



# COLORADO STATE NALC-ER

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## Auxiliary Letter,

The Officers and attendees of the Colorado State Auxiliary Convention (Estes Park in May 2015) wish to express our thanks for all the branches that donated to the Scholarship Fund. You all are a great value to our auxiliary.

I would like to take a few minutes ( and space) if I may, to inform you all as to what the Auxiliary has accomplished, although some may think we are not needed now as we were in the earlier years.

Let me explain our Mission: WE ARE – in support and promote objectives, the political activities and the charities of the NALC, AFL-CIO. WE ARE – in the forefront fighting to secure the benefits for our letter carriers such as: Sunday closing laws, Workman's Compensation Act, annuity for widows and survivors just to mention a few. WE ARE – in support of HBP and MBA. WE ARE – instrumental in the many benefits that still need to be achieved through action in Congress, as well as guarding against privatization. The financial success of the Postal Service is being threatened including health benefits and retirement programs. WE ARE – still working to guard the welfare of our Letter Carriers in the legislative arena. We do phone banks, walks, rallies, letter writing, and calls to Representatives etc. WE ARE – with the NALC in support of the MDA. Most importantly, we support Letter Carrier Political Fund.

BUT –Our valued elderly members whostarted these auxiliaries are unable to carry on and be as active as the early days. Needless to say, many have passed on. Sadly, they have not been replaced by our younger generation. These youngsters need to step up and continue the support needed for our Letter Carriers. Please stress this necessity wherever and whenever possible. We are now only two Auxiliaries in Colorado; Colorado Springs Auxiliary #79 and Denver Auxiliary #444. We need to expand to improve our clout. WE ARE – no longer a "Ladies Auxiliary". All are welcome: retirees, spouses, significant others, dependents age 16 and older, etc.

Sincerely,  
Maria Zakrzewski

## President's Report

Greetings Brothers and Sisters,

I hope this finds you all well, rested and safe. As we enter into the fall mailing season with the change of weather, parcel volume, and legislative uncertainty we all are going to have to adapt. While this is an easy task from some others will need to work hard at keeping it all in perspective. Communication and awareness of our surroundings will make this a smooth transition for all. Please take the steps



necessary to keep you safe for you are truly the most important asset that we as a Union have.

One of the major aspects of the NALC focus these days is coalition building. At all levels of the Union from National to the State

to the local Branches expanding our educated base is extremely important to our survival. We need the strength in numbers to persuade Congress to continue to find the Postal Service relevant. We need to support the Nations efforts in this endeavor. The easiest people to talk to and get on board are our families, brothers and sisters in the labor community. This is why our affiliation with the AFL-CIO and the Central Labor Councils (CLC) are so important. They understand the attacks that we are facing. They themselves are facing the same type of attacks to their way of life as we are. Joining with them, educating them to our peculiar Issues and asking them to join us in making the call will only strengthen our efforts. While we educate them we should also learn of their struggles and support them. I have found that while the names are changed the issues and attacks are very similar. And as the saying goes there is safety in numbers. Belonging to a CLC is also a great way to get the word out about our community services like the food drive and MDA fund raisers. I encourage you to talk with your branches about joining the CLC or DALF. Other organizations that are a possible coalition partners are veterans, civic, faith, and fraternal organizations that we hold membership.

Where else would we get the support and passion for our struggles that result in action? The Auxiliary of course! This is a group of people that is truly our family. No one else can understand our struggles and impact of Congress actions, or inaction, has on our lives. I strongly encourage

## President's Report Continued

you to sign up your spouses, partners, children (over the age of 16) and join us in increasing their numbers. Helping to spread this important work among more hands makes the job easier. While the initial work of the Auxiliary was to be our speaking voice to Congress due to the gag order and then the Hatch Act, the Auxiliary is also supportive of our community services. Helping with the Food drive both planning and collection and MDA fund raising are just a couple of things that the Auxiliary is ready to help with. The Auxiliary is not something that has run its course and is no longer relevant. Like the Postal Service it is very important to our future. Let us do everything we can to ensure its survival.

To our non-career letter carrier brothers and sisters, like all letter carriers, you have every right to work in an atmosphere that is free from bullying, intimidation, and threats. Please talk with your Union whenever you feel that you are not being treated with dignity and respect. Come to your branch meeting, educate yourselves with all the rights that the Union has fought and won for you. Knowledge is power and it is mighty to those who use it for the good of all. Yes it does take an effort on your part but the information is free and priceless. Please arm yourselves with this knowledge and you will never feel like you are alone. Most of us take a sincere pride in being Letter Carriers and the service we provide to America. Being able to do your job without the added pressure of DOIS or time constraints, will allow you to join us in this sense of pride. A carrier that is doing their job in a safe, professional manner is also an efficient carrier. This is a career that will let you live the life you want and provide for your future.

