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President's Report



Greetings Sisters and Brothers,

I hope that you have had a great summer. Enjoying family, friends, picnics with your Union sisters and brothers, national convention, and vacations; these are some of the reasons why many of us work. Being able to provide for ourselves, our family, and our communities defines the contribution to America we as NALC members make. For me, providing for others brings a sense of accomplishment, and I am sure that I am not the only one; however the opportunities, that being a Letter Carrier allow us, can be erased with the stroke of a pen.

I have no doubt, that if given the opportunity, Donald Trump would sign any bill that came across his desk to dismantle America's constitutionally provided Postal Service. This would eliminate our jobs and way of life, only to provide profits to businesses that have been circling the USPS for years. The only way we have been able to keep from being ripped apart is through electing enough friends to the White House, Senate, and House to keep proposed legislation from coming to fruition. That is why we must continue to support and elect friends. This starts with electing Hillary Clinton to be our president. I say this looking at the narrow scope of which candidate would be best for the Postal Service and our survival. There are over 200 people running for president this time around. Secretary Clinton is the clear choice for me to continue the tradition that we have worked so hard to preserve.

This election not only matters for the next few years but for the next 20-30 years. The people we elect in this election will select and confirm Supreme Court Justices, National Labor Relations Board members, Secretary of the Department of Labor, our Board of Governors, and head of the Office of Personnel Management all who oversee not only our jobs, but all workers. It is essential that we elect people who have our jobs at the forefront of their mission in Washington. I hope that you can join me in supporting and voting for the following: President-Clinton, Senate- Bennet, House CD1- DeGette, CD2- Polis, CD3- Swartz, CD4- Seay, CD6- Carroll, CD7- Perlmutter, and those down the ballot who have earned the Colorado AFL-CIO's endorsement. A united front has always worked for us in the past and it will in the future.

We must not be looked at with envy but as the model for all workers. This is the main reason that we need friends in Congress. Laws have given us our benefits, protections, and working conditions; laws can it take all away. 93% of Americans do not have the protections that a Union provides. They see our health care and compare it with theirs and they are jealous. They see our retirements, whether CSRS or FERS, and see their pensions forced into bankruptcy. They see our no layoff and no contracting out protections and at the need for profits they are not sure if they will have a job tomorrow. We should be the standard of what all American workers enjoy. We must have friends in Washington who have our backs if there is a chance for American workers to enjoy what we have. The alternative is for us all to fall back to what they suffer.

A united front is a foundation of our Union. While as a whole we are well organized at 92%, we can do better. There is a large drop off when one compares the percentage of Regulars to CCA's. CCA's are organized at 86% and our 92% will drop to 86% as we retire unless we do better at organizing those casemates working next to us daily who are not a member of the NALC. Some of the benefits that you can tout as a Union member are saving \$100 a month on health insurance. Our Union's plan is \$100 a month less expensive than comparable plans. We all know carriers who have been injured on the job and as members of the NALC, we have access to workman compensation guidance and representation. Having trained representation can save \$1000's over hiring a lawyer to jump through the hoops of OWCP. As a member they will have access to our Mutual Benefits Association products, providing life insurance at rates that can't be beat. MBA annuities are paying 3.5% at this time; no bank can touch that rate of return. Retirement counseling, assuring we have all the information necessary for the most important step of our lives. Being a member of the NALC gives you the opportunity to be a member of Union Plus and their services. And most recently our Union's Veterans club and Motorcycle club provides opportunities to associate with members who have common likes. These are all benefits that we enjoy as members of NALC for the low price of our dues. Please let the non members know what they are missing.

AFL-CIO has a new campaign called "Raise the Wage"; raising the wage of all American workers matters to carriers because our wages are based on comparative wages to the delivery industry. This starts with the Federal Reserve. Unfortunately the Federal Reserve believes that wages are just right. I don't know of anyone who believes they are paid too much let alone just right. The Federal Reserve controls things by controlling interest rates, this is the basis for companies to hire and pay workers in this country. Raising the wage helps to put the control back into the hands of workers by having minimum wages set by us. And higher wages mean higher wages for all of us, especially the CCA's. The Postal Service would have to raise the entry level wage they are paying now to attract new employees that they are contractually obligated to hire to maintain staffing levels.

President's Report Continued

Please adopt the thought process that WE ARE BORROWING THIS UNION FROM THE FUTURE CARRIERS. Please get out and support candidates who are our friends. Please support those who we have elected in our local Unions. Please continue to be a professional in how you carry each and every day, but most of all VOTE.

