



COLORADO STATE NALC'ER

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President's Report

Greetings Sisters and Brothers,



I am excited to begin this term with 4 new Executive Council members elected at our last convention. The new ideas and energy that they have brought are how this union has lasted for 130 years. Training and empowering younger carriers to take over our positions is paramount to any organization's survival no less than the branches and state association of the NALC. As leaders we must be open to teaching the history of the NALC to those who are open to listen and then guide their thoughts and ideas for the betterment of the future of the NALC. Why talk about this now? 1/3 of regular carriers were CCAs over 75,000 and they are poised to take on the leadership roles of the branches and state. My only question to you is: have you prepared them for that responsibility?

When I started as a carrier umpteen years ago routes were mainly 4x4, or 3x5 (4 hours in the office 4 hours on the street or 3 hours in the office 5 hours on the street). We spent a lot of time with each other. We knew each other's families, hobbies, and concerns. This was the basis of our friendships and caring for each other. It made for a common bond, a unity, a strong UNION. But with the advent of DPS routes went to 2X6, FFS brought routes to 1.5 x 6.5 and with the current test .25 x 7.75. How are we going to bond

over 15 minutes of office time? That is why Branch functions are so important. Picnics, MDA events, Food Drive and especially Branch meetings are where we must bond. For a Union to be strong, its members must care about each other; anything less makes for a weak Union, branch. Please get together often so you get to know each other and find those common bonds.

A couple of things that I took away from the National Rap session held in Denver are first there is a new way to file CA-1 (workers comp form for a traumatic injury) or CA-2 (form for occupational disease) ONLINE. Go to ecomp.dol.gov, register for an account, select which form you need, fill it out, and press submit. This puts management on notice that the timeline has started. But while this is way easier to file than asking your supervisor for the forms, you must still notify your supervisor when the injury occurs. Second take away is EAP is improved. When EAP switched from Magellan to New Direction as the managing company, New Direction brought a whole website ([eap4you](http://eap4you.com) takes you there) of information for everyday use. How many of you have a will? On the website you can answer a few questions and a will is ready for your signature. Just browse through the library to find what you are looking for. Also, on the website is a link to Talkspace. This is a service to provide counseling where you are, no need to travel to a counselor miles away. It is available either face to face (camera to camera) or through texting or emails. Please check these features out. A third takeaway is there is a new 'Letter Carrier Resource Guide' online. It combines the CCA guide with the letter carrier guide to answer most of the questions concerning what your day to day should look like working for the Postal Service.

Our work on Capitol Hill has paid off. With the new Congress, we have reached a majority (218) cosponsors on three of our resolutions. H. Res. 23 (maintaining door to door delivery), 33 (Postal Service is not subject to privatization, and 54 (Maintaining 6 day service). This is an important step in preserving America's Postal Service. The Resolutions establish a base to build Bills on that could become law. One of these bills is H.R. 2382. This bill removes the prefunding requirement of the future retirees' health benefit plan. This requirement from the 2006 Postal Accountability and Enhancement Act is solely responsible for the Postal Service's losses over the last 6 years. It is a reason we don't have new vehicles, new uniforms, new business. We have been trying to meet our requirement to Congress not build our business. H.R 2382 currently has a majority of cosponsors also. Representatives DeGette, Neguse, Crow, and Perlmutter from Colorado have signed on. This leaves Rep. Tipton, Buck, and Lamborn that need a push from all of us making the ask to sign on. They all are aware of the details of the bill because we have met with all of them and/or their staff. We just need to amp up our voice to get them off the fence. While 218 is an important number, 290 is the goal. House leadership has set that number of cosponsors of a bill to take it directly to the floor for a vote. So, we must have a bi-partisan support. There are 235 Democrats and not all will sign on so we must get 60 or so Republicans to sign on. As of 8/20/19 we sit at 190 Dems and 31 Reps. So, we have some work to do.

The easiest way to amplify our voice is to call, write letters give to LCPF. Yes, it is very easy to give to LCPF just sign up. Go to the NALC app, Click on the Member benefits tab, Legislative updates, and then the LCPF page. Unfortunately, Congress is an expensive place to be heard. UPS, Fedex, Amazon, and every other business pay to be heard. We must also pay. While the others can take profits to pay we must give individually to our LCPF and it is up to you. Is 70% contribution rate unheard of for a branch? No it is not. Let

President's Report Continued:

us match that % within our branches and let our voices be heard. And finally, Do your job the right way; it benefits all of us. In Solidarity,
Doug Jaynes, President COSALC

Vice President's Report

Brothers & Sisters,

This year is flying by. It is hard to believe it is already September. It seems like the state convention in Greeley was just a few weeks ago. I was honored to be elected as



your COSALC Vice President and am working on getting familiar with the new duties from my predecessor. Preparation is the key! I've already began to work to finalize items needed for the 2020 NALC National Convention in Hawaii so Colorado will be well represented. Doug has been working on the 2020 COSALC State Convention and additional tasks are being worked behind the scenes not only at the state level but also at the local level in Pueblo for a great convention.

