

COLORADO STATE NALC'ER

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Season Spring 2016

President's Report

Greetings Brothers and Sisters,

I hope that you are ready for the change of season. While the flurries will continue and in some cases increase in intensity, it is only a matter of time before it will be over for the next couple of years. The season change that I am talking about isn't winter to spring. It's the election season. Or is it the contract negotiation season?



Elections have probably been narrowed down by the time you read this. But then at the same time ramping up. We, as letter carriers, must pay attention to all of the candidates. From the local level to the National, we need to educate our Representatives and Senators on how the Postal Service works for America. Need ideas or talking points? NALC.org will give you plenty of direction. We need to educate them on the issues that matter to Labor. You need to educate them on what matters to you. Yes, this will require you to actually talk to your Representatives and Senator, but trust me they are the easiest people to talk to. They want your vote. They will listen to you. Town halls are the perfect place to meet with them. This summer many will be available to listen to you. Take every advantage of these opportunities. With all of the flyers, pamphlets, and ads we will be delivering you will know where they stand on the issues. Be an active participant in forming your future.

Our National Officers are currently negotiating our next National Agreement. They are using guidelines that were adopted at previous National Conventions. The delegates voted on resolutions that were presented from branches, states, and the national executive council. This agreement will help determine under what conditions we will be working. But it will only help not be the end all. Another help will be your Local Memorandum of Understanding (LMOU). This will be negotiated by your local officers. It will cover aspects of your work floor. Give your input, your ideas, and your wants in how your work floor atmosphere is created. Every work floor is different because each of you is different. Express those differences for the good of all. But again, the LMOU is only a help in controlling the conditions you work under. The last part of the help is you. You must take control of the conditions, of the atmosphere. Being a Brother or Sister to those around you is truly the Union in action. Helping out when you can by writing statements of what you see happening, giving CCAs advice on how to make their careers easier, being a professional carrier to your customers. All of these will make the work floor a better place to work. Yes it will take active participation on your part, but it will be well worth the effort.

I want to thank each and every branch officer, both present and past. You have shown the rest of us what active participation truly looks like. Putting yourselves out there for others is a definition of unionism. It is a testament of your character. Some were elected by acclamation, a showing of the trust that the members have in you. Others faced an election. Any time that you have two or more people vying for the same position there will be a difference of opinion on how that office should be run. To those who ran but lost, I ask you to continue the passion that brought you to run and continue to use it for the betterment of all your brothers and Sisters. To those who won, look at the ideas that your opponents brought to light. All of us can use improvement in our skill set and many times criticism can be the catalyst for growth. The better officer you are the greater the NALC will be.

I am looking forward to your State Convention. Seeing old friends and making new ones is one of the main goals of the convention. While not all the details are set, it is looking like the delegates will be busy both days. Between doing the business of the state, training on relevant issues, hearing from your National Officer, getting energized for community services (Food Drive and MDA), there just might be time to enjoy what Boulder has to offer. If you are not a delegate, please look into being one for our next convention. It is one of the best places to be an active participant.

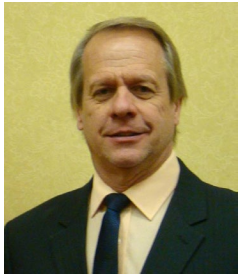
In conclusion, please stand up and be an active participant. This Union can't afford to have you sitting on the sidelines.

In Solidarity,
Doug Jaynes

Vice President's Report

Greetings Brothers and Sisters,

As this newsletter arrives in your mailbox, we look forward to another beautiful change of seasons here in Colorado. During this particular equinox, I always recall the phrase "Hope Springs Eternal". The leaves return to the trees, flowers bloom, lawns become rich and lush, and days grow warmer and longer.



Something else grows longer each day in the Postal Service, the list of injured carriers.

With approximately 205,000 career city carriers and another 30,000 CCAs and more that 300 delivery days a year, the odds that one of these carriers could be injured on a daily basis is pretty high. CCAs are protected by the Federal Employees Compensation Act (FECA), just like their career counterparts. These FECA protections exist from the first day a CCA begins his or her employment with the Postal Service. The agency that oversees the enforcement of the FECA regulations is the Office of Workers Compensation Programs (OWCP). The NALC believes so strongly in representing carriers in their OWCP issues that they have assigned 7 individuals to handle nothing but OWCP cases. The Colorado carriers are very lucky to have Coby Jones handling our area and he is being assisted by Dan Versluis from the NBAs office. Coby attended our State Training in January and he taught a brief class in OWCP. One of the most important topics he touched on is the one that management won't tell you about and neither will the Department of Labor that is Schedule Awards.