With the fall also come local elections for many branches. These elections have an added importance this year as the next officers will be doing local memorandum of understandings that control your vacation bidding, bumping of t-6s, holiday pecking orders, and other things that affect your day to day Postal life. I want to thank all that step up and serve. It is never easy to get out of your comfort zone but without you there would be no Union. THANK YOU!

Be safe, be a professional, be a letter carrier. Enjoy all that the NALC has to offer.

In Unionism,  
Doug Jaynes, President COSALC

## Vice President's Report

Greetings Brothers and Sisters,

As September arrives, so does the change of seasons. One thing that doesn't seem to change with the seasons is the constant harassment of some carriers by management. There are two forms of harassment I want to address in this article; cell phone usage and work days and hours of CCAs.

The Colorado/Wyoming District issued a Policy Statement on the use of cellular devices while on duty. This statement was issued in July of 2011, yet management has either never read this statement or they have conveniently forgotten that it was issued. The following excerpts in quotations are taken verbatim from the statement.



"This policy defines when and where cell phones, Postal issued Blackberry cell phones, or other personal electronic devices may be used by employees while in the performance of their duties."

This applies to ALL EMPLOYEES. This includes management. You are under no obligation to own a cell phone.

If you choose to own one, I am sure you do so for your personal convenience, not managements. "The use of cell phones is restricted to emergency situations when on the workroom floor." In the event an emergency situation requires the use of your cell phone notify your supervisor and limit the call to gathering crucial information so that you may continue the conversation at a later time.

"At no time should a cellular device be used while driving, walking, working near machinery, or while in the performance of assigned duties." "The use of cell phones is restricted to emergency situations when in the field. Employees who have an emergency need to use a cellular device while in the field must stop the vehicle and park in a safe place prior to utilizing their phone."

Merriam-Webster defines emergency as an unforeseen combination of circumstances or the resulting state that calls for immediate action. Management calling you about a customer complaint is not an emergency. Management wanting to know where you are on your route is not an emergency. Management wanting to know what time you will be done with your route is not an emergency.

Do yourself a favor. TURN OFF YOUR PHONE! If you choose to turn your phone on long enough to call the office in the afternoon to notify them you can't complete your rounds as expected, than that is for your convenience. Then turn off your phone again.

On August 9 the Denver area offices started Sunday parcel delivery for Amazon. This burden is being absorbed by CCAs and this forces many to work 14 or more days in a row without a day off. This is ridiculous. Unfortunately, Article 8 only pro

## Vice Presidents Report Continued

ffects career employees from the 60 hour work week.

Article 8.3 makes clear that the normal work week defined by Article 8.2.C does not apply to part-time flexibles, transitional employees, or CCAs who have no daily 8-hour or weekly 40-hour guarantees. Moreover, the language in Article 7.1.A.2 provides that part-time flexibles “shall be available to work flexible hours as assigned by the Employer during the course of a service week,” which means that PTFs may be scheduled to work more or less than 5 days per week and more or less than 8 hours per day.

If you are a steward, please monitor the hours and consecutive days being worked by your CCAs. If they are required to work a Sunday, meet with your management to try and give them a different day off during the week.

In Unity and Solidarity,  
Michael Doherty

## Secretary's Report

Brothers and Sisters

As I write this, fall is the air. Football is beginning, the catalogs are starting to show up and there is a coming presidential election. Will our country elect the first woman to be President?

At the last National Convention I attended Women in Leadership workshop and heard some interesting facts. Given that nearly 1/3 of our workforce is female, it makes sense that we hear a woman's perspective. There are 4 stages to leadership development: Finding your voice, developing basic skills, figuring out the politics, and setting your own agenda. I challenge all branch leaders to look around and see if you can help a future leader find her voice and acquire skills that will keep our union strong.

As your newly elected Secretary, I have been busy trying to manage all the paper that came with this office. I am very grateful that Ami was a very organized person. What I have added is a journal and I write a brief description of what was done when I work on State business. Also included are questions and ideas for the next Executive Board meeting. Can you tell I'm a fan of journaling? There are many details that are involved and hopefully this will help future secretaries.



## Secretary's Report Continued

I look forward to seeing everyone at the training session in January and enjoy the cooler weather!

In unity,  
Barb Larson

## Treasurer's Report

Greetings Colorado Carriers,

Hope everyone has had a great summer so far this year. I thought I would go over some tax questions and answers just to refresh everyone's memory. These might even create more questions for you to look up the answers.