Where are you on your preparations? One of the keys to staying prepared on any task is to help spread the responsibilities along with the success. This can be difficult to do based on your personality. We all know there have been times when we've asked someone to do something and it never got done. This can be very frustrating on both sides. Not only as the person putting together the event and needing assistance but also for the person that wanted to help but maybe didn't understand the details or the priority. Instructions must be clear and concise. You can't expect people to read your mind.

Every leader should make sure to spread the responsibilities and form committees that work together in depth and bring that information to the membership. Across the country, many branches are having difficulty getting younger members to step up and get more involved. It has been great to see younger carriers, including CCAs, step up to fill positions with the state association. Sometimes it takes thinking outside the box and trying something new. How is it working in your own branch? If you haven't been thinking about how to spread the responsibilities or get younger carriers involved, now is a good time to start. Reach out to those carriers who come to meetings and may be looking to do something but don't know where to begin. Start small but just step up. Don't get overwhelmed.

If you don't understand what needs to be done, ask ques-

tions. We always tell the CCAs that if they don't understand what the instructions are from the supervisor be sure to ask questions. It shouldn't be any different in our union. If you are tasked with something, be sure to know what needs to be done and the deadline for it being completed. Don't assume and know exactly what is expected as the outcome. When the project is completed, everyone will be rewarded with working together to completion.

In solidarity,

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

Richard Byrne
Vice President
richardbyrne@cosalc.org

Secretary's Report

Hello again brothers and sisters,

I hope your summer is going well even with our Colorado heat! I write this today after coming from the rap session held by national here in Denver Colorado. I was not able to attend the training day on Saturday but I did get to go down and hear President Rolando speak on Sunday morning. One of the items that really caught my attention was SCAMMERS!!! They are classified in three types and they are generally after your money, whether it is your pension or your benefits. The first one I will talk on is those



that are after your Thrift savings. We have all seen it at our cases, a letter given out by the clerks addressed to the station with your name on it from a company inviting you to a seminar about retirement, or asking to come to your home to discuss moving your monies out of thrift savings into one of their "funds". Brothers and Sisters these are generally a very bad idea!! First there are fees that these companies charge and their funds are not reliable. Yes, there is a minimal fee with maintaining your thrift savings, but to compare the hundreds of dollars in hidden fees these companies charge is comparing apples to watermelons. It is best to not respond to these letters, I personally send mine back refused. There are horror stories out there where carriers have lost all of their monies and owe the fund because of fees!

The second group I will talk about are the ones representing a doctor's group. BRANCHS BEWARE!! Do not allow these groups to do raffles, buy dinner after a meeting or give them any information about your membership. There are, and can be, legal ramifications that can lead to jail time. If you are approached you can refer the group to the NBA's office where they can be vetted, but accept nothing from them. Theses groups are after all kinds of things and with Labor laws the penalties can, and have, been severe.

The third group are the lawyers. Again, BRANCHS BEWARE!! The lawyers are the ones that want to “help” carriers in filing scheduled awards. They offer assistance in the filing process helping carriers to find doctors and moving the claim forward. In the end, they take 30-50 percent of what the carrier gets in the award. The NALC has people that can help carriers do the same thing and the cost is zero to a carrier currently on the roles as a union member. Contact the NBA’s office to get in touch with one of these individuals. They are well trained and well versed in the laws, and will help guide you through the process. The hardest part in this process is finding a doctor that is able to correctly fill out the needed paperwork.

To end, Brothers and Sisters, if it’s too good to be true, it usually is. The wolves are always at the door and we all need to be on guard to protect yourselves, your family and your branch. If you don’t know, ask!

In Unity,
John Woolley
COSALC Secretary

Treasurer’s Report

Greetings Fellow Brothers and Sisters

I’d like to start out by Congratulating Leon “Irv” Irvin on his retirement and thanking you for electing me as your new state treasurer.

