



Volume XXIV 22

Season Spring 2017

President's Report

Greetings Sisters and Brothers,

What are you doing to strengthen your Union?

I hope this finds you healthy, surviving this winter. There have been many changes in our lives over the past few months. With carriers' diversity covering the entire spectrum of mankind, our emotions do likewise at these changes. While many would see this as a challenge, I see this difference as strength of the NALC; but only if we choose to work to strengthen our union. So I am asking of you: what are you doing to strengthen the NALC?



There is no doubt that this union has been a pillar of strength over the past 125 years, both within the labor movement and the country as a whole, but that was the past. Today and the future will determine how history views us as Letter Carriers and labor activists; however there is no future without the Postal Service. We must assure that the Postal Service is strong and a stable. The way we do this is a twofold effort; one is public image, the other through legislation. How many times do we talk with others, either through direct conversations or through social media, and only speak of the negative? Late trucks, poor working conditions, poor employees make for great talk but do more harm to the Postal Service than fix a problem.

The frustration overruns our lives and keeps us from uniting to make progress. Frustration keeps us from excelling at what we do best, delivering America's mail. Let us change that discussion to what is right with

the Postal Service. Delivering to 150,000,000 addresses every day, not just 6 days a week but every day, that is something that no one else does. Community services have provided millions of citizens with aid. Our national food drive, this year on May 13th marks our 25th anniversary, and that is no small deed. Through our food drive we provide millions of pounds of food for the hungry. Our efforts

President's Report Continued Page 2

Official Election Notice

This is an official notice, to all active and retired members of the Colorado State Association of Letter Carriers, that election of all officers will be held at the 2017 Colorado State convention held May 19 and 20 in Montrose CO. The elective officers of this Association are President, Vice-President, Secretary, Treasurer, Director of Education, Director of Retirees and Executive Board of six (6) members. These elected officers shall constitute the Executive Council. Nominations will be accepted from the convention floor on Friday, May 19th and election will be held on Saturday May 20th. The installation of Officers will be held on Saturday, May 20th during the convention dinner. The term of office shall be two years until the 2019 Colorado State convention.

Doug Jaynes

President COSALC

Letter Carrier Political Fund

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

President's Report Continued

for our national charity MDA over the last 60 plus years have contributed to countless improvements to the lives affected by the diseases covered by MDA. Every month in the Postal Record we read of carriers who serve their customers by helping them with medical issues, who have been victims of crimes, house fires, and just those who need an ear to bend. Many carriers continue to serve after tours of duty in the Armed Forces. Let us change the dialog that we have to emphasis the positive effort of Letter Carriers and not dwell on the negative.

The other way to strengthen the Postal Service as well as the NALC is through legislation. It is important to all of us that we are educated on what is going on in Washington D.C. Even if you are not a political junkie and would rather stay as far away as possible from politics, there is no one among us that cannot learn what legislation that has been introduced and how passage will affect our lives. The easiest way to learn of the affects is by signing up for the NALC app. You will be notified by alerts on the news that you choose. Whatever your interest in the Union's business you selected they will let you know of news and any action to take. And, after learning of its affect, we are all capable of relaying our thoughts on to our representatives. This is a free benefit given to you through your membership in the NALC. Another way to strengthen the NALC is through your contributions to the Letter Carrier Political Fund (LCPF). As little as \$5 a pay period will help get the NALC through the door so we may have a face to face meeting to relay our position on legislation. Please sign up and give.

Many see the Union as the workroom floor, so I ask you how are you strengthening the Union. Do you carry your assignment in a safe and professional manner? Do you look out for your casemates? When something is wrong do you write a statement for your steward? Following the M-41 both in the office and on the street will set an example for all to follow. We are seen by other carriers and our customers every day doing the job as describe strengthens our Union by raising the level of professionalism expected. Customer's opinion of Letter Carriers weighs heavily on establishing the continuing relevance of our jobs. If there are no expectations from others of us then there is no reason to have professional carriers. Accepting all carriers as Letter Carriers and looking out for them strengthens the Union by unionifying the workroom floor. When we stand together we stand stronger than if we try to stand alone. And this includes the City Carrier Assistants. They are our future and just as we were accepted as Letter Carriers we must accept these new carriers, help them to become the professional carriers. There is not one of us experienced carriers that have not grown from education of those who came before us.

Others see the branch as the Union. Your officers deal with management and contractual issues. They help create the workflow atmosphere through the local memorandum of understanding (LMOU). But they can only represent your interests if you are involved. The branch's meetings are the best way to have input and receive information on what the branch is doing. I ask that you spend the 2 hours a month to attend. You might be surprised by what can learn in your branch's meeting.

We, your Executive Council, are preparing your 2017 Colorado State Convention. This year it will be held in Montrose on May

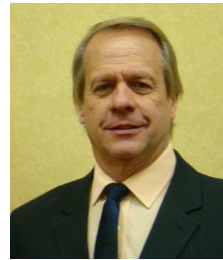
19 and 20th. We are looking forward to seeing your delegates so we may conduct the business of the state. Even if you are not a delegate and wish to attend as a guest please feel welcome. Besides doing business, we do have fun remembering the years gone by, making new friends, raising funds for MDA, and exploring what Montrose has to offer. I hope to see you there.

But back to the question that I asked at the beginning of the article, what are you doing to strengthen your Union? I hope the answer will be "By being a professional Letter Carrier, willing to help out my fellow carriers, branch meeting attendee, legislatively educated, LCPF donator, and teller of the best things that go on in my Union."