- The IRS considers branches to be tax-exempt nonprofits, TRUE/FALSE? TRUE. The IRS has issued a group ruling under which NALC's national, state and branch organizations are considered tax-exempt nonprofits.

- Branch income is completely exempt from taxes. TRUE/FALSE? FALSE. Unions Unrelated Business Income (UBI) is not tax exempt from income tax. UBI of \$1000 or more must file IRS Form 990-T and pay tax at the corporate rate.

- A Branch in Iowa pays its president a \$300 a month salary. Does the president have to pay taxes on the Salary? YES/NO? YES, the branch president must pay payroll taxes including: Federal income tax, State income tax (and local), FICA and Medicare.

- That Branch in Iowa need not pay any taxes on the president's salary. TRUE/FALSE? FALSE, the branch must withhold and pay its own share of FICA and Medicare and pay the taxes to the IRS each quarter. Also the branch must pay Workers' Compensation Insurance & Unemployment Insurance.

- Branch officers are considered to “employees” by the IRS? TRUE/FALSE? TRUE, IRS says all branch executive board members are “employees” & pay is subject to payroll taxes.

- Under IRS rules, shop stewards are considered “employees” of the branch. TRUE/FALSE? TRUE, IRS says shop stewards are “employees”.

- A branch in Florida pays stewards a \$50 a month stipend to cover expenses. The branch must report this payment to the IRS on form 1099. TRUE/FALSE? FALSE, 1099 is only for independent contractors. Stewards are employees and stipends are wages under IRS rules and subject to payroll taxes.

- In Colorado, Branch officers turn in expenses for union-related business expenses, with receipts and receive reim





## **Treasurer's Report Continued**

These payments are taxable. TRUE/FALSE? FALSE, reimbursed expenses, done right, have no tax consequences for the branch or the individual. They must be properly authorized for valid, union related business expenses.

- A branch in Alaska pays stewards by refunding their NALC dues. Payroll taxes are required. TRUE/FALSE? TRUE. No published IRS decisions or opinions on dues refunds, however, these are wages – pay for work- and stewards are employees. Subject to payroll taxes.
- A branch in California has ignored payroll taxes for decades. What should the branch officers do now? Confess and beg for mercy, start complying now or move to Yemen? All are good answers, not sure if I would move to Yemen but it's up to them. Based on passed history, comply now works best. Confessing and begging for mercy usually works too. And the US cannot extradite fugitives from Yemen.

So there you have it, some food for thought. Until next time.

In Unity,  
Leon "Irv" Irvin

## **Director of Education**

Hello Brothers and Sisters,

How many of you have had the chance to hear our National President speak to the membership? I had the unique opportunity to hear President Fred Rolando address our members for well over three hours at the Region IV Rap Session in Flagstaff, Arizona on August 28th. President Rolando covered a wide range of important letter carrier topics. Among those topics included veterans, organization, and collective bargaining.



Fred began his rap session by announcing the NALC's plan to form a veterans group. As we all know, the Postal Service employs a high number of veterans and the plan is to roll out a website which will include information on benefits, legislation, and other veterans groups. If you are a veteran and have any ideas or suggestions on what to include in the website, please contact me so that I can forward your recommendations to national. In the meantime, if you are a veteran, you can expect a letter regarding the group in the near future, and as always, thank you for your service.

President Rolando also addressed organization. Currently our career workforce is 94% organized while the non-career workforce is 87% organized. This means that we need to communicate the importance of the union to our

## **Director of Education Continued**

City Carrier Assistants. Non-career carriers by far, receive more protection than any other non-career position in history. The most important is that they have a path to a career. Since 2013 over 19,000 CCA's have been converted to career status. Let them know this. Also explain to them that the NALC has a 125 year history of triumphs and struggles. Promise to help and support them because we all went through the same growing pains they are experiencing now. To expose the NALC's history to our new generation of carriers, or learn more for yourself, go to [cosalc.org](http://cosalc.org) and click on, Leadership project by John Robles, Centennial Branch 5996, COSALC Director of Education, for a YouTube video on some of the highlights of our history. You can also contact me for a copy of the book, Carriers in a Common Cause.

Another focus of President Rolando's talk covered collective bargaining. Our current National Agreement expires on May 20, 2016 and we are already preparing for negotiations on our next contract. Fred touched on our goals which include maintaining COLA's and the ban on sub-contracting. Another important objective is to close the wage gap between career and non-career carriers. Hopefully the parties can negotiate an agreement that is fair to all carriers and if need be, the NALC will be well prepared to take our issues and concerns in front of an impartial arbitrator.

I had a rare opportunity to see our National President speak in person and I learned more than I could possibly share with you in this article. Come to a convention, rap session or state training. Hearing one of our national leaders just might inspire you to get more involved with this great union, the union that has fought for your rights and benefits for over 125 years.