With honor and in solidarity I serve you as your president of the Colorado State Association of Letter Carriers,
Doug Jaynes

Vice President's Report



Greetings Brothers and Sisters:

As members and delegates to the 70th Biennial Convention in Los Angeles, California return to their daily routines, we reflect briefly on some of the business and look forward to a very crucial election season for letter carriers. For those of you who wish to get an in depth report on the National Convention, I urge you to go to nalc.org, click on the News & Research tab and then select NALC Bulletin, there you will find daily recaps in special Convention Bulletins printed to cover each day's general sessions. One important Constitutional Amendment was proposed by various entities including the Colorado State Association of Letter Carriers (COSALC). All of these various proposed changes involved CCAs. For those in attendance at the last State Convention, you recall the decision for the COSALC to propose an amendment to the National Constitution to secure at least one day off for CCAs in every 13 days of work. The National Executive Council did approve a proposal from Branch 214 from San Francisco, CA that calls for the NALC to work for improved working conditions and benefits for CCAs, including at least one day off per week; more training time; the same sick leave, annual leave, health insurance and pension benefits as regular carriers; no second probation and career seniority from the date of hire. The COSALC version was withdrawn from the Convention floor.

New National Contract: Our last contract officially expired on May 20, 2016. The NALC and USPS are continuing to meet to try to reach a negotiated contract. If a negotiated contract cannot be reached, the NALC is prepared to go to Mediation and Arbitration if necessary. Letter Carriers are truly the face of America today. We represent every diversity including our race, nationality, ethnicity, religion, socioeconomic background and sexual preference. We as a group also represent every political affiliation, Democrat, Republican, Independent, Tea Party, Socialist and any other political faction that exists. That is why Letter Carriers can have such an impact on this very critical election year. This newsletter contains a list of endorsed candidates for office. This is not telling anyone how to vote. You have to vote with your own conscience. The NALC just wants to get out the vote. Make sure you cast your vote.

Those names that are endorsed by the NALC or the AFL-CIO are candidates that have been vetted by these

organizations in order to see where their priorities lie when it comes to protecting the rights of working families. The NALC is also interested in promoting candidates who see the importance of a vibrant and thriving postal service in the e-commerce world of today and in to the future. While your vote is perhaps the most important way you can impact these elections, however, it is not the only way. In many of the recent elections, Colorado was considered a battle ground state. You can volunteer to help "Get out the Vote (GOTV)" by walking neighborhoods or making phone calls to registered voters.

If that is not your cup of tea, you can sign up at nalc.org to contribute to the Letter Carrier Political Fund (LCPF). The NALC uses these funds to release carriers to work on efforts to GOTV and to support labor friendly candidates. Colorado has one of the lowest percentages of carriers who contribute to the LCPF in the nation. Please consider signing up to contribute \$5.00 per pay period to protect your job and livelihood.

In unity,
Michael T. Doherty

Secretary's Report

Brothers and sisters,



At the National Convention in August one of the discussions was how to deal with "No deducts" on your dues roster sent from National. Long Island submitted a Constitutional Amendment to be considered by the delegates seeking to add the following language to Article 7: The one-third "national per capita tax "as provided for in Article 7, Sec. 2(a) shall not be deducted from a member's branch per capita check who is not in a pay status and is listed as "NO DED" meaning no deduction on the dues withholding. When this was being considered by the convention many issues were discussed and in the end it was not approved. Although simple in its language, it was not in its interpretation.

There are many reasons a member is a no deduct status: OWCP, CCA who resigned, a separation grievance that is being challenge or an associate member on the health plan. I thank brother Vern Everson for giving our branch a "heads up" on this issue before the Convention and his willingness to educate the delegates on how this no deduct issue is affecting branches around the country. In the end, the delegates decided to continue allowing national to keep 1/3 portion of the dues. That afternoon I took a workshop about dues to learn more about this subject. One thing I didn't realize is that the Post Office tells national when an employee is in a No Deduct status because they are the ones collecting the dues.

Therefore, it is up to the local to make National aware if an employee is gone – sometimes a form 50 has not yet been cut, but the steward knows the person is no longer working. Long term OWCP issues need to be addressed by the Branch – a hurt sister or brother is still a member of NALC. In the end, it is up to the locals to tell national that a member is no longer around, but be aware that in doing so you are ending their NALC membership. So study

your bi-weekly dues roster and try to develop a policy on how to deal with No Deducts as a branch.

In Unionism,
Barb Larson,

Treasurer's Report



Greetings Brothers and Sisters,

I recently attended the latest Department of Labor (DOL) LM-3 Training class and pass on some of the information from that class. By the time this goes out, most everyone will have completed their LM reports. However the information is still important.

When using a credit card for airfare and lodging for travel, DOL recommends that be listed in item 48, office and administrative expense not under item 24 E, other disbursements unless you are reimbursing the individual for such expenses. OLMS recommends that unions (1) adopt clear policies and procedures for credit card use and payment (2) maintain detailed documentation to support each credit card charge and payment, and (3) regularly monitor compliance with the established credit card policies and procedures.