How many of you have suffered an on the job injury, had your claim accepted by OWCP, received Continuation of Pay (COP) or wage loss compensation (WLC), reached maximum medical improvement (MMI) for your injury and returned to work. You probably thought that was the end of your case.

Under FECA, carriers who suffer on the job injuries or illness are entitled to necessary medical care at no cost, reimbursement for transportation (or mileage) needed to obtain that care, wage-loss compensation when the injury results in disability from work, and schedule awards when there is permanent impairment. The schedule award benefit is often not well understood. It is payable when an injured employee has suffered a permanent impairment to a part or a function of the body. OWCP requires evaluations must be based solely on the AMA Guides to the Evaluation of Permanent Impairment, Sixth Edition in order to qualify for a schedule award.

My main objective here was to let injured carriers know of a potential benefit they haven't explored. In my limited space in this article, it is impossible to cover everything you need to know regarding OWCP and schedule awards. What I can do is direct you to where you can find more information. First and foremost, always contact your Branch leaders to assist you in all OWCP matters. Some larger Branches have an OWCP Steward who has received extensive training in these matters. If your issues require more assistance they can put you in touch with Coby or Dan. All of the information provided above was taken directly from two articles written by the Compensation Department and printed in the November and December 2013 and the March 2014 issues of the Postal Record.

These publications can be researched on the National website @ nalc.org. The NALC has also produced an Injury Compensation Manual CD. Any NALC member can purchase this CD from the NALC Supply Department for \$10. Call (202)662-2873 or write to: Supply Department, National Association of Letter Carriers, AFL-CIO, 100 Indiana Avenue, NW, Washington, DC 20001-2144.

In Solidarity,
Michael T. Doherty

Secretary's Report

Brothers and Sisters,

When I started my career with the Postal Service in the early 90's, DPS was making its appearance – automation was infiltrating our jobs. But getting a job with the Postal Service was a dream – even if it meant having to go the route of "Transitional Employee".



There was still a chance that I could prove myself and land into a career. At 37 years old, I was leaving behind a life of low paying, no benefits jobs. I took the entrance exam three times in a 10 year span and was finally offered a position as a TE in 1992.

For almost two years, I worked in a small office and learned every route and began training newly hired carriers. On my 2nd appointment I was told I would be laid off because the post office was abolishing the position, upon the demand of the NALC. At first I was angry – I had been training career employees who had military backgrounds and thus given extra points on the test. I was told Congress had passed legislation in the 40's giving preference to returning veterans to ensure their assimilation back into civilian life. So, I wrote to my congressman and asked about that law. It was my first introduction into how our representatives are working for us.

Writing a letter is an underutilized, yet powerful, communication tool. If every union member were to ask Senator Gardner what he is doing for the people of Colorado, what do you think his answer would be? Could we all thank Senator Bennett for his support? Does Congressman Coffman support NALC's veterans group? I would think Representative Doug Lamborn would be thrilled that a quarter of the employees of the USPS are veterans – especially if he got 100 letters telling him that. So my challenge is write a letter, once a month, to someone who is representing you. Let them know you are a union member, you have a good paying job and want to know where they stand in support of the middle class. Thank them if you heard they backed a bill. Start a conversation with someone who is working for you!

See you in Boulder.
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 it 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. See you at the State Convention.

In Unity,
Leon "Irv" Irvin

Director of Education Report

Greetings Brothers and Sisters,

How important is being a member of our great union? If there were no NALC would I be able to support my family? Would I have a contract that protects me? Would I have a grievance procedure that safeguards my rights? I don't want to know the answer to these questions and that is why I



am calling on you, my brothers and sisters, to help me educate our fellow carriers on why it is so critical that we are all dues paying members of the NALC.

While most new carriers sign up with the union during orientation, many of them don't. Here is an example: Nationwide 93.3% of career carriers are members of the NALC while 91.4% of non-career (CCA's) are members. In our region 89.6% of career carriers are members while 87.6% of non-career carriers are members. I believe that the reason for this is that many of our new carriers don't know what unions are and how they function. If we are to retain the revenue stream necessary to perform all of the diverse activities essential to keep the job of a letter carrier a good job with good pay and decent working conditions, we must do our part by telling our co-workers how the NALC operates.

First and foremost, we all need to realize that the NALC is a very lean organization. Only 28 members at the national level, which include our National Officers, Trustees, and NBA's, represent 208,192 carriers. The officers help negotiate and police the national agreement, and conduct legislative campaigns. Stewards, branch officers, regional officers and the national leadership are all involved in the grievance process. Members are provided rigorous and intense courses to ensure that all of us are represented by skilled individuals. The NALC also offers assistance to members who have been injured on the job. Our dues also pay for the publication of valuable union news, technical support materials that are available to every member.