In Unity,  
John

## **2016 COSALC State Training**

Crown Plaza Denver International  
Airport Hotel and Convention Center  
15500 E 40th Ave Denver CO 80239

Friday January 29-Sunday January 31, 2016.  
Rooms \$109 (Single/Double) \$119 (Triple) \$129 (Quad)  
Deadline to reserve: Thursday January 7, 2016.  
Legislative Breakfast 8:30-10:30am January 31, 2016  
(All information subject to change)

## Director of Retirees

Greetings Brothers and Sisters!

I hope that you all had an enjoyable Summer. You probably already know that the Trade Act of 2015 (Fast Track) passed the Senate on 5/22 by a vote of 62 - 37 and was signed by the President on 6/29. As I write this article Congress is wrapping up their recess for in-district activity. That is, they are back in their home states and districts for first-hand communication with their constituents. When they resume session on September 8, they will be addressing the following issues that are important to letter carriers: H. Res. 12 (6 Day Delivery) has 212 co-sponsors, 166 Democrats & 46 Republicans; H. Res. 28 (Door Delivery) has 163 co-sponsors, 144 Democrats & 19 Republicans; H. Res. 54 (Restoring Service Standards) has 198 co-sponsors, 164 Democrats & 34 Republicans.



These resolutions express a "sense of the Congress" and are currently under consideration by the House Committee on Oversight and Government Reform. The newest threat to letter carriers is H.R. 1994 – VA Accountability Act of 2015. This Bill passed the House on 7/29 by a vote of 256 – 170. It has been sent to the Senate where it is under review by the Committee on Veterans' Affairs. Language contained in this bill could create a precedent that could endanger the job security of all Federal employees, including letter carriers! Intended to make the process easier to terminate senior executives, the language actually allows that any employee could be demoted or terminated with neither advance notice nor opportunity to defend against the action. The bill provides for reinstatement only by appeal through MSPB or EEOC.

Even if successful, the appellant could suffer a devastating loss of income, with no guarantee of back-pay. I urge all carriers to go to [www.congress.gov](http://www.congress.gov) and sign-up for alerts on all of the issues cited above. Sign-up requires only your e-mail address and a password. Also, contact Colorado Senators Cory Gardner ([www.gardner.senate.gov](http://www.gardner.senate.gov) & 202.224.4571) and Michael Bennet ([www.bennet.senate.gov](http://www.bennet.senate.gov) & 202.224.5852). Tell them that this language is bad for efficient & quality government operation and bad for labor. Both senatorial web-sites will also provide e-mail addresses, phone numbers and local office locations, for the Senator. Reminder: Committee On Letter Carrier Political Education (COLCPE) is now the Letter Carrier Political Fund (LCPF). Same mission, new name.

In Common Cause,

Mike Rudler

## Executive Board Reports

Hello great state of Colorado, I am Bryan Sanders better known as "OB", a native of Colorado and I'm a newly elected executive board member. Currently I am Branch 47 Mutual Benefits Association Representative, a 17 year Carrier Technician in the Post Office and other assistant roles in the Union. I was formerly in the United States Air Force, "Ammo troop" and had the privilege of spending time in Saudi Arabia during the Gulf War.

I have some goals and one is to write to you about raising the education level of my brothers and sisters. I'll start here: recently the Postal Service allowed spokes persons of a private company to come in to offices and speak to the mail carriers about how they want to inform you about your benefits. I believe this is very kind of this private company, who won a federal contract, to do this. Well companies who win contracts want to make money and the real goal of the company is to sell life insurance to you. As National Association of Letter Carrier Union members you have the Mutual Benefits Association that has insurance policies designed for the members and their families. The MBA pays no commissions, staffs no insurance brokers and most importantly does not seek profit. As a matter of fact, the MBA is owned



by its policy holders/members. This means the fraternity can offer the policies at the lowest cost possible when you choose to get a policy.

Another educational point of ex-stream importance is that our Union is only as strong as the weakest member and to be Union strong, we have to pick up all reading materials we can find and educate ourselves and support one another instead of attacking each other. If we leave it to the few to carry the load, then we leave each and every one of us open to attack from any direction by those who do not have our best interest in mind, like management or Congress. Let's be strong and stand as one, 4 if we do, we cannot be defeated.

PEACE,  
Bryan Sanders

## Executive Board Reports Continued

Brothers and sisters

When City Carrier Assistants (CCAs) are first hired by the Postal Service, they receive a tremendous amount of information about all aspects of their new occupation, copies of rules and regulations, training manuals, Information about joining the NALC, and brochures and letters about their

rights and benefits.