Reporting your organizations tax payments go in Item 48 & 54. Reporting employer portion of FICA, Property taxes and any other taxes owed and directly paid by you go in Item 48. Employee portion of FICA, income tax held from wages and any other payroll tax withheld from wages goes in item 54. Form LM-3 six most common reporting errors are:

1. All required information is not always entered in Item 23 (Rates of Dues and Fees)
2. Insufficient details are required for Items 10-18. When Items 10-18 are checked "Yes," the filer is required to provide an explanation in Item 56 (Additional Information).
3. All Required information is not always entered in Item 24 (All officers and disbursements to officers).
4. All required information for Statement A (Assets and Liabilities) and Statement B Receipts and Disbursements) is not always entered.
5. Filers provide inadequate information for the Fidelity Bond (Item 20)
6. Insufficient details are not provided when cash does not reconcile.

Most of these reporting errors will be brought to your attention when you complete your validation process using the electronic Forms System (EFS). DOL did mention that not all forms will reconcile due to rounding up and down. They did not say how much is allowed but did mention you would not be hearing from them for minor amounts, ie, \$3,4,5. Clear as mud, right? It was a good class and every officer should try to attend whenever DOL has a class. I could go on but am limited to space so will end here.

In Unity,
Leon "Irv" Irvin

Director of Education Report



Brothers and Sisters,

I would like to thank the members of the Colorado State Association of Letter Carriers for the confidence you displayed in my abilities while I served on the COSALC Executive Board. While I was an E-Board member, I had the privilege of attending Pikes Peak Branch

204's meetings. They welcomed me as one of their own each time I was in attendance. I also attended meetings for my own branch, Centennial Branch 5996. I love being a member of the National Association of Letter Carriers because we are a family.

Over the last several years, I have had the pleasure of receiving a diverse amount of knowledge from my good friend and mentor, John Robles. It is with humble honor I take over for him as your State Director of Education. I know there is no way I can be as charming and probably never as knowledgeable, but I'm dedicated to continuing on the path he has established.

There are many ways to become informed and educated about what it takes to be representatives in our great union. We must always continue to read publications and files generated by National and our local branches. Sometimes we lose sight of the fact we are not alone in our fight. What is happening to you, or your case partner, may and probably has already happened to a carrier somewhere else. Take the time to read the Postal Record, the NALC publication printed monthly. There are articles from many branches throughout the NALC and updates about what is happening on a national level. By reading your local newsletter, you will find your officers are fighting for you every day. We also have access to publications on NALC.org. A lot can be said about attending classes, going to conventions or phoning a friend. I believe reading helps establish context, an understanding and memory retention.

I am currently working with the National Business Agent, Roger Bledsoe about State Training next year. I hope to hear soon about the location and dates selected. I will also be attending the Region 4 Rap Session in Grand Junction in September and hope to bring information from it to you during State Training.

Guess what? It's an election year for our political leaders! That's not really a news flash, is it? By now, you may be overwhelmed with political mailings. Although the volume is intimidating, it does provide job security. The contentious race for President will definitely be in the forefront of everyone's minds. I have had conversations with my twenty one year old son about why I am voting for the candidate I believe would be the best president for me. In short, he doesn't believe in any candidate and states he will not be voting. I say this is a mistake. How can you not vote and then complain about the direction the country is going? Are we, as a country, ever going to agree? Probably not. We are a diverse country with many different opinions. My opinion is: I need my job. Who is the best candidate to protect my (your) job, retirement and future?

In solidarity
Jo Schuetz

Director of Retirees Report



Brothers and Sisters,

This election is about more than “hiring” a new President. Also at stake are 34 Senate seats and all 435 seats in the House. Contrary to what you may have been told, the system of ‘checks and balances’ set forth in Article 1 Section 7 of the U.S. Constitution, prohibits both the President and Congress from changing the law or setting the Budget without mutual agreement. Obviously, this requires a large degree of mature cooperation between these two branches of government. When this fails to occur, the American people suffer. In 1948 President Truman named the 80th Congress (1947-49) the “Do-Nothing Congress”, based on their passing of only 906 pieces of legislation. This was a record low at the time.

More than 60 years later the 112th Congress (2011-13) made the 80th look productive by passing less than one third the legislation of 1947-1949. They had new record low of 283 pieces. This was followed closely by the 113th Congress (2013-15) with only 286. We can all remember the ‘congressional gridlock’ that resulted from the Legislative Branch’s stated refusal to cooperate with the Executive Branch in approving a Budget. Even though the off-budget operation of the Postal Service prevented the shut-down of operations and insulated carriers from initially unpaid furloughs (unlike other federal employees), we all had to deal with the reduction of services at the federal level. “We the people” need to think beyond any single issue or cause. I’ve been told by fellow carriers that the Postal Service will never go away.

