware of our Safe Driver Award program. I started this program with the help of my union chapter president, Kelli Robles. This program provides a way to acknowledge and appreciate our city carriers for driving safely while incentivizing safe driving.

The good news is that it is free if you award safe driver pins. The million-mile plaques are free, but a carrier needs at least 30 years of safe driving to qualify for one. There is also a program for safe driving jackets, but they are not free, and so far, I have yet to get the offices in Aurora on board with them successfully. Every regular city carrier who drives accident-free for an entire year qualifies for a 1-year pin. Each year, after they are eligible to receive another pin in ascending numerical order provided, they stay accident-free.

If you decide to implement the Safe Driver Award program at your station(s), you will need to utilize the following character attributes: accuracy, diligence, patience, and possibly some creativity:

1. You will need an annual accident report showing the accidents reported at your station(s).
2. You must order all your qualifying pins online and follow up on your order as needed. You can also create badges by placing the carrier's name and the number of accident-free driving years on it. Then, attach the pins to the badges and sort them by station, if necessary.
3. **You** must schedule time with your station manager to visit each station and award the pins.

You should not expect management to do it. Recognizing safe drivers will give you an incredible feeling of success when you reward your fellow carriers for a job well done.

In Unity,
Jeffrey Sipple
COSALC Executive Board



Cirilia Garcia

Hello All,

I hope the new year finds you all well and safe.

Speaking of safety, I wanted to discuss one of the easiest ways to be safe: wearing your seatbelt. As carriers, we spend a significant amount of time driving and thus have an increased risk of experiencing a motor vehicle accident. Seatbelt safety is critical to preventing injuries and fatalities in vehicle accidents.

According to the National Highway Traffic Safety Administration, wearing your seatbelt can reduce the risk of severe injury or death in a crash by up to 50%. Despite the proven effectiveness of seatbelts and postal policy, there are still individuals who choose not to buckle up, putting themselves at unnecessary risk, especially on the roads of our beautiful state of Colorado, which experienced over 94,00 vehicle accidents in 2023, of which there were over 700 fatalities.

One of the primary reasons seatbelts are so important is that they help prevent ejection from the vehicle in the event of a crash. When a car comes to a sudden stop, unbelted occupants can be thrown from their seats and out of the car, leading to severe injuries or even death, which sadly has happened to some of our brothers and sisters. So, whether you are on the road at home or at work, please **buckle up!** Let's make sure that we all arrive home safely every day.

In Solidarity,
Cirilia Garcia
COSALC Executive Board

Executive Board's Report



Roy Zuniga

*So, you want to be a steward?
Well, let's get into it!*

What is a union steward's job; By definition, it is to provide information and news from the union leadership to its members. According to NALC.org, "The job of a shop steward is an essential part of the NALC. Shop stewards are important for the well-being of the letter carrier craft.

They play the role of an intermediary between the employees and management to ensure the best working conditions and that all parties adhere to the collective agreements." But we do so much more than that.

Stewards are the first line of defense in job security. I hope you never need one of us, but just know we are there for you. We look out for your rights, well-being, safety, and anything else that might pop up. I can't tell you everything because it is top secret (just kidding). You can ask any of us anything at any time and we will always try our best to answer your question or help with your issue. While I may not have all the answers, I know plenty of people willing to help me, help you.

When I was appointed as a steward, I had no idea what I was getting into. What I did and do know is that I have some of the best people I could ask for in my corner. I could never thank them enough for all they do. I will continue to grow as a steward and do my best to help grow membership. Stay strong and thank you for all you do...the best you can. But that is just one carrier's opinion.

Roy Zuniga
COSALC Executive Board



Todd Tucker

LETTER CARRIER POLITICAL FUND / LCPF

Many members we have talked to need help understanding what the LCPF fund is all about. We also have had many questions and complaints about where the money goes and if it only goes to a select few up at National headquarters. In my 25

years in the union, I have NEVER seen that happen or NEVER heard of such a thing happening. National is bound to all the laws, rules, and regulations governing the fund's use. National headquarters is 100% dedicated to the union members, fighting political powers and the P.O. who wants to take away everything we stand for and fight for, including our jobs.

Anyone who has been around for a while understands the impact the contract has on our lives, not to mention all the more minor issues that were fought against that we are not even aware of; all we hear of are the significant issues. Did the advocate for the union have to travel to the arbitration hearing? Did they have to consult a lawyer? Did they have to find a hotel to stay in? Did they have to eat? Did they have to rent a car? Did they have to catch a plane?