All of this can be overwhelming when coupled with trying to learn a physically and intellectually demanding new job. Well when it comes to the health benefits, CCAs are entitled to sign up within the first 60 days of being hired.

They can sign up for the Non-Career health plan. If CCAs miss signing up within the first 60 days, they can

sign up at Open Season and only for the Non-Career Health Plan. They can also sign up outside of the above events, only if there is a Qualifying Life Event (QLE). A QLE can be a new baby, marriage, divorce, adoption, death of a spouse, just to name a few events. Under the QLE, the employee will have only 60 days to sign him/her and family members up.

CCAs that have worked 365 Days: Once CCAs reach 365 days of service they can sign up within 60 days for one of the plans in the Federal Employee Health Benefits (FEHB) plan. However, they must pay the total cost, that is the Postal Service's cost and the employees' cost. CCAs cannot sign up for the Non-Career Health Plan at this time.

A newly converted CCA, converting to a career employee, can buy back his/her military time to be applied and credited to his/her years of postal service. If you are a newly converted career employee and have served in the military, and would like to add your military time to your years of postal service, contact HRSSC at 1-877-477-3273, press option 5, and request a military buyback application. Keep in mind, the longer you wait (years) to make a deposit, the more INTEREST you will pay.

Did you know that, as Union members, CCAs could start a retirement account with the Mutual Benefit Association of the NALC? "Maturity Income" is an annuity plan that pays you during retirement. You can make small contributions for as little as \$15 a pay period. When you become a career employee, you will have the option to transfer your savings over to the Thrift Savings Plan (TSP), or just leave it with the Mutual Benefits Plan with the NALC for an additional payout in retirement.

CCAs who have worked 365 days can sign up for the Postal Service's Dental & Vision plan. The dental plan is a PPO plan. Call 1-877-888-3337. When a CCA is off from work due to an illness or injury and that illness or injury is not

job related he or she may request to receive donated leave on PS Form 3970-R. The Employees Labor & Relations Manual (ELM) provides the following: if you are unable to perform available postal duties due to a serious personal health condition that is not job related; or you have been authorized to be absent from work due to this health condition; and you do not have sufficient earned annual leave to cover this absence; and your absence because of this health condition will result in the accumulation of 80 or more hours of leave without pay in addition to depletion of any earned annual leave balances. Then you can contact HRSSC at 1-877-477-3273, Option5, to request the Donated Annual Leave form.

In unity,  
Jeff Frey

Brothers and Sisters,  
The State Convention was held on May 15 and 16 Estes Park this was an election year and I did get relected to the Colorado Executive Board for two more years. Thanks for everyone that voted for me. The last two years my branches were Fort Collins and Greeley, but this next two years I will be going to Fort Collins and Longmont.

At the convention a few classes were given like Route Adjustment, Legislation training and Safety. One of the topics under Safety was about our LLV's. There have been over 100 of the LLV's that have caught on fire since January of last year. During this class conducted by Jeff Frey, he informed us to keep a close watch on our trucks. If you smell anything like gas, oil or brake fluid get it looked at now, don't wait. When they replace the fuel line there is a rubber grommet that will melt and spill gas on the manifold and could start a fire. So be very careful while driving these trucks.

The annual golf tournament was held at the Estes Park 18 hole golf club. It went very well we had 18 golfers and we collect over \$278 for MDA. Over all the food drive went well consiering that Campbell's pulled out and then another company pulled out as well. The National Headquarters paid for the cards and they were sent out on time. However, the state total was down from last year. Thanks to everyone who was out there in the rain collecting the food.

I will be attending the NALC Health Benefits Seminar in October, (before the open season begins) so if anyone has a question or concern about this program please let





## Executive Board Reports Continued

me know and I will try and get you the answer at the Seminar.

Up here in Northern Colorado there is not much going. I'm trying to keep both branches informed about what is happening around the state. We have state training in January and also state convention in May so keep this in mind as time approaches.

As always in solidarity

Jerry Hoffman

Brothers and Sisters:

Wow, what a busy August. August 2, 2015 was the First Union Alliance Picnic in Grand Junction, CO. The four unions, the mail handlers, rural carriers, clerks, and mail carriers all united and had a successful picnic. We had a few glitches with parks and recreation; they did not transfer us from the main calendar to their August schedule. What does that mean? No lifeguards were scheduled for our time slot and the picnic area was not cleaned. They finally had lifeguards about an hour after the picnic began and they were cleaning the picnic area when it was to begin. I say it was a success because even after the glitches we had fun. That is what it was about, enjoyment.

We were honored with the President of the COSALC, Doug Jaynes and his wife Jackie, NBA Region 4 Roger Bledsoe, and Manuel (Manny) Peralta Jr., Director of Safety and Health, from Washington, DC. Carriers had the opportunity to visit with them and just having them there was such an honor.