Please see the attached Colorado Organizing Report in this newsletter (**page 10**) to see how your branch is doing and inform the non-members in your office the importance of the NALC. While none of us likes to have money taken out of our paycheck, it's necessary. Paying union dues are as important as paying into Social Security, Retirement (TSP), and health insurance. Explain to them that their dues dollars keep their family with a roof over their head and food on the table. Tell them it takes all of us to keep this union strong and ask them to join the NALC. If they don't, ask them this - without the NALC, would they be able to support their family? Would they have a contract that protects them? Would they have a grievance procedure that safeguards their rights?

In unity,
John Robles

Director of Retirees Report

Greetings Carriers, Retired & Active!

Spring 2016 has arrived with a flurry of legislative and contractual activity, all centered on the potential future of the USPS. Bringing you up to date with developing legislative issues: H. Res. 12 (6 Day) has 230 cosponsors – 54 Rep. & 176 Dem.; H. Res. 28 (Door Delivery) has 181 cosponsors – 25 Rep. & 156 Dem. And H. Res. 54 (Rtn. 7/1/12 Stds.) has 229 cosponsors – 46 Rep. & 183 Dem., including 8 additional Republican members of the House who have declared their support for one or more of these resolutions, since November 2015. House Bill H.R. 1994, the VA Accountability Act of 2015 (with threatens a dangerous precedent for demoting or terminating a federal employee without due process) had 96 Rep. & 2 Dem. cosponsors when it was passed by the House and sent to the Senate. It has been in review by the Committee on Veterans' Affairs since 7/30/15. H. Res. 73, introduced in the House 2/2/15 (also known as the Trans-Pacific Partnership Agreement or TPP) remains in the Ways and Means Committee with '0' cosponsors. Legislators are finding it a very 'sensitive' issue.



Meanwhile, on January 21 President Rolando testified before the Senate Homeland Security and Government Affairs Committee, stating that a consensus postal reform is possible. He cited a coalition of “all four unions, the Postal service and a wide range of companies” that “have agreed on a set of principles” that “would stabilize the Postal Service for years to come”.

On February 19, in the Vincent R. Sombrotto Building's Hutchings Hall, negotiations opened for a new collective-bargaining agreement. President Rolando told PMG Megan Brennan that the union is “genuinely hopeful” that the two parties will be able to hammer out a contract. PMG Brennan stated: “As we begin our negotiations, we do so as strategic partners.” Since 1971, 7 National Agreements have been successfully negotiated, 5 have been arbitrated and 1 partially arbitrated.

Finally, The Colorado Alliance for Retired Americans, a 501 3-C entity, has been dissolved and is re-forming as the Colorado Alliance for Retired Americans Educational Fund, a 501 4-C organization. As a 501 3-C, CARA could only gather & disseminate information on legislation and candidates. As a 501 4-C, CARAEF may endorse both legislation and candidates without endangering their tax-exempt status. COSALC has 2 seats on the Executive Board of CARAEF.

And then there is the “Race for the White House”. The original field of 22 challengers, for the 2 candidate seats, has shrunk to 6. Primary Elections will be held June 28.

Don't forget the 2016 COSALC State Convention, April 29 & 30, at the Millennium Hotel in Boulder.

In Common Cause
Mike Rudler

Executive Board Reports

Hello to all in the great state of Colorado

Well it seems that 2016 is off to a great start with the state of Colorado training and legislative breakfast in January. What does it mean to be in a union? Does it mean that only a small few do everything for the members?

I say to be in the NALC UNION means we all have joined together for a common purpose: to get better wages, to have more access to benefits, to have job security, and to have strength in our numbers. This means it takes all of us to perform a role in this Union. It has never been more important than now to contact your leaders that are in the Congress to let them know that we need them to support the postal issues that are important to our future.

You can get free updates by joining the NALC E-ACTIVIST NETWORK; this means you will receive periodic e-mail action alerts on issues important to NALC members.

When we stand together we are truly a powerful force with a loud voice and you only have to look back to the “5 day delivery is the wrong way” rally to see carriers around the country standing together. Also, in the 1970's “The Strike” or in 1890 when carriers held the first NALC Convention. You have to understand it takes all of us to make our voices to have a deafening roar, it takes all of us to stand as one, and it takes all of us to get the best results for THE NALC UNION. I'm looking forward to seeing many of you at the Colorado State Convention.