However, it could easily cease to exist, as we know it. The Constitutional mandate contained in Article 1 Section 8 is “To establish Post Offices and Post Roads”. It does not provide for 6-day delivery, door delivery or the delivery of mail in any form. It does not define standards, financial function or any other operational requirement. These aspects are controlled by our elected federal representatives. We need to elect officials who will cooperate to support a strong Postal Service and an enduring Social Security program. This is particularly important to FERS employees for whom Social Security is at least one third of their retirement income. ‘We the carriers’ must put earnest thought into voting for candidates who are dedicated to promoting the future of the Postal Service and will work together to that end.

Thereby, we are supporting the financial security of our families. Research your state, federal and presidential candidate’s websites. KNOW where they stand on postal issues and Social Security. Be an informed, knowledgeable and thoughtful voter. There are a number of important issues at stake in this election. The most important to us should be those that concern our job security, benefits and retirement. Be sure to vote (intelligently) November 8th.

In Common Cause
Mike Rudler

Executive Board Reports



Hello state of Colorado

It has been a most exciting time of the year with the 70th Biennial Letter Carrier National Convention being the highlight. Well, this past August it was time to put solidarity into action by gathering with each other as one and being aligned with the same purpose. The delegates of this convention were able to gain more education thru workshops, meeting and sharing with brothers and sisters from around the country, and taking in the hospitality of Los Angeles California.

The true highlight for me was hearing the key note speaker Fredric V, Rolando, National President of the NALC, and many of the National officers speak. I came out of this conference knowing that for one to have a successful time, in whatever position you hold, you need to place around yourself members you enjoy being around and most importantly members that can not only help you, but who can inspire others to be the best they can transpire to be. You should have confidence that our national leadership embodies these traits.

While attending a dignity and respect workshop being taught by Manuel Peralta, I encountered a packed room in which there were many angry delegates. We received influential information on how to deal with managers that disrespect the letter carrier in many areas. Individual branches should have received the 2016 NALC shop steward’s guide on Preserving the Right of LETTER CARRIERS to be treated with DIGNITY and RESPECT. If you do not have the guide, have your branch request it from national supply.

Now, it would be irresponsible of me not to suggest to you that if you want to witness and see how powerful we truly are, then you need to become a delegate and see for yourself what solidarity in action looks like when we gather as one. Be Union Proud and stay strong and continue to educate yourselves as much as possible and please do not leave what you should know to someone else. We have a strong Union that is worthy of only the best from each and every one.

In unity
Bryan Sanders
“OB”



Brothers and Sisters

I attended the NALC, Convention August 15th-20th 2016. If you ever have a chance to attend a national convention, GO! Time to reflect: I’m not one to hold back too much so here goes. I met so many new carriers from around the country who share some of the same joys and problems that we experience on a daily basis. I love attending the conventions. The networking, meeting new friends, getting reacquainted with old friends, the

camaraderie, the information, sharing and the

speeches, the fantastic speeches! Philip Jennings, the UNI Global Union General Secretary, brought the 8,000 delegates of the 70th biennial convention of the National Association of Letter Carriers to their feet with his message: It's time for a postal comeback. Jennings applauded the NALC for its tenacious defense of the USPS, universal postal services, and good union jobs against a hostile Congress. He said, "Universal service – 6 days a week, to every household and business in this country – isn't just good for this union, it's good for the Postal Service, and it's the promise you've upheld to the country for decades. It's that universal service which will be the rock that postal comeback is built on. The NALC and the Post Office must make your mark on the e-commerce explosion and grow postal services. UNI will stand with you every step of the way."

Toshimichi Omata, president of the Japan Post Group Union, addressed the delegates in Japanese while a translation was projected on video screens. Omata described his union's efforts to adapt to the partial privatization of his country's postal delivery, banking and insurance services, and he called for greater cooperation by labor unions across national borders to confront the forces of privatization and globalization. "Let's make a new step in the history of the international labor movement, and unite to help workers," he said. "I look forward to a deeper friendship with NALC." Japan's postal bank is the second largest banking institution in Japan.

Rep. Judy Chu (D-CA), who represents the Los Angeles area, has a crucial election approaching this fall, Chu reminded letter carriers of their role in our electoral system. "You ensure that those absentee ballots get to the polling places on time," she said. "Our very system of democracy depends on our Postal Service—and you." Colorado was one of the first states to adopt vote by mail legislation. Many other speakers took the stage throughout the convention, AFL-CIO President Richard Trumka, Sarah Moe Meyers, vice president for government affairs for Hallmark Cards,

The best speech by far was given by United Mine Workers of America President Cecil Roberts delivering a very passionate speech. If you want higher wages; a pension; more time off; a safer workplace; health care for your family; to protect Social Security and Medicare; a voice at work; equal pay for women; to end discrimination; fair trade; national health care; and a fairer nation—the answer for each of these is the same: "Join a union!" "This one's mine," he added: "If you want to tell your boss to kiss your ass, join a union!" Delegates gave Roberts a standing ovation and an enthusiastic letter carrier cheer.