What I am saying is that from National down to the CCAs at every level, the fight for your rights will never stop. Sad to say, everything costs money, including being able to talk and educate our representatives without some funds to be allowed in to talk to them in the first place. I am just scratching the surface here; I hope you understand the point. So, when asked if you could help with \$5 biweekly a month, it will be put to good use.

In Unity,
Todd Tucker
COSALC Executive Board

Legislative Chair's Report



Doug Jaynes

Greetings Sisters and Brothers,

I hope this letter finds you safe and well. Over the past year, we have had a couple of pieces of legislation that we can all get behind. HR 82 the Social Security Fairness Act and HR 5995 the Federal Retirement Fairness Act. We all have contacted our representatives

and asked them to co-sponsor these bills that have a direct impact on our lives.

Representative Fitzpatrick (R-PA) introduced the Letter Carrier Safety Act on March 13th. The Letter Carrier Safety Act is a large step in addressing the escalating violence against Letter Carriers including here in Colorado. This bill at this time without amendments will:

- Authorize funds to upgrade collection boxes and arrow keys
- Commission a study and report on the needs of the Postal Inspectors
- Coordinate the prosecution of offenses against letter carriers by directing that an assistant in each US Attorney's office have the responsibility of handling these crimes
- Update sentencing guidelines so that the assault of a letter carrier is treated in the same manner as an assault against a law enforcement officer


Currently, when a crime is committed against a Letter Carrier, the Postal Inspectors take over the investigation. Upon completion of their investigation, the evidence gets handed over to the U.S. Attorney's office. Currently, the U.S. Attorney is Cole Finegan. It is up to his office to determine how the criminals are prosecuted and sentenced. Having an assistant dedicated to handling crimes against Letter Carriers will ensure that all the evidence is considered when taking these cases to trial. Updating the sentencing guidelines should be a deterrent for the criminals to consider even

before committing these crimes.

These crimes, while committed against Letter Carriers, are also crimes against our communities as the keys that are stolen are then used to commit mail theft throughout the community. Please look for any amendments but for right now you all know what to do; Call your Representative and ask them to co-sponsor the Letter Carrier Safety Act.

Take care of yourselves and watch out for each other you matter to me.

Doug Jaynes
COSALC Legislative Chair



Department of Legislative and Political Affairs — National Association of Letter Carriers, AFL-CIO
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Protect Our Letter Carriers Act (H.R. 7629)

Since the inception of the Postal Service nearly 250 years ago, letter carriers have delivered to every community on every street in the United States rarely being the targets of violence. In recent years, that has changed.

Since 2020, there have been more than 2,000 crimes committed against letter carriers on the job. Many of these attacks involve a gun or another weapon. Letter carrier robberies climbed to 643 last year, an increase of nearly 30%, and the number of robberies resulting in injuries doubled, according to the United States Postal Inspection Service (USPIS). Unfortunately, nearly every day we learn of other instances of letter carriers being assaulted, robbed, and even murdered while delivering mail and essentials.

The Protect Our Letter Carriers Act (POLCA) would devalue key infrastructure, deter these crimes through increased prosecution and sentencing guidelines, and keep letter carriers safe on the job. The nation's over 200,000 city letter carriers deliver medications, checks, ballots, packages and other essential mail that Americans depend on. It is imperative that America's mail is protected and, most importantly, that the letter carriers who deliver it are, too.

Secure and devalue postal infrastructure
POLCA would provide \$7 billion in funding for the Postal Service to secure its infrastructure, including the installation of high-security collection boxes as well as the replacement of items carried by letter carriers with more secure electronic versions. The funding would be appropriated over five years, \$1.4 billion annually in fiscal years 2025-2029.

A recent audit of USPIS data found that 52 percent of robberies of a letter carrier involved the theft of postal infrastructure items that have become highly sought after on the black market in recent years. Similarly, the Postal Service has reported an increase in high-volume mail theft incidents from mail receptacles, including blue collection boxes.

In response, the Postal Service has begun to reinforce its infrastructure, which includes items carried by letter carriers on the job. The bill would provide the necessary funding to implement this updated technology nationwide. When key infrastructure is devalued and more secure, letter carriers will be safer on their routes.

Increase prosecution rates
Alarming, while crimes against letter carriers have persisted, arrests and prosecution against the alleged perpetrators have not. Though the number of assaults and robberies against letter carriers has doubled in recent years, the number of arrests and convictions for these crimes has markedly decreased, according to USPIS. Due to workload and other priorities, these cases often sit on district attorneys' desks, are not federally prosecuted, and the alleged assailants are not held accountable.

POLCA would require the Attorney General to appoint an assistant U.S. attorney in each judicial district to prioritize any case that involves an assault or crime against a letter carrier. Their principal responsibility in the district would be to coordinate and supervise the investigation and prosecution of these alleged crimes.