Standing in SOLIDARITY,
Bryan Sanders

Brothers and Sisters,

Letter Carriers and the Hatch Act

The NALC encourages all members to be engaged in a wide range of political activities to advance the letter carrier agenda. But it is crucial to remember that all active letter carriers, full-time and part-time alike, are federal employees, and your political activities are governed by the Hatch Act—including online activities that involve social media (for example, Facebook and Twitter) as well as e-mail. Be off the clock, out of uniform (and government vehicles) and away from the workplace whenever you engage in any partisan political activity, and make sure that the activity is in a permissible category.



Until 1993, active letter carriers were barred from taking any significant volunteer role for any political campaigns. But as times and campaigns changed, many recognized that federal employees were being wrongfully left out of the political process. So, in 1993, Congress amended the Hatch Act to allow federal employees to take an active part in political campaigns for federal offices. While there are still some restrictions on what federal employees (including you and your fellow active carriers) can do, there is much greater latitude for letter carrier political partici-

Executive Board Reports Continued

pation in campaigns for president, the Senate and the House of Representatives, as well as for state and local elected officials. Retirees, spouses and family members (including NALC Auxiliary members) are not bound by the Hatch Act.

Do's (while off the clock, out of uniform)

-Active letter carriers may—on their own time, away from work, out of uniform and without using a postal vehicle:

- Be candidates for public office in non-partisan elections.
- Register and vote.
- Sign and circulate candidate nominating petitions and ballot initiative positions.
- Assist in voter-registration drives.
- Speak and write publicly and otherwise express opinions about candidates, ballot measures and issues.
- Attend political rallies, meetings and other events.
- Attend fundraisers and contribute money to political organizations and campaigns.
- Volunteer for political campaigns and encourage others to volunteer.
- Participate in phone-banking and precinct-walking for candidates and ballot measures.
- Display bumper stickers, lawn signs.
- Raise money for the Letter Carrier Political Fund from other NALC members.
- Volunteer, run for and hold an office in a local or state political party or club.

Don'ts (ever) - Active letter carriers may not—even on their own time, away from work, out of uniform and without using a postal vehicle:

- Use their official titles or positions when engaging in otherwise permissible activities.
- Raise money for partisan political groups or campaigns (except for the Letter Carrier Political Fund).
- Raise money for the Letter Carrier Political Fund from non-NALC members.
- Otherwise solicit, receive or handle contributions for a partisan political group or campaign.
- Run for elective office in partisan (party-label) elections.

For more info visit: <https://www.nalc.org/government-affairs/political-activity/letter-carriers-and-the-hatch-act>

In Unity,

Jeffrey Frey

Contribute to the Letter Carriers Political Fund (LCPF) by visiting NALC.ORG, government affairs page, and choose payroll deduction, direct bank withdrawal or annuity deduction.

Brothers and Sisters,

On January 29 and 30, 2016 the State held its annual training at the Crown Plaza Denver Airport Convention Center. There was a Steward's college in the morning on both days. There was also a lot of training class for everyone. A few of these were: New officers training, Preparing for Retirement, Technology & Social Media, Route Counts and Inspections, to name a few and that was the first day only. So as you can tell a lot of training.



One of the classes that I went to was Preparing for Retirement. Being close to retirement this class was important to me. The military parts in the book Questions and Answers on FERS #70 states: No FERS credit is given to an employee for service

for which he or she receives military retired pay unless the retired pay is awarded. This is the good part. An employee who is receiving military retired pay which bars credit under FERS (or CSRS) for military service may elect to waive the military retired pay in order to have the Military service for the purpose of computing annuity benefits. So prior to retirement you can wave the Military pay and have the years of service added to the postal service.

The National Officer in attendance was Brian Renfroe, Director of City Delivery. He passed along a lot of good information and his description of the new postal trucks was great. In the back of the truck, the carrier will be able to stand and do his or her work. There will be shelves on both sides of the truck for parcels. In the front, by the tray, will be shelves to load and hold the mail. The tray will have two shelves and can turn 12 degree so not so much turning of your back. The seat will not only move forward and back but also up and down. Right behind the front door on the right side (these are right side drive) is a door so the carrier can do the work needed and get out of the truck on the side and not the back so stay out to traffic.

In Unity

Gerry Hoffman

Dear Brothers and Sisters:

At times I find myself living in the past. How unjust management treated me! When I say unjust I mean when they tried to fire (get rid of) me when I had cancer. I could not do my job



(as fast as I used to) when I was going through surgeries (five of them), chemo and radiation. My body would not let me work as hard or the long hours. I think of the stress that management put on me and how that part of my life changed me. It changed me to the present person.

I think of my fellow carriers more and protect them from how management treated me. In this change, I wonder about fellow carriers and if they understand where I came from. Hence living in the past (talking about it).