Manny took the opportunity to speak to the group about unity and us being the richest poor company in the world. Having 51 billion dollars on the books but always being in debt (as we are told). Manny made the comment about the group not listening because they are having so much fun. When he started to speak, the group went quiet and they heard what he had to say.

The union members and families brought food for the potluck. The Unions provided the awesome barbequed meat, chips, pop, water, and all the utensils. We played corn hole. The various Unions drew prizes from the tickets we sold. Because of the glitch from parks and recreation, we are having the Second Alliance Picnic next year free pool, slide and picnic shelter. YAYAYAYA!

The 2015 Region 4 RAP session was in Flagstaff, AZ on the 27th, 28th, and 29th of August. The Grand Junction group went and learned a lot. We are having problems in our office with management treating us with dignity and respect. Guess what they taught us at RAP? How to deal with

it; it's nice to be able to have that knowledge.

One of the things I want to mention to NALC carriers is the \$5,000 Accidental Death Benefit which we have just for being a member. Please, ask your union rep about this so your family knows to ask for it in the event of an accidental death of a carrier.

Finally yet importantly, the 2016 Region 4 RAP session is going to happen in Grand Junction, CO. Another YAYAYAYA!

In unity:

DeeAnn Lowry

Brothers and Sisters,

First of all, I would like to thank all of the members of the COSALC for electing me to the Executive Board. I will work very hard for all of you and will not let you down. I appreciate all of the hard work at the 2015 state convention and was very pleased on how it turned out and the dedication provided by the members of my branch to make it happen. I am already looking forward to a great time in Boulder next year. I was able to attend a meeting in Boulder in June and appreciated the hospitality of the branch and informed them of the current legislation items that NALC is fighting for in Washington, D.C. Dave Negrotti and his crew are doing a great job in Boulder.

Last month I was able to attend the National RAP Session in Houston, Texas. It was very educational. The COSALC was well represented and there were many in depth classes offered to assist branches and stewards at both Formal A and Informal A. A new publication offered by NALC relates to 'Dignity and Respect'. Preview copies were available for the members at the RAP Session but the final review is being done and it should be available on the website soon as well as hard copies at the NALC supply room. As many of you know by now there is a branch officers training class scheduled in Atlanta later this month and hopefully some of our branches will be participating to further the education of the officers and keeping the branches in compliance. This new class will be offered again in the future so please keep your eyes open for it and get your officers to attend when it gets closer to our area if you missed out.

I also attended the Region 4 RAP Session and the week



was filled with great training on many levels that were carryovers from session in July as well as additional training. I wasn't able to attend the 'Dignity and Respect' class in

### **Executive Board Reports Continued**

Houston but attended the class conducted by RAA Ray Tillman. It was a great class with great information for branches to use to start holding management accountable for the actions on the workroom floor. It is time for the members in all branches to stand up for each other and hold management accountable through the grievance process while protecting our members and their rights. At my last branch meeting, I spoke with the members and asked them not to wait to be asked to write statements when they witness something happen to someone on the workroom floor. Sit down right then or at least the same and write the statement while it's fresh in your mind and give it to your steward. We NEED to be there for each other and keep management accountable for their actions.

It is always a great idea to network with other branches to get new ideas on tackling issues that you may be dealing with in your local offices. "Knowledge is power". Whenever I attend training, I always walk away learning something new and appreciate the hard work that goes with the classes that were taught. We have a great group of leaders for the COSALC and I look forward to seeing many of you at the state training in January of 2016. Be safe and get your cold weather gear out and get it washed before you need it.

In Unity,

Richard Byrne  
Executive Board

Brothers and Sisters,



Thank you for your confidence in me by electing me to serve another two years on the COSALC Executive Board. As always, it has been a pleasure to serve and I look forward to what we will be accomplishing over the next two years. Anyone who knows me knows that I'm outside of my comfort level. I'm not a fan of discussing politics, but it has to be

done. At this time next year, we will be chest deep in the 2016 election. The NALC will have asked each of you who the union should endorse. Don't take this lightly. I had two very different conversations with individuals yesterday who are on opposite sides of the fence on who to support. However, I don't agree with one of these individuals because

the candidate he is supporting does not support unions or the USPS. We need to always protect our livelihood. The rest will fall in place.