Harsher sentencing for robbery and assault of a letter carrier
Even though letter carriers who are victims of these crimes are federal employees in uniform on the job, under current law, the sentencing guidelines for those found guilty of these crimes are overly weak and permissive. In 2024, a San Francisco defendant was found guilty of robbing a letter carrier at gunpoint and sentenced to only 30 days imprisonment, while in Mississippi a defendant was sentenced to eight years.

This bill would strengthen sentencing guidelines for these crimes, ensuring that they are treated in the same manner as assaults on federal law enforcement officers.

NALC supports the Protect Our Letter Carriers Act, (H.R. 7629) which would devalue key infrastructure, deter these crimes through increased prosecution and sentencing guidelines, and keep letter carriers safe as they deliver essential mail and packages to every community in the country. Sponsored by Reps. Brian Fitzpatrick (R-PA) and Greg Lancman (D-OH)

Congressional District Liaison's Report



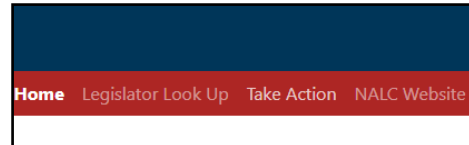
**Richard
Byrne**

By the time you are reading this, many of you will have heard the news. Representative Ken Buck has already resigned and there will be a special election for a new representative in CD4. While we don't know who will be taking his place, I personally don't think we can do any worse.

Please stay updated by following us on Facebook at 'Colorado Letter Carriers' for legislative updates and all general updates concerning Colorado letter carriers. The 'Protect Our Letter Carriers' Act was also introduced in Congress on March 13th, 2024, and we need to reach out to our representatives and ask them to support this legislation.

Now is the time to TAKE ACTION!

In Unity,
Richard Byrne
COSALC Letter Carrier Congressional Liaison CD4



Take Action

Take action today!

Current Issues

Enough is Enough: Protect Our Letter Carriers Act (H.R. 7629)

Since 2020, there have been more than 2,000 crimes committed against letter carriers on the job. Many of these attacks involve a gun or another weapon. This bipartisan legislation would address this problem by:

- devaluing key infrastructure
- detering these crimes through increased prosecution and sentencing guidelines

[Click here](#) for the fact sheet.

[Read More](#) [Take Action](#)

Take Action

NOW is the time to TAKE ACTION!

Use the steps on the right side of the page to reach out to your representatives and ask for their support on HR 7629.

If you need assistance, reach out!

Home [Legislator Look Up](#) **Take Action** [NALC Website](#)

[Click here to register](#)

**This registration is separate from the "Members Only" portal. All members must register separately for NALC's Legislative Action Center via the link above.*

NALC members can login below using your username (First Name+ Last Name + Zip + Last 4 digits of Social Security Number). **If you are a Junior, your user name will be (First Name+ Last Name-JR+ Zip + Last 4 digits of Social Security Number)-- after your last name add a hyphen and JR.**

After logging in, you will be able to take action by contacting your Member of Congress.

After sending your message, your email record will be deleted. It is being used for the sole purpose of sending your message today.

If you have questions or need help logging in, contact Brent Fjerestad at fjerestad@nalc.org or (202) 662-2482 and provide him with your full name, zip and last 4 digits of SSN.

Login Below with:
First Name + Last Name + ZIP + Last 4 digits of SSN or if applicable, First Name + Last Name-JR + ZIP + Last 4 digits of SSN.

Example: johnsmith210451234:

[Go!](#)

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Congressional District Liaison's Report



**Phil
Wickman**

The good news from CD2 is that Rep. Joe Neguse has signed on as a co-sponsor of HR 5995. A large portion of our active members began their time working for USPS as a CCA. HR 5995 would allow those people to count that CCA time when calculating years of service. For example, if you were a CCA for a year before you converted and

then worked for another 20 years, your pension would be based on 21 years. Your pension would be slightly larger. It is also a sign of respect for the usually grueling time you put in at the beginning of your employment.

You would have to buy back that time in the same way that those members who are veterans buy back their military time. The bill also covers our other brothers and sisters who started as non-career employees, such as TEs and casuals, returning to 1989. HR 5995 would apply to postal workers and all federal employees. Some of the people who end up working for the federal government start as consultants or contractors.

Congressman Neguse signed onto this legislation because we informed him of it and asked for his support. We could do that because of the work of our legislative/political department in Washington, DC, and the relationship we have built with him locally over the years. Your contributions to LCPF are essential to making that happen.