In the present, I find myself preaching about safety: wear your seat belts, use your flashers, shut off your vehicle, curb

Executive Board Reports Continued

your wheels, put your emergency brake on, lock your doors, secure your vehicle, bend your knees, don't use your back to lift but your legs, don't finger your mail while walking across the street, do your vehicle inspections in the morning, don't drive with your door open especially through intersections. Slips, trips and falls: spilled water on floor clean it up, icy conditions, shuffle your feet, don't back up unless you absolutely have to, always use your mirrors, watch for objects on the lawns so you don't trip, report bad mailboxes, take your dog spray, be careful about dogs around their families, delivering in the dark is a safety issue.

I'm sure you all can think of many more topics on safety. My thing would be to go home. You know like the posters say, "The most important delivery is you!" I do not mean to be bossy, I just care that you make it home to your families. Your life matters to them, not management. Do your job safely. Live in the present safely for your future. For all carriers, "JUST DO IT!!!" Be safe.

Solidarity

DeeAnn Lowry

Brothers and Sisters,

I would like to start by thanking COSALC President Doug Jaynes for another great state training in January in Denver. COSALC Director of Education John Robles and Region 4 RAA Anita Lewallen put together a great training program for all of the new stewards that have stepped up to help their fellow union members. Go ahead and mark your calendars for the COSALC State Convention in Boulder April 29th & 30th as well as September for the Region 4 RAP Session in Grand Junction. All the dates can be found at the state website, www.cosalc.org.



I would like to focus this month on organizing new employees and non-members. Our state organization has been blessed with a great brother who has the gift to express his heart on how important this union is to him as well as

all the new CCAs when they go through the orientation process in Denver. Ruben Rivera has shown me the importance of expressing the history of the NALC and the struggles letter carriers faced over the years. I have used these teachings to express the same information to the new CCAs when they arrive at our delivery units. This has helped in teaching the new CCAs to understand the reason for the strike in 1970 and the bargaining rights that the NALC fought so hard for in the past and will continue to do so in the future.

This has not been a strength of mine over the years and until recently I didn't give it much thought on those few that have

dropped out of the union. When I received a packet from NBA Roger Bledsoe's office with completed 1187's, I thought it was time to re-visit the idea. I drafted a letter to the non-members and sent each of them the pre-filled 1187. Within a couple of months, I had three non-members sign up. I am still working on the others and learned more from Ruben this past training on where I can better my skills of communication and understanding to reach out to these non-members and try to determine what led them astray. I know we may never get all of them to join, but we can't stop trying. The NALC fights for all letter carriers. All letter carriers receive the benefits that are tirelessly fought for by the NALC but there are a few that disagree with being a part of this family for the long haul for whatever reason. We can't give up on them!

Reach out within your own branch and try to find that future leader who can express the importance of organizing and being a part of this great union to those non-members. Thank you again Ruben Rivera for all you do!

In Unity,

Richard Byrne

Brothers and Sisters,

What a privilege it is to be a member of the NALC! I don't say this lightly. When I was in the USAF, I had many opportunities to interact with high ranking officials. As an E-4 SrA, I met with and completed the retirement paperwork for General Charles Horn-er. The most memorable part of this meeting was his wife saying:



"Chuck, when you retire....." At the time, I thought, how nice it would be if I could say "Chuck, when you retire...." However, military protocol does not allow such familiarity.

As a member of the NALC, I now have the opportunity to meet with members of Congress. I believe having these opportunities is more important than any meeting I had while I was in the USAF. These meetings impact my future as a carrier and my retirement. Recently, I was afforded the opportunity to attend the annual Democratic Dinner in Denver. The keynote speakers this night were presidential candidates Secretary Clinton and Senator Sanders. At this time, National has not endorsed either of the candidates. However, I believe either of them would protect our interests. I always come away from such events with a renewed excitement for our ability as Americans to choose who will be our next president and/or other elected officials.

My attendance at this event was paid for by the Letter Carriers Political Fund, formerly COLCPE. I contribute, do you? There are many reasons why members don't take an interest in this important fund. I find the main reason is because the member believes the money is given to candidates who don't share their beliefs. Do you believe in protecting your job? The money is used to support candidates who support and protect the interests of your job. It's that simple. What is \$5 a pay period to protect your job? Because of the LCPF, I was able to be at a front table to have a better perspective for my choice for the next President of the United States.



COSALC logo designed by Greeley President/COSALC E-Board member Rick Byrne

Executive Board Reports Continued

On a personal note, I had an incident last summer that lasted well into the fall. Please, everyone, update your emergency contact information. Make sure everyone in your family has emergency contacts on each cell phone. You can also have more than one emergency contact at the DMV. This information will help emergency responders contact you and your family if something happens to you or one of your loved ones. Until the state convention, Aloha!