Solidarity Rocks! Another great convention!
Jeffrey Frey



Brothers and Sisters

I had the honor to go the 70th Biennial Convention for the NALC in Los Angeles California for the week of August 15-19 2016. This is one of the first Conventions I have been to where the classes were so diverse that I had no problem figuring out

what classes I wanted to take each day. Usually, there is one day or morning, or afternoon where I couldn't find a class worth taking.

Monday afternoon I went to the Letter carriers' food drive class. This year was the 24th year of the largest one-day food drive in the country. We learned how to get bags for the drive and the use of social media to build awareness. Were you aware that the NALC was building on a billion pounds of total collected food?

Tuesday I went to the Contract Administration class. This is always a good class because it informs you of what is happening in the contract and the new arbitrations that are out. In the afternoon I went to Handling LCPF/MDA funds. It was a great class. The presenters told us what the requirements are for the cash donations. Wednesday morning I attended the city delivery class. It was fast and covered a lot of topics; Sunday parcel delivery, new uniforms, scanners and the new postal trucks which should start rolling out in 2019.

Wednesday afternoon was the Growing up MDA class. We learned how to be successful at fundraising and the reporting requirements that have to be followed. On Thursday, I joined many other delegates at the 29 years 11 months 17 days retirement class. It is vital to know the pitfalls of not getting your full retirement. Nothing demonstrates the danger more powerfully than the 58-year-old letter carrier who retires with 29 years 11 months and 17 days of service, with 2 month sick leave balance. The afternoon class was OWCP. I learned about filing a claim and filing a grievance: you can't file a grievance against OWCP but you can file a grievance against Management if they do something wrong. All of the classes were great classes with really good speakers and a lot of work done for the carrier's throughout the country.

I will be setting up the state golf tournament as soon as I get the location from the host city. If any of you would like to know when and where, please e-mail me and as soon as I get all of the information I will e-mail you back. I was elected to the State Executive Board in May of 2013 and was given Greeley and Fort Collins as my area to cover. During this past 2 years I have tried to keep the members of both branches up-to-date on what is happening with the State Board as well as what is going on in the Political Legislation.

In Solidarity
Gerald Hoffman



Dear Brothers and Sisters:

We have a case of nepotism in our office in Grand Junction. I wanted to get across to you all about how important it is not to have it and I asked a coworker, friend (Carlos Ortiz) to write this for me. Sincerely,

DeeAnn Lowry

Nepotism: What is it? How does it affect our everyday lives? Merriam-Webster defines nepotism as "The unfair practice by a powerful person of giving jobs and other favors to relatives". However, I find that definition a bit misleading. Stick with me; it all makes sense in the end. By defining that the person offering favors to relatives is "powerful" it places an untrue compliment on said person. I often find that those who treat some better than others

Executive Board Reports Continued

based on shallow and materialistic ideas are in fact the least powerful people I know. They're often too scared and timid to stand on their own, so they use their "power" to assign the stepping stones known as their friends and family to positions in which they can stand upon their shoulders; but I digress. The act of nepotism is inherently destructive for everyone involved; destructive for the person in power, the relative being undeservingly promoted or favored, and for the entire workplace around them. It creates contention between management and employees, and a hostile work environment for everyone. The toxicity present in an office experiencing a case of nepotism is truly palpable.

So what can be done in a case of blatant nepotism in your workplace? The long answer is truthfully too long for this article, but the short answer isn't quite satisfying either. There exist a number of statutes, rules, and regulations all relating to the legality and morality of nepotism. Some of them USPS related, and some more of a generalized blanket law. All of these laws and statutes say basically the same thing in my mind: nepotism should be something of the past. Impartiality should be the first thing taken into account when planning for the better of the company in the future. Favoritism is disrespectful to the people who truly worked hard in hopes that their drive and effort would pay off for them in the future. Those who were willing to put in the hours of hard work are less willing to make the effort, knowing that in the end the rewards of a promotion or pay increase will go to someone seen as less deserving. The quality and consistency of the work completed suffers, which in turn makes the customers suffer. When the customer suffers, we lose business, so on and so forth.

So, as promised, in the end it would all make sense. Those who participate in nepotism are in fact the least powerful people. It is much easier to destroy than to build, and favoritism in the workplace only destroys what the honest hard working employees have created.

In unity,
Carlos Ortiz



Brothers and Sisters,

There were so many great workshops along with informative speakers at the 2016 National Convention in Los Angeles, but I would like to take this time to focus on another issue.