Speaking of supporting our livelihood, do you gripe about mail volume? Do you complain it's too high, too many packages or the quality of the mail? Seriously, this is our job. We deliver the mail and we need to do it efficiently. Our future depends on many aspects, but Amazon is the primary focus right now. Take the work and embrace it. If it takes more time to deliver your route, the outcome may be an adjustment to it and possibly create more positions thus lightening the workload for everyone and ensuring jobs for future employees. Do you remember when you first started and learned from seasoned, senior carriers? Today's CCAs are doing the same thing. Although everyone has their own work ethic, they watch how we approach our jobs and develop their attitudes about the job from us.

When a CCA is complaining about having to work hard or how much mail there is, they are not thinking about their future, they are expressing what they feel as normal behavior. I make sure when I hear someone complain about the mail that we should be thankful we are gainfully employed and able to provide for our families. By the time you are reading this, there should be more conversions in Aurora. Congratulations to all the new career employees. Remember what it was like to be a CCA and treat them the way you would like to have been treated. Become leaders for the new carriers and guide them as you have been guided. If you don't feel you were guided correctly, educate yourself and do the right thing.

Another aspect of my job I truly enjoy is educating the public about what we do. I was standing in line at Albertson's one day when a young woman asked questions about my job. Many people don't know we have work to do in the office before we can deliver their mail. I explain how the mail volume affects how much time it takes to deliver and that sometimes it takes less than eight hours, but most of the time it is eight hours or more. There was even one person who explained to me, before I had the chance, the more mail I have, the longer it will take. However, the best part of my day is when I can amaze the young children with how my door closes!

In closing, be prepared for the future. Next year's election is also coupled with negotiations for our new contract. Know that our leaders have our best interests at heart and will put their best efforts forward in protecting our jobs and those of our future leaders.

In unity,

Jo



## **CDL Reports**

### **CD 1 Diana DeGette**

Brothers and Sisters,

It is very important that the NALC have a good legislative and political program. Since we are Federal employees, decisions the congress and senate make can have an effect on us. We need to support candidates that support our issues. Actually the NALC is a non-partisan Union. The NALC has gone on record in support of both Republican and Democrats as long as they support our interests. So what are our interests? Here are the issues which we certainly need letter carrier friendly officials elected to office.

The NALC does not contribute 1 penny of the members' dues money to support the candidates. The NALC instead has started a "Gimme 5" campaign. Members of the NALC through payroll deduction, or electronic bank transaction contribute to the Letter Carriers Political Fund (formerly known as COLCPE) and that money is used to help elect candidates. It is very important that you contribute to the Letter Carriers Political Fund so we can support the candidates that support us. There are actually candidates out there that want to privatize the Postal Service and contract out our jobs. Sign up today to stop them.

In Unity,  
Jeffrey Frey

### **CD 2 Jared Polis**

I'm pleased to be able to report to you that, so far, there has not been a comprehensive bill introduced into Congress this year to "fix" the postal service. That is good news because in the past few years the bills of that sort that have been introduced have proposed to strengthen the postal service's financial bottom line by providing our customers with less service.

By taking a different approach, our union is aiming to maintain our ability to continue providing the level of service our customers have become accustomed to. We are backing three resolutions in the House. A resolution simply provides a sense of how the members are thinking about an issue. That can be very useful in preventing damaging legislation from ever coming up, if enough members have expressed their opposition in advance. The first resolution, H Res 12, calls for continuation of 6 day delivery. Due to the work that has been done by our union, it currently has 212 co-sponsors. Since 218 members constitute a majority in the House, it's very close. The second resolution, H Res 54, calls for returning service standards to those in effect on July 1, 2012.

The goal would be to restore overnight delivery of first class mail. It currently has 198 co-sponsors. The third resolution, H Res 28, calls for continuation of door to door delivery. There have been bills in the last few years to stop delivering mail to the door and instead make people walk to a cluster box somewhere in their neighborhood to get their mail. H Res 28 currently has 163 co-sponsors.

Congressman Polis's philosophy regarding the postal service, in general, has been to let them run their own business. There have been exceptions, however and I'm hoping to convince him to sign onto H Res 54.

Phil Wickman

### **CD 3 Scott Tipton**

Greetings from CD 3

We have been very busy down here in CD 3 representing southern Colorado and the western slope. I have met several times with the staff here in Pueblo. First was an introduction meeting getting to know the staff in the office and also so they could get to know me. The next meeting was held with Pueblo branch president Donald Hemphill, COSALC state president Doug Jaynes and me with Brian McCann, Representative Tipton's Field staff. This meeting was an educational meeting explaining the history of the Postal Service, how the 2006 PAEA has affected us and the reform efforts that the NALC has made. We then explained what the current House Resolutions say and what they would do to protect the service that America has come to know and love.