A brief bio: I am an active union member from Branch 47 I am also the treasurer for my branch. I have 17 years of service as a letter carrier and I am currently a full time Formal A Representative for Branch 47. I received a Certificate of Achievement from Advanced Formal Step A and Beyond Training in September 2017. I have my BS degree in accounting from Highlands University Las Vegas, NM.



I was recently selected to attend officers training in September and I am looking forward to attending the training and looking forward to working with the State Board. I know I have a tough task at hand to fill the shoes of “Irv” I will do my best to learn and

complete all duties necessary to be a successful state treasurer.

I was invited and attended the National RAP Session held in Denver in August 2019. If you attended the National RAP Session and or didn’t have the opportunity to attend, our National Secretary Treasurer talked about the requirements necessary to be in compliance with the filing of your branches USCIS Form I-9’s. Nicole stated that USCIS Form I-9 must be current it should not be expired. If it has expired then your branch files will not be in compliance.

It was also stated that page one of the I-9 should be filled out by the employee in its entirety. Page two of the I-9 should be filled out by the employer (Branch president, secretary, treasurer or the responsible party from your branch). Page 3 of the I-9 shows a list of the acceptable documents that support the I-9. It

was also stated by the National Secretary that all supporting documents must not be expired as is stated on page 3 of the I-9. If the documentation is expired the files will not be compliant. It also states that only one document from list A can be used or a combination of one item from list B and C can be used. It was stated that if you have more than one of these documents or more than one of the combinations your files will be noncompliant.

The Branch officers present were asked by National to please review the I-9 forms and to make sure that the forms filed at their branches were in compliance with the government requirements. For those who didn’t get the opportunity to attend we ask that you do the same please review your files and make any adjustments necessary so that your files are in compliance.

Again I thank you for the opportunity to serve as your state treasurer.

In Unity,
Yvette Garcia
COSALC Treasurer

Director of Education Report

Brothers and Sisters

I am looking forward to a term focusing on the Education of our members. I have always enjoyed training and learning for that matter. As Director of Education I am looking for input from all of you. What kinds of topics would you like to see presented at our state training in January? Is there anything that you haven’t seen for a while, or a topic you would like to learn more about? It is training that benefits all of our existing officers, stewards and members who are attending their first trainings. Please reach out



to me, if you have a specific topic you would like to see. Training our officers and stewards should be at the top of the list for any Branch. Without proper training and a lot of it, how can we truly be successful?

The Retirement Seminar in Grand Junction went well. We had over 20 carriers with their spouses, and the presentation was fantastic. If this is something you would like to see closer to you, please let us know. We held one in Denver last year and the turnout was incredible. We may not be able to get another one until next year after state training, but we can start planning now.

The state association works with the business agents’ office to ensure an equal distribution of training is being done. If you need help in your office, or area please let us know. We are here to help each and every member across the state. I look forward to seeing some of you at the Regional Rap Session in Fort Smith, Arkansas in September.

In Unity,
Danielle Fake-Moorman
Director of Education



Director of Retirees Report

Brothers and Sisters

As the newly elected state director of retirees, I will be going through the retirement process with you. I am a 61-year-old rank and file carrier out of the Denver downtown station and plan on retiring in the not so distant future. It seems like only yesterday that I was a new PTF trying



to figure out the job, now I'm on the short side of my career and need to know what steps towards retirement and have a lot of questions that need answers as all of us do in this situation so let's start with the basics.

When is an employee eligible for immediate retirement (with unreduced benefits) under FERS? FERS employees can retire when they reach their so-called Minimum Retirement Age (MRA), provided they meet certain service requirements. The MRA falls between 55 and 57, depending upon the employee's year of birth. Employees are eligible for immediate retirement with unreduced benefits if they are:

- age 62 with 5 years of creditable service; or
- age 60 with 20 years of creditable service; or
- At their Minimum Retirement Age (age 55 to 57) with 30 years of service.

How is the amount of an employee's FERS annuity determined? The amount depends on an employee's length of service and his or her "high-3" average salary.

What is the formula for calculating a FERS retirement annuity? For employees who retire before age 62, the annual annuity for FERS-covered service is calculated by multiplying the number of years of service under FERS times one percent times the average of the employee's highest three consecutive years of basic pay, the employee's so-called "high-3" average. For employees who retire at age 62 or older with at least 20 years of service, the benefit is 1.1 percent times the employee's years of service under FERS times the employee's "high-3" average salary.