In Solidarity,
Phil Wickman
COSALC Letter Carrier Congressional Liaison CD2



**Nikki
Encinias**

Greetings Brothers and Sister,

I hope all of you are jumping into spring on a great foot.

Here in District 3, we're currently spreading the word and trying to gain support for the Federal Retirement Fairness Act (HR 5995) and the Shipping Equality Act (HR 3721). The

biggest part of this is education; going over what these bills cover and how important they are with our members is just as important as covering them with our congressmen and women. We need to understand what we are asking for; what is at stake and how it will affect our future.

When meeting with Rep. Boebert's staff I specifically stressed how much of an impact these bills will have. The importance of HR 5995 being a government bill, affects all government agencies with a countless number of people, not "just" the hundreds of thousands of postal carriers. While with the Shipping Equality Act, we discussed how important this is, especially, to all our rural customers; having the ability to make sure they get the same opportunities and treatment as all other urban residents.

Lastly, just a friendly and loving reminder: Please make sure you are safe and take care of yourselves. I've brought it up with Rep. Boebert's staff and will continue to remind all of you, that times are crazy and so are people; just be careful.

Take care and happy spring,

In Unity,
Nikki Encinias
COSALC Letter Carrier Congressional Liaison CD3

Stamp Out Hunger Food Drive Coordinator Report



**Marcie
Miller**

The next Stamp Out Hunger Food Drive will be taking place on Saturday, May 11, 2024. Is your branch prepared? Have you registered and ordered your materials? The deadline is March 24th.

Preparation is key. I begin preparations only months after the previous food drive is over. A little at a time, develop good guidelines using data and issues encountered in the last food drive while fresh in your mind. You can adjust timelines, duties, communications, and more to make this next one run even smoother.

The food drive budget, if it exists in your local, needs to be discussed in December/January, as bag orders are due as early as February. Frank Doolittle shirt orders are due by April 5th. NALC shirt orders are due by April 28th.

At the beginning of the school year, I'd like to have already sent out my first set of letters (we are the Postal Service after all) to organizations and schools seeking volunteers in my immediate area. For schools, it is important to reach out early. Follow up with calls by March. In the letters sent requesting volunteers, I print out miniature sample volunteer certificates that they'll get after all our food drive duties are complete, if wanted.

Hopefully, you have obtained a specific person of contact/office food drive coordinator for every office or are planning to by your January branch meeting. I know that is easier said than done. My local printed out a booklet of information (The Coordinator Guide at NALC.org, under the Community Service tab, Letter Carriers' Stamp Out Hunger Food Drive, and Food Drive tool kit is a great resource to use as a baseline) and placed it in a reusable grocery bag with the Stamp Out Hunger logo on it. The year before all the office coordinators got food drive socks. Plus, they had never-ending follow-ups from a persistent coordinator.

If you have last year's information available, this will give you a great base point for planning for 2024. The very basics of what you need:

- Previously used food banks and those that expressed interest after the drive was over, with their contact information. I begin reaching out to food banks by January.
- How much food was collected at each location? Weighing food is preferred, when possible, for the most accurate information. A guideline is available with equipment and a rough estimate of weight in the food drive toolkit.
- How much equipment (wiretainers, tubs, gpc's, etc...) was used? We will need to work with management to get equipment saved for use this year.
- What equipment do you have available for use? Do you have a back dock, lifts, and pallet jacks?
- What will the food banks be able to bring with them? They may have their containers, pallets, and jacks to use. Also, will they be bringing volunteers?
- What time is going to be best for the food bank to arrive? Keep in mind average return times for carriers and your back docks schedule when planning.
- HOW and when is equipment returned and subsequent collected food dispersed?
- How are you spreading the word about the food drive? The more exposure we get, the better turnout.

Food drive cards will not be sent out to business and cbu addresses. For these routes, it is recommended we ask to leave tubs with flyers on them for collection. It is best to do this the week of the food drive. Hang up signage anywhere that will allow it.

The food drive doesn't have to be stressful when you have an action plan. If we work together, we can all help STAMP OUT HUNGER!

Marcie Miller
Food Drive Coordinator

**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:

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NALC'er Staff:

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

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

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Ault, CO 80610

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**Colorado State Convention
April 17-18 2024
Greenwood Village, CO**

- OWCP training provided by David Miller the preceding day on April 16th.
- Room registration deadline is March 25th
- Join our event page on Facebook to stay up to date on all convention happenings:
“Colorado State Convention 2024”

**73rd Biennial Convention
August 5-9 2024
Boston, MA**

- Delegate lists due June 5th
- Amendments to NALC Constitution due June 5th
- Resolutions due June 5th
- Branch sales area requests due June 5th
- NALC Branch publication competition submissions due April 1st