We spent most of the time talking up H. Res. 54. This resolution would restore the service standards to July 2012 levels. We talked this up because of the effect it has on the small Post Office that dot Rep. Tipton's district. Being able to relate to Rep. Tipton's concern allowed us to spend nearly an hour educating his staff on our wants. Before we left, I invited the Representative to Pueblo's August meeting. While Rep. Tipton did not show up, Brian did. He talked to the brothers and sisters in attendance about what the local office do and how they could help with veteran's issues, retirement, workers comp and other concerns. But the best thing was his commitment that Representative Tipton was in favor of restoring the service standards. I will be following up with him as legislation moves forward on this issue. Did I mention that Representative Tipton is a Republican?

Knowing what a Representative cares about opened

the door so I can get the NALC's message across. I am excited to represent you as the CDL for the CD3. Please call me if you have any questions or suggestions on how I can serve you better.

In Solidarity,  
Bob Beckhart

## **CD 4 Ken Buck**

Brothers and Sisters,

Congress is now back in session after the Labor Day holiday. I hope all you of had a great weekend and were able to spend some time away from the post office with family and friends.

As many of you know the political season started many months ago and will start to get going even more after the start of 2016. It will be very interesting on how things turn out after a few more debates and see who the front runners will be on both sides. In my opinion it is way too early to even endorse a candidate since there are still more looking at running as well as additional evidence coming out daily against some currently in the race. Only time will tell.

I heard a great statement from a very well respected leader at the Region 4 RAP session last month. It is one thing to support a candidate that supports letter carriers but it is another to actually endorse someone who has a chance of winning nationally. I couldn't agree more. We can be thankful for those that have supported us in the past but also need to carefully consider where we put our support when we have been let down so many times by current leadership that we have supported. I know that our national leadership will keep us well informed and when we need to act.

I'm sure many of you know by now that COLCPE is no longer with us. It was a nice ceremony and there were many in attendance. With the new PAC, it will help to let those in DC know who we are and directly relate the name with letter carriers.

I am working on getting updated information out to the branches in CD4. Please help me in distributing this to carriers so they can be well informed and will be ready to call Representative Buck's office and act when called upon. We've been told that we can expect some legislation coming out in the near future that we will need to act on and get our legislators on board with common sense ideas. Be ready to work and let me know if there is any way I can help you.

In Unity,  
Richard Byrne  
Congressional District Liaison, CD4



## **2015 State Auxiliary Scholarship Awards**

### **CD 6 Michael Coffman**

Dear members;

Over the last few months I have been busy educating myself about the current proposed legislation and the NALC strategy for the upcoming election in 2016. The next year is going to be busy while we prepare for that election and I would like take a moment to implore all of you to find a way to get involved, we speak louder when we all speak as one.

While the Sunday delivery contract with Amazon has offered some much needed revenue and helped distract the Post Office from five day delivery, the issue is not dead; it will rear its ugly head again. We all have seen some big changes with the implementation of Sunday delivery and I hope, by now, those of you that were worried the ODL would be forced to work every Sunday have relaxed. While there are still some bugs to be worked out with Sunday delivery, please keep in mind that this is an ongoing process and there will be bumps in the road as we work to perfect and master this aspect of our job. I would like to extend a special Thank You to the CCA's that have been working on Sundays to make this new service a success.

The reality is we cannot fail at this endeavor; the Post Office needs this program to be a success so that they can plan the future. The employees need this program to be a success so that we can plan our future. Please, support Sunday delivery in whatever capacity you can, don't make negative comments about the program, don't focus on the small issues the program has had, focus on the potential good this program can do for your future and your family's future.

In solidarity  
Jacqueline Skene  
CD 6

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Editor's note: 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 the NALC'er, please contact me at jojoschuetz7@gmail.com.

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2016 ELECTION TIMELINE  
(Subject To Change)

February 2, 2016 - Precinct Caucus: Precinct caucuses are meetings of registered electors, within a precinct, who are members of a particular major political party. The purpose of Precinct caucuses is to elect precinct committee persons and delegates to county assemblies. Caucuses are held in locations across Colorado and are open to the public.

February 27, 2016 – County Assembly (Must be held no more than 25 days after caucus.):  
The county assembly is convened to designate candidates for the state primary election and to select delegates to the congressional district assemblies and the state assembly.

Sometime In March – Congressional Assembly (Must be held prior to the state assembly.):  
The assembly is convened to designate district level delegates to the national convention. The delegates also nominate candidates for Congress, the Colorado General Assembly, the State Board of Education, the Board of Regents and District Attorneys.

April 16, 2016 – State Assembly – (Must be held 73 days before the primary election.):  
The purpose of the state assemblies is to nominate candidates for statewide offices, to the primary election ballot. During the assemblies, delegates will also be elected to the national convention.

June 28, 2016 – Primary Election

November 8, 2016 – General Election

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