Planning to retire? Information for NALC members planning to retire soon can be found at: <https://www.nalc.org/workplace-issues/retirement>:

- NALC retirement booklets and leaflets are available free to members. Contact the NALC Retirement Department for copies. The publications are also available here in PDF format. Click on the booklet or leaflet to browse it online, right-click and save to download.
- Maintaining membership in retirement.

- The Letter Carrier Political Fund: Lend a hand in the fight against legislative attacks on retiree pensions by contributing to the Letter Carrier Political Fund. Over the last several years, an ugly swarm of mean-spirited legislative proposals to reduce retirement benefits has appeared in the House and Senate. The proposals would increase employee contribution rates, decrease the amount of pension benefits, end the employer matching 5 percent to the Thrift Savings Plan, eliminate both the Special Annuity Supplement and the entire FERS annuity benefit, reduce COLAs, and more. If these proposals were enacted into law, minimum retirement eligibility age would be pushed back to age 62. But that wouldn't matter, because postal and federal retirees would be left with below-poverty-rate incomes and unable to retire at all.

<https://liteblue.usps.gov>: Go to the HR portal and under browse by subject, you will see retirement. Click on the link and you will find information on:

- Requesting an Annuity Estimate
- Apply for Retirement
- Thrift Savings Plan Financial Wellness
- Sick Leave Conversion Chart.

In Unity,
Jeffrey Frey
720-323-9015

Executive Board Reports

Brother and Sister letter carriers of Colorado,



I want to offer my sincere thanks for re-electing me to represent you as a COSALC board member at the convention in Greeley. The outpouring of support and camaraderie was both humbling and heartfelt. Thanks to each of you who have gotten to know me, welcome me, and educate me on how best I can serve YOU and our great NALC union.

It was really encouraging to see so many CCA's and newly converted carriers in attendance and getting involved. All our future and the future of the USPS completely depend on our ability to educate our members, communicate our message, and convince the public and our elected leaders of its merit.

Our jobs can be very challenging and as letter carriers we deserve to be compensated fairly...right now our NALC headquarters is working hard to negotiate a new contract

with our Employer and that is an ENORMOUS task indeed.

How can we be supportive of those efforts? By reading up on our union's history, paying attention to the forces at play in current politics, and understanding the value of our collectively bargained for benefits and working conditions. We cannot take this for granted...

What will our society, this country, our individual situation look like in 5, 10, 50 years? Will we still be federal employees? Will mail service still be universal and affordable? Will we still receive benefits like paid vacation and sick leave? What percentage of our wages will we be required to pay toward our retirement?

Those questions are valid and urgent and will be decided today through the hard work of many talented and committed NALC members and leadership. Every member at every level is needed to succeed! I cannot overemphasize the importance of your contribution to the Letter Carrier Political Fund so that we have the tools needed to win and continue to provide the standard of living you deserve and have come to expect.

Please don't be offended if someone asks you to participate or requests a moment of your time to talk about our issues and efforts off the clock or through a letter to your home. They are asking in order to help you.

Only 9% of all letter carriers nationwide give to LCPF. In some places those percentages may be as high locally as 90%, so you see what could be accomplished if we would only communicate, explain, and ASK our fellow letter carriers for their help by voluntarily giving a small amount on their paychecks to help us win on the issues that matter most! \$3, \$5, \$15 really is nothing compared to all that we stand to lose in pay, benefits, and working conditions.

Let's reach out to our brothers and sisters, find a way, make the time, and get comfortable talking about the work NALC is doing to insure a bright future for all!

In Service and Solidarity,
Joann Hertel

Brothers and Sisters

Have you downloaded the NALC app on your mobile phone yet? Do you visit our NALC home page, NALC.org?



The reason I ask, is that I've been seeing a lot of what I think should be fairly common knowledge questions being asked on NALC Facebook pages. Open the app or go to our home page, type in a few of the key words in the search box and do a little homework.

This is exactly why we have these resources. I think all the discussions on the Facebook pages are great, but you don't always get the correct information. Do

you want to know the proper way of mandating on or off assignment is supposed to work? How to file a grievance? What your Weingarten Rights are? Do a little homework.

The heat is not over yet, please be aware of the signs of heat exhaustion; weakness, muscle cramps, heavy sweating, headache, nausea and vomiting, thirst, clammy skin. If you are experiencing these symptoms, please find some shade or a cool place and hydrate. If you think it's more serious than taking a cooling break, let management know, if you can get a hold of them. Take care of yourself out there, no one else will. If, and when management asks why it took longer, let them know the extra time was due to the heat and you were trying to prevent a heat injury. If management still pursues, request to see your steward.