With some of the traveling I have been doing in the past few years as well as seeing how other branches work on educating their members, we are truly blessed with the leadership of the COSALC and those that have

been selected to conduct our training classes. We have a great team at the NBA's office that we work closely with to make sure we keep the topics on current issues and get the most up to date training for our branch leaders, stewards and members.

All of you probably know by now that John Robles is the new RAA for Region 4 and Jo Schuetz has been appointed by COSALC President Doug Jaynes to take over the Director of Education position. I am looking forward to working with Jo in her new position and all of us need to step up and help her when needed. Training is one of the most important, if not THE most important part of our jobs. When we have to defend letter carriers, we always determine if they received the proper training. This starts at the orientation level, continues to the OJI in the field and then continues through the rest of their career.

Not only is the training so important in the career as a letter carrier for the USPS but it is just as important when it comes to union leadership. The union leaders need to make sure they are following the constitution, national agreement and other required policies that keep the branch going for day to day operations. If a branch isn't sure they are doing things properly, it is up to the branch leadership to reach out for guidance. There are plenty of resources and people available to get things back on track to reach compliance and hopefully keep it there once trained properly. Many times we are afraid to ask for help. There is nothing wrong with reaching out to others when needed. We've all been there and that's why we as union brothers and sisters are here to help each other when called upon.

Please consider stepping up and being an OJI in your office to help the new CCA's when they are hired. We need carriers that have a heart to train and also have patience towards the new CCA's. If you are interested, contact your branch president. Training is required and we can never have enough OJI's. The more trainers we have allows for the variety of routes to train on so the CCA's can be well rounded.

In Unity,
Richard Byrne
COSALC Executive Board

CD 1 Diana DeGette

Brothers and Sisters,

I'm happy to report on June 6th 2016 Representative DeGette signed to co-sponsor House Resolution 28. HR 28 protects door delivery for all business and residential customer. As of September 3rd 2016 HR 28 had 201 co-sponsors of the 218 co-sponsors needed. Please call your Representative and encourage them to co-sponsor HR28. Make sure your elected representative stands up for letter carriers and our issues.

If you need more information on legislation that affects letter carriers and the postal service go to <https://www.nalc.org/government-affairs>. While you're on the page sign up to be an E-ACTIVIST NETWORK and join together with tens of thousands of other letter carriers to make your voice heard! NALC will send you e-mail alerts when it's time to act on issues affecting active and retired letter carriers and the future of the Postal Service.

Representative DeGette has always supported Colorado Letter Carriers and I want to thank her for the unwavering support.

In Unity
Jeffrey Frey, CDL, Dist. 1

CD 2 Jared Polis

Brothers and sisters

With the election coming up soon I'd like to remind our brothers and sisters why it is so important that we work to get candidates elected who understand our issues and support our union. I know as you go about your work on a daily basis, it is tempting to focus your attention on your direct boss, who is riding your butt about some trivial thing you are doing or not doing or doing the wrong way or doing too slowly, etc. While it is frustrating to deal with that, you shouldn't lose sight of the fact that your ultimate "boss" is not your supervisor or manager or postmaster or POOM or even the Postmaster General, it is Congress and the White House. They created us and they have the right to make whatever change to our jobs, wages and benefits, for better or worse that they want. There is always legislation before Congress that affects us, so we really don't have a choice but to pay attention. The good news is that we, through getting involved in elections, have a chance to help pick our boss.

The second congressional district is currently represented by Jared Polis. He was first elected in 2008 and has a lifetime rating of 85% from the AFL-CIO, as of 2014. The Colorado AFL-CIO endorsed him for re-election in May. On postal issues he has a mixed record. He has not always signed onto legislation that is important to us but he, or his staff, has always been willing to meet with us and hear what we have to say, in contrast to some other members of the Colorado congressional delegation. There are also examples where, after meeting with us and hearing an explanation of our concerns, he has backed us on matters that are important to us.

In solidarity

Phil Wickman

CD 4 Ken Buck

Brothers and Sisters,

The NALC has created a new app that is free to download and is a perfect tool at your fingertips that you can customize with the information from your congressional district along with the updated legislative issues concerning the USPS and the NALC.

The new app was discussed briefly at the 2016 National Convention last month in Los Angeles but there is much more to it than what you'd think. After you download it take the time to customize it. When there are updates, it will push "notify" you of updates when they are released. (See page 12 for app image)

We will need to be ready to act when necessary this election season. Be involved with your local elections and show your support when there's legislation that affects letter carriers. I can understand if you don't like politics and prefer not to get involved but it is what's required for the continuation of the US Postal Service and our future. Until that changes, we need to be ready to fight!