In unity,
Jo Schuetz

CDL Reports

CD 1 Diana DeGette

\$1 every check, \$26 A Year! Letter Carrier Political Fund:

The LCPF is a fund designed by the NALC in Washington DC to do one very important thing for Letter Carriers and retirees: To provide job and retirement security.

There has never been a more important time to participate in the NALC's political process. The Letter Carrier Political Fund is our political action committee (PAC) that helps pro-labor, pro-letter carriers candidates get elected so they can go to Washington to support and protect letter carrier jobs. The NALC is not partisan and neither is our fight. Our struggle is for letter carrier jobs and we deserve support for that struggle from all political parties. I encourage all NALC members to know and understand the process and how to get involved.

Another way to get informed is by becoming an e-activist. It does not cost anything and from time to time you will receive emails from the NALC Legislative Department with information on bills and such that affect Postal Employees, etc.

I am requesting every active and retired member to donate just \$1 per pay period; it is worth keeping your job and retirement secure. All it takes is a swipe of the pen to change all we have worked for. For more info, visit, <https://www.nalc.org/about>

In Solidarity,
Jeffrey Frey

CD 2 Jared Polis

There is good news to report about postal legislation currently before Congress. As USPS continues to generate annual operating profits in the billions, members of Congress are showing themselves increasingly resistant to the dumb ideas that management has proposed in the past to "save" the postal service. "Shrink to survive" seems gone, hopefully forever.

218 votes are needed in the House of Representatives to pass a bill. At present, 230 members have signed on to H Res 12, which calls for the postal service to continue to deliver mail six days a week. There is a second resolution, H Res 54 that now has 229 co-sponsors, which again, is a majority of the House. It addresses the issue of service standards, calling for a restoration of the standard in effect on July 1, 2012. It would mean that the collection mail that you bring back to your office at the end of the day would be processed and on its way like it did on that date. So if you are out on your route and a customer gives you a letter and asks you when it will go out or when will it get there you don't have to answer that well it's a long story.

A third resolution, H Res 28, supports continuing to deliver mail to the door for those customers who currently get their mail that way. There has been legislation proposed in the past by Rep. Darrell Issa and others to quit doing that and instead make people go to a cluster box somewhere in their neighborhood. H Res 28 currently has 181 co-sponsors, which is short of a majority. Rep. Polis has not yet signed onto any of these resolutions but I am still hopeful to get him to sign onto H Res 54.

In unity
Phil Wickman

CD 4 Ken Buck

Brothers & Sisters,

A few weeks ago, I was able to attend a town hall meeting that Representative Ken Buck held. I was able to give information on where the NALC stands on many house resolutions and asked that Ken Buck co-sponsor several HR's that we have been discussing over this current session of Congress. I was notified that Ken Buck co-sponsored HR 4461 last month and it made me do some more research on the issue. Please take the time to stay connected and updated on what current issues the NALC is fighting for and sign up for e-Activist so you can act when needed.

In solidarity,
Richard Byrne

CD 6 Mike Coffman

I'm sure by now you have all seen the media coverage regarding the upcoming election. I recently attended the HD 42 caucus and I admit that after an hour, I left in a huff. The meeting was chaotic, messy and generally aggravating. After two days and some deep reflection I decided that I was the failure in the system, it was my impatience and irritation that keep me from taking part, not the system. Our political system was designed to have people participate and that requires consensus on a variety of contentious issues, messy, chaotic and aggravating are the least of the problems that could

CDL Reports Continued

arise. Although our system doesn't foster an atmosphere of quiet calm, it also doesn't foster an atmosphere of bigotry and hatred. In this great nation the things that divide us are vast and our beliefs run deep, but the fact that we can all have different beliefs is the very thing that makes our system the greatest in the world.

I know that everyone will be sick of the commercials, the phone calls, and the flyers on their door before all is said and done. I hope you all will go out and work for the person you feel has your best interest at heart; and that is the key phrase, "your best interest at heart." Just remember that we all have best interests at heart and they may be different for each one of us, but we also have some best interests at heart that are the same for us all: our right to earn a wage that we can support our families with, our right to participate in the political process and our right to the pursuit of happiness.

So keep that in mind when you have reached the end of your patience with politics. Keep that in mind when you decide who has your best interests at heart. Keep that in mind when you hear negative, hateful proclamations. Our system, while not without faults is as close to perfect as a messy, chaotic and generally aggravating species can make it.

Respectfully submitted

Jacqueline Skene

CD 6

P.S. CDL please invite your congressman to the NALC food drive in May.