Don't push each other out in front of the bus. In the oath of membership, in the NALC Constitution reads in part; assist in promoting the welfare and progress of the Association and endeavor to practice and maintain the principles upon which it was formed, wrong no member or see no one wronged if you can prevent it. We're no longer in grade school, we don't go to management telling on each other, who's doing what to whom. If there's a problem with one another, try to handle it through the union, if there's a problem with the union or stewards try and handle it through the branch president. With the huge influx of new carriers, this presents an opportunity to help and coach the future of Letter Carriers.

Keep fighting the good fight,
Mark Robbins

Brothers and Sisters

I started with the USPS in 2000 in Aurora, CO. I have worked at the Aurora Main most of my career and have been a steward from 2011-2018, OJI 2013-2017, trustee from 2016-2018, food drive branch coordinator from 2012-2018, state food drive coordinator from 2014-2018, regional food drive coordinator 2016-2019 and currently in my first term as Vice President for Centennial Branch 5996. I attended and completed National Association of Letter Carriers Leadership Academy in 2014 Class 21. I attend MDA



functions along with branch meeting and participate writing letters to congress along with phone banks, hosting the event or just making calls. I also participate in the LCPF and encourage the membership to join. It doesn't matter what side of the isle you are on; it matters about

Executive Board Reports Continued:

protecting our lively hood and keeping the USPS alive.

We need to be sure to support and encourage the new CCA's to get active and attend meeting of their branches. CCA's are the future of the NALC brothers and sisters. We must not forget what it was like to be new and the struggles that came along with it. I look forward to serving the state on the executive board and hope to see many of you at branch meeting soon.

I look forward to attending Longmont Branch 1105 October meeting. I attended the National Rap Session here in Denver. The training that is put on by the national officers is incredible. One of the classes went over the importance of being aware of the political attacks on the United States Postal Service. As stated in the Postal Record: *The most important of the bills being introduced to congress is the USPS Fairness Act (H.R. 2382), which would repeal the retiree health benefit pre-funding requirement, passed the threshold for bipartisan majority support in the House Of Representatives with 218 co-sponsors. However, more support is needed for this bill. With new House rules, legislation that reaches 290 or more co-sponsors can be scheduled directly for a floor vote.*

| These are the representatives that are signed on to H.R. 2382, | |
|--|------------------|
| Cosponsor | Date Cosponsored |
| Rep. Perlmutter, Ed [D-CO-7] | 05/15/2019 |
| Rep. DeGette, Diana [D-CO-1] | 06/26/2019 |
| Rep. Crow, Jason [D-CO-6] | 07/09/2019 |
| Rep. Neguse, Joe [D-CO-2] | 07/19/2019 |

If your representative has not cosponsored H.R. 2382 please call them and inform them of the importance of cosponsoring.

Politics can make people uncomfortable, but the lively hood of the United States Postal Service depends on us brothers and sisters to help the representatives understand the stance of saving the Postal Service. It does not matter what side of the isle you are on, this is a bipartisan matter.

In Unity
Kelli Robles

Hello my brothers and sisters

I come to you in the need to unify each of us. The Letter Carrier Political Fund needs and now it's time for me to provide you with some information and to make an ask of



you to sign on to the letter political fund. Why is the letter carrier political fund important?

The first reason is because we have 535 bosses that control our destiny by the postal bills they support or do not support in Congress. The second reason is

because the report that was provided to the President of the United States from the Task Force on the United States Postal System recommends that USPS employee wages should be reformed in a manner consistent with proposed reforms pertaining to the broader federal workforce outlined in the President's Management Agenda. What is that agenda?

Part of the agenda includes the proposals, familiar ones, aimed at freezing across-the-board federal pay freezes and cutting employee retirement and health benefits. Our union that we are in has worked hard through collective bargaining to get the wages and benefits that we do have and with one stroke of a pen we could be set back to the stone ages. Who are the people who recommend change and who did they speak to?

The leaders from a variety of offices are the ones who recommend the change and they are the secretary of treasury, the director of the office of management and budget, the director of the office of personnel management and they spoke to the postmaster general, the chairman of the Postal regulatory commission, the attorney general, secretary of labor, state /local , and tribal officials. The committee also obtained information from USPS, the GAO (accountability office), and the OIG. Now, question yourself and ask yourself which one of these offices or the people they obtained information from have your best interest in their mind. If you can answer that question and say you're unsure if any of them have your best interest in mind, then you may be correct. Who has always been a leader?