In Unity,

Richard Byrne

Congressional District Liaison, CD4

CD 6 Mike Coffman

Dear Brothers and Sisters

I hope this article finds you all well and that you have managed to survive the sweltering heat this summer. My family and I have had a very busy summer, as I am sure most of you have had. We took a trip to Disneyland the week before our National Convention and that got me thinking about our vacation time and our benefit of leave time in general. I think a lot of us take the amount of leave we earn every year for granted. My sister is a VP of Merger and Acquisitions for Money Gram; she has stock options, a golden parachute, the whole nine yards. But, she was quite perturbed to find out that I earn more vacation time in a year than she does. I explained to her that the time off we earn is directly related to the difficulty of our job. When she stopped and thought about the long days in the heat and cold that my work entails as well as working in the dark, trudging up and down stairs, it made a lot more sense to her. It is those one on one conversations that tend to make the most difference in our lives.

It is those one on one conversations that we, all of us, need to start having. We need to talk about contract negotiations, upcoming elections, including local offices, and the importance of giving to the Letter Carrier Political Fund. We need to talk to each other and to our elected officials. Your personal story, told to your Congressman or Senator may be the thing that finally gets their attention. As we near the elections this year I want you to keep a few things in mind. Voting is a valuable currency in this country so please don't think what you do doesn't matter, it does.

There is a lot of animosity this election cycle and you will make up your own mind about who to support. I just wanted to include a couple of very disturbing facts I learned about Trump. He has had 24 violations of the fair labor standards acts for not paying overtime just since 2015. He used undocumented Polish workers and paid them \$3.00 per hour; these workers worked 12 hours a day 7 days a week, yet no records of social security or tax collection could be provided. He was forced to sell his Airline shuttle, his yacht and put on \$450,000 monthly budget when auditors discovered his holding company had \$3.4 billion in debt, \$800 million personally guaranteed by Trump himself. After his bankruptcy in Atlantic City Trump was quoted as saying, "Atlantic City fueled a lot of growth for me... the money I took out of there was incredible." While Sub contractors of small family owned businesses, that were included in the bankruptcy proceedings, were only paid \$.30 cents on the dollar, if at all. He has filed bankruptcy just so he can break union contracts.

Remember that leave time I talked about in the first part of this article??? That would be the first thing to go.

In unionism

Jackie Skene

MDA Golf Tournament

2016



Dear Sisters and Brothers,

It is with mixed emotions that I am writing to formally notify you that I have stepped down from my position as Director of Education for the Colorado State Association of Letter Carriers. I will miss my job and the incredible people I have had the pleasure of working with throughout the years. I cannot thank all of you, and my brothers and sisters on the state board enough, for the wonderful experiences we've enjoyed together during my time as a state officer.



Region 4 RAAs
John Robles and
Anita Lewallen

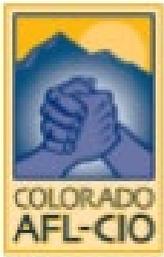
However, this is by no means a goodbye. I am both excited and humbled to inform you that President Rolando has appointed me to the position of Regional Administrative Assistant in Region 4 for the National Association of Letter Carriers which took effect Monday, June 13, 2016. It is for this reason that I can no longer serve you as Director of Education for the state.

I have relocated to Hot Springs, Arkansas to work in the Region 4 National Business Agents office with NBA Roger Bledsoe and RAA Anita Lewallen. Region 4 represents NALC members in Colorado, Arizona, Arkansas, Oklahoma and Wyoming. I am extremely happy that I will still be working for each and every one of you in this capacity. Your support has meant a great deal to me, and also inspires me, as I look forward to the new challenges that this appointment will afford me. I will do my very best to surpass your expectations of me and I promise to represent you to the best of my ability in my new position.

Sincerely,
John Robles

Colorado AFL-CIO Announces First Round of 2016 Candidate Endorsements

Delegates from across Colorado gathered on Saturday, May 21, 2016 for the Colorado AFL-CIO's 32nd biennial Committee on Political Education (COPE) Convention to determine candidate endorsements for the 2016 elections. By Colorado AFL-CIO Constitution, a two-thirds majority vote is required for endorsement. "The Trans-Pacific Partnership weighed heavily on our affiliates' decision to remain neutral in the U.S. Senate race," said Sam Gilchrist, Executive Director of the Colorado AFL-CIO. "We deeply respect Senator Bennet, and all he has done for Colorado's working families. However, the affiliates present at our convention could not reach the two-thirds majority needed to endorse." In a recent 700-page study, the TPP will decrease manufacturing employment by .2% and manufacturing output by \$11 billion. U.S. auto parts employment will fall by .3% and further job losses are projected in forestry, oil, coal, gas, textiles, transportation, logistics, electronic equipment, tourism and recreation. The U.S. economy is expected to grow by only .15%. The Colorado AFL-CIO COPE Committee will reconvene after the June primary elections to vote on final endorsements for the 2016 election cycle. The candidates who earned the endorsement of the Colorado AFL-CIO are listed below.