2016 Election Calendar - Colorado

June 6 - First day that mail ballots may be mailed to voters, except for UOCAVA voters. (Not sooner than 22 days before the Primary Elections)

Last day to submit an application to register to vote through a voter registration drive (No later than 22 days before the election)

June 10 - Last day to send out initial mail ballots for the Primary Election. (No later than 8 days before the Primary Election)

June 20 - Last day for an individual to submit a voter registration application and still receive a ballot in the mail. (Through the 8th day before an election)

June 28 - Primary Election (Polls open 7 am to 7 pm)

October 17 - First day that mail ballots may be mailed to voters, except for UOCAVA voters. (Not sooner than 22 days before the general election)

Last day to submit an application to register to vote through a voter registration drive. (No later than 22 days before the election)

October 21 - Last day to send initial mail ballots to voters for the General Election, except for UOCAVA voters. (No later than 18 days before the General Election)

October 31 - Last day for an individual to submit a voter registration application and still receive a ballot in the mail. (Through the 8th day before an election)

If the county clerk receives a voter registration application within the 8 days before the election, the clerk must process the application and inform the applicant that he or she will not receive a mail ballot. To receive a ballot, the applicant must visit a Voter Service

and Polling Center.

November 8 - Election Day Polls open 7 am to 7 pm

All ballots must be received by the county clerk by 7 pm

Board of Governors Nomination

This week, the White House nominated Jeffrey A. Rosen to become a member of the Postal Service Board of Governors to serve a term expiring on Dec. 8, 2021. Rosen is an attorney with Kirkland & Ellis LLP. He has served as general counsel and senior policy advisor for the White House Office of Management and Budget and as general counsel at the Department of Transportation.

Currently, there are before the Senate five pending nominations for Board of Governors members—including former governors James Miller and Mickey Barnett, both of whom have backgrounds and motivations with regard to USPS that are troubling to a number of constituencies on and off Capitol Hill. In addition, the nominations of Michael Bennett, Steven Crawford and David Sharpira remain in limbo in the Senate due mainly to the insistence of Senate leaders that all five nominees be advanced together in an all-or-nothing package, or en bloc.

There are 178 Obama administration nominations to various agencies pending in the Senate—including the likely stalemate over Merrick Garland, announced this week as the administration's pick to fill the Supreme Court vacancy created by the death of Justice Antonin Scalia. In fact, there is a great deal of uncertainty whether any of these nominations and confirmations will proceed by the end of this Congress.

As we learn more about Rosen and or any potential activity regarding the nominees, we will keep you posted. (NALC.ORG)

MDA

Fundraising

2016

COLORADO STATE

SCRAMBLE

GOLF TOURNAMENT

Thursday April 28

10:30 am

Flatirons golf course

5706 Arapahoe Ave

Cost \$55

18 holes, cart, bucket of balls

Send names to: Gerry Hoffman 970-412-0595

ghof182109@comcast.net

MDA Muscle Walk of Denver
Sloan's Lake Park, Denver, CO
June 11, 2016 10:00 a.m.
Contact: Lindsay Molloy
303-691-3331
lmolloy@mdausa.org

MDA Muscle Walk of Colorado Springs
America the Beautiful Park, Colorado Springs, CO
June 4, 2016 10:00 a.m.
Contact: Maggie Yarbrough
303-691-3331
myarbrough@mdausa.org



Branch 204 members Donny Birnell, Renae Birnell (Branch MDA Coordinator), MDA National Goodwill Ambassador, (Fort Collins Colorado's own) Joe Akmakjian and COSALC President Doug Jaynes

NALC Timeline Since Strike of 1970

1970- National wildcat strike; Postal Reorganization Act passed
1972 -Membership gains power to elect national officers directly
1982 - Fair Labor Standards Act litigation settled; Joint NALC-USPS Employee Involvement Process established
1984 - Arbitration panel determines terms of a National Agreement for the first time
1989 - Union celebrates its 100th anniversary in Milwaukee where it was founded
1992 - NALC, USPS and other organizations sign Joint Statement on Violence and Behavior in the Workplace
1993 - Hatch Act Reform expands political rights for carriers, other postal and federal employees.
1999 - Arbitrators elevate letter carriers to Grade 6, breaking historic link with postal clerks
2006 - Postal Accountability and Enhancement Act signed into law
2007 - Restrictions on subcontracting letter carrier work contained in new National Agreement
2013 - Arbitration panel resolves 2011-2016 contract, creating city carrier assistant position with a path to a career position

Customer Connect

Making connections starts with communication...

One of the best things about being in the field is meeting fellow carriers; providing Customer Connect program information to help service our customers. As carriers, we have limited com-

munication about products, services and programs that may help our customers. As the District Customer Connect Coordinator and BDS team, it is our goal to communicate and provide information and resources that will assist carriers in the Customer Connect program.