Colorado has always been a leader when it comes to dealing with the political aspects that the National Association of Letter Carriers contends with. Your help is needed to ensure that the letter carrier political fund can be one of the strengths of our union and it takes every one of us to ensure that the benefits and pay and bargaining rights of this union are protected. If you need to see what's at stake for you, the Collective Bargaining vs Collective Begging, call me and I'll text you a copy of them. Thank you for taking the time to read this article and hope that you will stand tall with your brothers and sisters in solidarity.

Bryan Sanders "OB"
720-203-2076



Brothers and Sisters

First of all I want to thank all of you that voted for me to the E-board at the last State Convention, I will do the best I can to serve the membership.

Politics can be very confusing to a lot of us, Resolutions, Bills, Partisanship, Bipartisanship, Democrat, Republican, Independent all mind boggling, But being a NALC member for 21 years I do understand that the political powers that be, are trying to dismantle the Post Office. But there are others, our friends, who are trying to save the Postal Service with HR.33 opposing privatization, HR. 23



Door to Door delivery and HR. 2382 the USPS Fairness act eliminating the prefunding just to name a few. LCPF is a way for all members can help National fight the Politicians that insist on destroying the post office, and cutting thousands of jobs. National will not let that happen, but it does take

money to do so. LCPF is a way for all members can help National fight the politicians that insist on destroying the post office, and cutting thousands of jobs. National will not let that happen, but it does take money to do so.

Let's break it down; since the LCPF donation does not come out of your union dues, it will be deducted from your check. \$ 20.00 a month is broken down as .67 cents a day for 30 days +/- , \$ 10.00 a month is broken down as .33 cent a day for 30 days +/- which believe me, you won't even notice! What is your job worth to you and your family's security? Your LCPF contribution will also help our brothers and sisters in the legislative department fight for all of our jobs. This is what solidarity is all about.

Let's shift gears. The State Association is concerned about all our members, including the members that are in small towns around the state. The COSALC is trying to contact them and the Branches letting them know that the Association does not want any member to feel disconnected or forgotten about; that is why I am starting a new pilot program sending out letters to as many members of the small branches I serve with the new issues that the post office is trying to do, CCA rights, stewards corner, and any issues on how the political powers are trying to take jobs away and dismantle the post office. This will be an informative letter only, not to replace the way your Branch leaders do business or the work of the stewards. This program will be reviewed in January at the State training to see if the members like the letters and want them to continue. I need any feedback either by phone or e-mail. Thank you.

Lastly, I was privileged to help a fellow carrier

earlier this year; I used my CPR training to help me. At the State Convention the Region 4 Business Agent, Dan Ver-luis, asked the audience if there was a CPR training class if anyone would be interested, over ¾ or the members raised their hands. Since then I have set up a CPR company with the approval of the Region 4 Business Agent and the President of the State Association. Their feeling is that it would benefit the members and their families as well as our customers. When the E-board has their meeting, we will discuss what the schedule will be and when if at all possible. The charge for the training would be about \$40.00 with a 3 yr. certification; if you would want a first aide session it is 5.00 extra at the same time. Details will follow.

In Solidarity,
Todd Tucker
tucker@cosalc.org



LCCL Reports

CD1 Diana Degette

Brothers and Sisters,

My name is Jon Perkins and I am one of the Letter Carrier Congressional Liaisons (LCCLs) for Colorado's Congressional District (CD) 1, represented by Diana DeGette. The other LCCL is Jeff Frey. Since I last wrote you, I have met with Diana DeGette's staff on H.R. 2382, which would repeal the mandate that the USPS pre-fund its retiree health benefits 75 years in advance. Between my meeting and the follow-up contacts made by Jeff and myself, we were able to get Congresswoman DeGette to sign onto H.R. 2382!

We have achieved majority support on H.R. 2382 and most other pieces of legislation we are pushing in Congress: protecting door delivery (H. Res. 23), defending USPS against privatization (H. Res. 33), and preserving six-day delivery (H. Res. 54). The only piece of legislation not yet to receive majority support is H. Res. 60, which would restore service standards to their 2012 levels. It currently has 189 co-sponsors, meaning it needs 29 more to achieve majority support.

If you have not already contacted your Members of Congress and asked them to sign on to the above resolutions,

LCCL Reports Continued...

especially H. Res. 60, I ask that you do so. Your job may depend on it.

In Solidarity,
Jon Perkins

CD2 Joe Neguse

Brothers and Sisters



My name is Phil Wickman. Since 2012 I have been the LCCL (Letter Carrier Congressional Liaison) between our union and the office of the person representing the Second Congressional District (CD2) in Congress. From 2012-2018 that was now Governor Jared Polis. For the last eight months it has been Joe Neguse.