U.S. Congress:

Congressional District 1 - Diana DeGette
Congressional District 2 - Jared Polis
Congressional District 3 - Gail Schwartz
Congressional District 4 - Bob Seay
Congressional District 6 - Morgan Carroll
Congressional District 7 - Ed Perlmutter

CU Regent:

At-Large - Alice Madden
District 1 - Jack Kröll

Board of Education:

District 6 - Rebecca McClellan

State Senate:

SD 8 - Emily Tracy
SD 14 - John Kefalas
SD 18 - Stephen Fenberg
SD 19 - Rachel Zenzinger
SD 21 - Dominick Moreno
SD 25 - Jenise May
SD 26 - Daniel Kagan
SD 27 - Tom Sullivan
SD 28 - Nancy Todd
SD 29 - Su Ryden
SD 33 - Angela Williams
SD 35 - James W. "Jim" Casias

HD 1 - Susan Lontine

HD 2 - Alec Garnett
HD 3 - Meg Froelich
HD 4 - Dan Pabon
HD 5 - Crisanta Duran
HD 6 - Jeff Hart
HD 9 - Paul Rosenthal
HD 11 - Jonathan Singer
HD 12 - Mike Foote
HD 13 - KC Becker
HD 17 - Tony Exum
HD 18 - Pete Lee
HD 26 - Diane E. Mitsch Bush
HD 23 - Chris Kennedy
HD 24 - Jessie Danielson
HD 25 - Tammy Story
HD 26 - Diane Mitsch- Bush
HD 28 - Brittany Pettersen
HD 29 - Tracy Kraft-Tharp

HD 30 - Dafna Michaelson Jenet

HD 31 - Joe Salazar
HD 32 - Maria Gonzalez
HD 33 - Matt Grey
HD 34 - Steve Lebsock
HD 35 - Faith Winter
HD 36 - Mike Weissman
HD 40 - Janet Buckner
HD 41 - Jovan Melton

State House:

Colorado State NALC'er

HD 42 - Dominique Jackson
HD 46 - Daneya Esgar
HD 47 - Jason Munoz
HD 49 - Adrien "Buzz" Sweeney
HD 50 - Dave Young
HD 51 - Jody Shaddock-McNally

HD 52 - Joann Ginal
HD 53 - Jeni Arndt
HD 59 - Barbara Hall McLachlan
HD 61 - Millie Hamner
HD 62 - Alonzo Olivas Payne

The Colorado AFL-CIO represents more than 300,000 union members and their families throughout Colorado, and is dedicated to organizing working people in our state; to securing and protecting dignity and equality, rights and benefits, and to raising the standard of living and quality of life for all Coloradans.



Colorado veterans attending 2016 National Convention



You continue to serve your country—

THANK YOU!

NALC Veterans Group

**Complete this form, attach a stamp
and return it by mail**

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

- AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS
 OTHER: _____

Mail to:
National Association of Letter Carriers
100 Indiana Ave., NW
Washington, DC 20001-2144

Colorado State NALC'er _____ 9 _____ Fall 2016

COSALC SCHOLARSHIP APPLICATION

NAME _____
(Last) (First) (Middle Initial)

ADDRESS: _____
(Street, City, State, Zip)

SSN: ____-____-____ Phone Number: _____

ADDITIONAL INFORMATION:

Class level next fall: _____ Major: _____

Name of school or university: _____

Address: _____
(Street, City, State, Zip)

PARENT or GRANDPARENT INFORMATION

NALC member's name: _____ SSN: ____-____-____

Address: _____
(Street, City, State, Zip)

Post office where employed: _____

Address: _____
(Street, City, State, Zip)

Branch Name: _____ Branch Number: _____

Applicant's signature: _____

Father's signature: _____

Mother's signature: _____

Mail Application to:

Jackie Skene
961 S Evanston Circle
Aurora CO 80012

*This application must be received by the Scholarship Chairperson by February 1st of the graduation year.

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970-396-0702
Email: COJaynes2@Juno.com

Vice-president Michael T. Doherty

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Editor Jo Schuetz jojoschuetz7@gmail.com

Congressional District Liaisons

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CD3 Bob Beckhart 719-980-1182
CD 4 Rick Byrne richardbyrne@nalcbranch324.com
CD 5 Bob Annala 719-935-8181
CD 6 Jackie Skene skeneteam@comcast.net
CD 7 Tiffany Buskirk 720-503-2299

Letter Carrier Political Fund

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

A Note from the Editor

The mailing list for the NALC'er is updated several times a year from a list provided by the NALC or from returned copies of the NALC'er. If your address is incorrect or 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. jojoschuetz7@gmail.com

Respectfully,
Jo Schuetz
Editor, COSALC NALC'er

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