Communication comes in several forms: bi-weekly stand up talks, EEP nuggets, District ranking reports, Customer Connect office visits and Lead status reports. Every office should have a Customer Connect bulletin board, to post program documents and lead cards. We have provided a contact information slide that includes our phone numbers and email addresses that allows every employee direct communication with our team.

Business Development Specialist, Virginia Hawkins and I had the opportunity to attend the NALC training in Denver in January. We provided an overview of the program, reviewed changes and listened to and addressed concerns. We have completed quarterly training for our Customer Connect Coordinators and the BDS team is working with managers to ensure program materials are ordered, reports are printed, reviewed with employees and posted on Employee Engagement Bulletin boards weekly.

We have had the pleasure of recognizing carriers and offices for participation and new revenue generation. In addition we shared success stories on the NALC national telecom. I want to congratulate all who have participated in the Customer Connect program this year. As of 3/14 - carriers have submitted 1150 leads YTD, generating \$1,716,288 in new revenue!

Let's keep making those connections with our customers!

Lanai Smith,
CO/WY District Customer Connect Coordinator
Virginia Hawkins,
CO/WY District Business Development Specialist



Front row: Former customer connect coordinators Jeff Frey, Claudia Martin and current coordinator Lanai Smith. Back row CO/WY District Business Development Specialist Virginia Hawkins and Region 4 National Business Agent Roger Bledsoe.

State Convention News

NALC Vice President Lew Drass will be the National Officer in attendance at this year's state convention in Boulder April 28-29. There will be a hospitality room hosted by Flatirons Branch 642 on Thursday evening and the COSALC will host a hospitality room on Friday evening.

Other events include a poker tournament and a corn hole tournament with proceeds benefiting MDA.

Colorado Organizing Report

Summary by Branch

BRANCH	TOTAL CAREER	PERCENT ORGANIZED	TOTAL CCA's	PERCENT ORGANIZED	TOTAL CRAFT	PERCENT ORGANIZED
47	1223	89.50%	270	78.50%	1493	87.50%
204	397	93.50%	116	79.30%	513	90.30%
229	134	93.30%	37	64.90%	171	87.10%
324	83	92.80%	18	88.90%	101	92.10%
642	159	93.10%	36	80.60%	195	90.80%
792	11	81.80%	5	20%	16	62.50%
849	101	75.20%	38	94.70%	139	80.60%
913	90	87.80%	34	35.30%	124	73.40%
1105	58	93.10%	17	64.70%	75	86.70%
1426	7	71.40%	1	0.00%	8	62.50%
1517	10	100%	4	25%	14	78.60%
1861	2	50%	0	0%	2	50%
2139	2	100%	1	100%	3	100%
3631	10	50%	7	57.10%	17	52.90%
4405	111	94.60%	23	91.30%	134	94%
5225	4	75%	2	0%	6	50%
5236	7	100%	1	0%	8	87.50%
5301	6	100%	1	0%	7	85.70%
5996	609	87.70%	170	76.50%	779	85.20%
6202	10	100%	3	66.70%	13	92.30%

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Colorado State Association of the
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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,

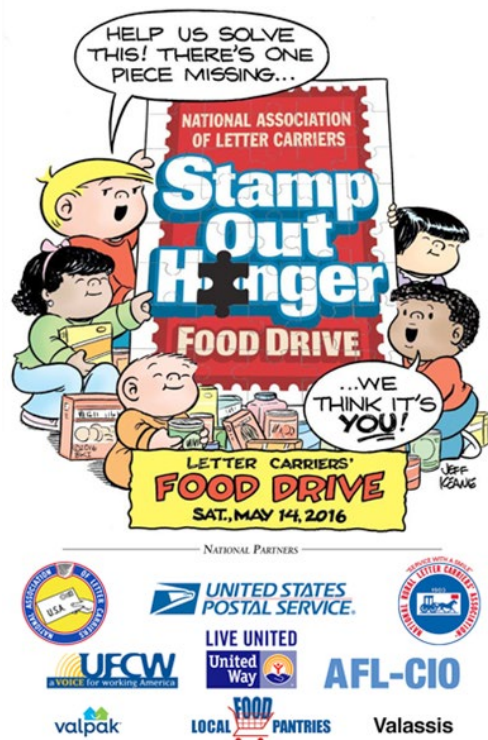
Jo Schuetz

Editor, COSALC NALC'er

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COSALC President Doug Jaynes presenting National Director of City Delivery Brian Renfroe with a Broncos T-Shirt at the 2016 Legislative Breakfast.