We are backing five resolutions in this session of the House of Representatives. Resolutions are important because they can show a consensus on a given topic. That in turn can be the basis for positive legislation. I am happy to be able to report to you that Representative Neguse has signed onto all of our resolutions.

In fact, a majority of our congressional delegation, four out of seven, (all Democrats) are backing all five. This support is due in part to the work of people like me, by providing them the background information and making the ask. Much more important, however, is who we elected. Our union has set up the Letter Carrier Political Fund (LCPF) to allow our members who want to, to voluntarily contribute to a fund supporting people running for office who share our values, regardless of party.

218 cosponsors are needed for a resolution to have majority support in the House. Three of the resolutions we are backing have comfortably cleared that hurdle: continuing six day delivery (272 cosponsors), opposing privatizing the postal service (259 cosponsors) and continuing door delivery (239 cosponsors). There is a resolution to restore the service standards in effect in July, 2012 which has 188 cosponsors. There is also a bill to end the prefunding requirement that has been such a disaster for us. It currently has 213 cosponsors but since it was introduced several months after the other resolutions I am confident it will catch up and gain a majority. Finally there is a resolution to restore the service standards in effect in July, 2012 which has 188 cosponsors.

In unity
Phil Wickman

CD4 Ken Buck

Brothers and Sisters of the CD4,

The 2019 NALC Rap Session was held the weekend of August 9-11 in downtown Denver. A great time was had by all and it was nice that Denver was the host city this year. One of the major classes that was conducted by NALC EVP Brian Renfroe, along with others from the Legislative Department at headquarters, tackled the importance of getting our local carriers informed on what important legislation is out there that needs our immediate attention.

At times, I know we can become complacent on political issues and hope that someone else will step up and lead the way. We need to charge ourselves and reach out to our representatives and hold them accountable to act in our best interests. Please take time to visit www.nalc.org and check out all of the latest legislative activities under the 'Government Affairs' tab. Once you are on that page, click on the 'Legislative Activities' tab and you can select additional information including NALC Fact Sheets and congressional testimony by our NALC leaders.

We had great news on August 17th. We now have bi-partisan majority support on the USPS Fairness Act H.R. 2382. We need to keep this going to reach 290 so we can get a vote moved directly to the floor. Great job!

In Unity,

Richard Byrne
Letter Carrier Congressional Liaison CD4

CD 5 Doug Lamborn

Greetings all,

My name is Lindsay Salazar of Colorado Springs Branch 204. I have recently been chosen to take over as the letter carrier congressional liaison (LCCL) for congressional district 5. I realize I have a long, difficult road ahead of me trying to get our Representative Doug Lamborn on our side when it comes to postal issues. However, I am very eager to learn and I hope to make a difference where I can. Baby steps...

Right now, the big push is to get as many cosponsors to H.R. 2382, the USPS Fairness Act, which would repeal the mandate to pre-fund retiree health benefits. Representative Lamborn has yet to cosponsor this resolution, and al-

though it seems unlikely, given his history, it shouldn't hurt to ask. I encourage all those who are a part of this district to call the Capitol Switchboard (202-224-3121) If you have not already, and let your voices be heard.

My mother has been a carrier for 34 years and is looking towards retiring soon. Someday, I want to be able to retire from the post office as well. No longer having this burden of the pre-funding mandate would mean that the Postal Service can finally take a step in the right direction towards financial improvement. For those of us younger carriers, this is key for the longevity of our careers. We must think of our future!

In Unity,
Lindsay Salazar

CD6 Jason Crow

Brothers and Sisters

Letter carriers have a valuable asset in Congress in the person of Jason Crow. He has signed on as a sponsor to all our legislative proposals: six day delivery, door to door delivery, restoring delivery standards and eliminating pre-funding and windfall elimination.

Doug Jaynes and I attended Jason's quarterly labor round table on August 30. Jason tells us what legislation is pending that is of interest to labor. He is then open to our feedback on these issues and any others we bring up.

Jason believes in workers and their families and truly walks the walk. We will need to work hard next election cycle to keep this valuable ally.

Solidarity,
Ken Barber

CD 7 Ed Perlmutter

Brothers and Sisters

I am excited to report that HR 2382 The USPS Fairness Act has reached bipartisan majority support in the House of Representatives. This is a huge step forward in repealing the prefunding mandate which has unfairly and singlehandedly crippled the finances of the post office since 2006. All the post office closings, the deterioration of service standards, and the threat of privatization are a result of this illogi-

cal and unnecessary mandate to fund retiree health benefits 75 years into the future within 10 years.

Therefore, the support of letter carrier issues and leadership of Representative Ed Perlmutter amongst his colleagues on our behalf is a true treasure and one we can never take for granted. Please continue to stay updated on legislation and take that step to contact your representatives. The relationships we build and the understanding and support we have from allies like Representative Ed Perlmutter are built one conversation, one phone call, one letter at a time. Your voice matters...use it!

Joann Hertel

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

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

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

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

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

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

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

From the NALC website: Disaster Relief Fund

As announced at the 2018 NALC Convention in Detroit, the union has established the NALC Disaster Relief Foundation to alleviate the suffering of members affected by natural disasters, including earthquakes, tornadoes, hurricanes and wildfires.

The foundation was created to fill a need identified by many branches in the face of the disasters last year, including the wildfires that ravaged northern and southern California, as well as the hurricanes that swept through South Texas, Puerto Rico, the U.S. Virgin Islands and the Florida Keys.

“Branches wanted to know where they could send desperately needed supplies and money, but there wasn’t a central location,” NALC President Fredric Rolando said. “That’s why we created this foundation, to reflect the will of the members and make it easy for them to help others in need quickly and efficiently.”

The foundation has been set up to function in two ways: by providing hands-on relief and by receiving donations as a means to offer financial grants.

NALC is in the process of creating response teams throughout the country. People on the teams will receive disaster relief training from charitable organizations and government agencies, including the American Red Cross, the Federal Emergency Management Agency (FEMA) and the Occupational Safety and Health Administration (OSHA).

Foundation volunteers recently were activated to go to North Carolina to help letter carriers recover from the destruction wrought by Hurricane Florence. They offered physical assistance—helping to remove water-logged furniture and tear out soaked drywall—as well as emotional assistance for individuals who had been overwhelmed by the aftermath.

Additionally, basic supplies, including uniforms and food, will be available for those who need them in the future. The foundation also will provide financial support through grants. Any NALC member who has faced hardship as a result of a natural disaster will be able to apply for assistance. The foundation’s board of directors will consider the hardship applications and will issue grants on an objective basis to eligible individuals as funds are available. Job performance or history of donations to the foundation will not be considered as part of the selection process. The Application for Relief Grant (for NALC Members only) is available here.

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor. Anyone who would like to make a donation may send a check or money order to the address below. The union is working on accepting donations through credit cards and electronic funds transfer (EFT) online.

It is anticipated that financial support for the foundation will be provided by NALC, branch fundraising events, donations from members and donations from corporate sponsors.

Any member wishing to be a potential Disaster Relief Foundation volunteer should send a note about his or her interest to the address below.

“We hope that the foundation will become an invaluable lifeline for our sisters and brothers in need, in the true spirit of solidarity,” Rolando said.

Contact Information

NALC Disaster Relief Foundation

100 Indiana Ave. NW, Washington, DC 20001-2144.

DisasterReliefFoundation@nalc.org

(202)-423-2443



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Brothers and Sisters

As I was preparing this edition of the COSALC NALC'er I was on vacation visiting Revolutionary War sites, Civil War sites and our nation's capital. I believe everyone should visit where our country began and be reminded of the sacrifices of the many who fought for the freedoms we have. Everything I saw was a humbling reminder of how the more things change, the more they remain the same. We are still fighting for equal rights for every person because we have an ever changing demographic. We still have to fight over rights that have already been established. That being said, we have to negotiate our national contract again.

When the United States Constitution was written, Thomas Jefferson believed it needed to be renegotiated/written every 19 years. When I learned this, I was troubled. Why would it be necessary? His reasoning was every 19 years times have changed and the needs of the people have changed. The needs of the USPS and letter carriers change as well. Our job is becoming increasingly difficult and the advancement of technology greatly affects our job. Like the men/women who have fought for our rights as citizens, our national officers are fighting for our rights as letter carriers.

This includes politics. Please donate to LCPF because your union dues aren't used for our political fight. Our job has always been influenced by politics. The letter carriers who visit with your senators and representatives need your support as well. Listen to what they have to say, mostly, listen to how our fight on Capital Hill has not changed.

In unity
Jo Schuetz
Editor, COSALC NALC'er

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

A Note from the Editor

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

Respectfully,

Jo Schuetz

Editor, COSALC NALC'er