In Solidarity,
Doug Jaynes, President COSALC

Vice President's Report

"My fellow Americans, ask not what your country can do for you, ask what you can do for your country." John F Kennedy



Now I say to you, my fellow brothers and sisters, "Ask not what your union can do for you, ask what you can do for your union!" The truth of the matter is that a small percentage of the membership does the majority of the work for the union. I would estimate that approximately 75 to 85 % of the membership is part of what I refer to as the "silent majority". This is a part of the membership that pays their dues, does their job and goes home. I was a part of this "majority" for the first eight years of my postal career. It changed when my shop steward at the time, Al Gurle asked me if I would consider running for steward in the office. I knew nothing about the contract or what the job entailed at the time. I told him, "put my name on the ballot, and if elected I would serve." I was elected to be a steward in November of 2002 and have served in that capacity to this date. As part of my newly elected position, I began to attend monthly branch meetings and I not only learned how to be an effective steward but I learned about all the different ways the union serves its membership. Along the way someone asked if I would run for the Executive Board of the State Association. I attended my first State Convention in Greeley in May of 2007 and was elected to the Executive Board where I have gladly served for the past ten years.

So now I am asking if you will step up and find a way to serve your fellow brothers and sisters, if not, at least step up to help save the Postal Service and in turn your job! I understand that not everyone is cut out to be a steward. Start by attending at least one meeting. Find out when your local branch holds their monthly meeting and attend. There are numerous ways you can volunteer to help your local branch and in turn your fellow union brothers and sisters. If you can't help in that manner then go online at nalc.org and sign up to be an e-activist, IT'S FREE!! In the coming months it is very possible that legislation regarding postal reform could be brought before the 115th Congress. We have to be vigilant in contacting members of Congress to support those issues that not only help

the Postal Service survive and thrive into the future but protect not only our jobs and future retirements but the CCAs who hope to have a career and future retirement as well. Perhaps you like to invest in your future. If that is the case you sign up to contribute to the Letter Carrier Political Fund (LCPF). You can contribute as little or as much as you want. Take a look at the recent February issue of the Postal Record and see how many of your fellow carriers contribute to the LCPF and hopefully next year we will see your name on the list of contributors. This year is election year for the State Executive Board. Perhaps you want a bigger challenge and will consider running for a position on the State Council.

It has been my extreme honor to serve the letter carriers of Colorado these past ten years as an E-board member and State Vice President. I have decided to fulfill this term and not seek re-election for a third term so that I can pursue other interests within the union.

In Unity and Solidarity,
Michael T. Doherty

Secretary's Report

Brothers and Sisters

Keeping minutes at a meeting is one of the main jobs given to the secretary. This function keeps everyone informed as to what was



discussed, motions made, money spent, and decisions made. They should include some basics: date, who is present/absent, review of previous meeting minutes, old business, new business, communications received, committee reports, and other details particular to your branch. Our local branch includes a memorial report and new member

initiation. You want the record to be concise, understandable and available to all members and officers but not to management. One of the things I've learned about writing is to not use the same word over and over.

Besides spell check, my second favorite feature on a word processing program is the ability to find a synonym. Just right click over the word you need a substitution for and see if you can find another way to say something.

Other duties of a Financial Recording Secretary involve how the branch spends money – typically it is signing vouchers/warrants that track how funds were disbursed. This requires an eye for details – are the amounts and receipts recorded correctly? Is paperwork filled out right? Does everything match the check register? Being a part of the checks and balances ensures transparency and integrity and I am honored to be able to help the state of Colorado these past two years.

See you in Montrose!
Barb Larson
Secretary

Treasurer's Report

Greetings Everyone,

The State Training appeared to go very well and I hope all attendees learned something to take back to your Branch. Good job Jo!!!!



For my article this time I thought I would get some info from the Dept. of Labor on crimes committed by Postal Workers to include Letter Carriers.

On December 17, 2014, in the United States District Court for the Eastern District of Virginia, Norfolk Division, Choi Hawks, former Secretary-Treasurer of National Association of Letter Carriers (NALC) Branch 6066 (located in Chesapeake, Va.), pled guilty to one count of embezzlement from a labor organization, in violation of 29 U.S.C. 501(c), for embezzling \$10,744 from the union.

On December 10, 2014, in the United States District Court for the Eastern District of Missouri, Anthony Davis, former President of National Postal Mail Handlers Union Local 314 (located in Hazelwood, Mo.), was sentenced to 21 months in prison, three years of supervised release, and was ordered to pay restitution in the amount of \$42,119 and a \$100 assessment. On September 11, 2014, Davis was found guilty by jury trial of one count of embezzlement, in violation 29 U.S.C. 501(c).

On November 20, 2014, in the United States District Court for the Eastern District of Virginia, Norfolk Division, Jeffrey Jones, former President of National Association of Letter Carriers (NALC) Branch 6066 (located in Chesapeake, Va.), pled guilty to one count of embezzlement from a labor organization, in violation of 29 U.S.C. 501(c), for embezzling \$7,649 from the union.

On November 20, 2014, in the United States District Court for the Northern District of Indiana, Pamela Nessen, former President of American Postal Workers Union (APWU) Local 286 (located in Fort Wayne, Ind.), was charged in a one-count indictment for embezzling \$58,598 in union funds, in violation of 29 U.S.C. 501(c).

On November 4, 2014, in the United States District Court for South Dakota, Southern Division, Susan Haugen, former Treasurer of South Dakota Postal Workers Union (located in Huron, S.D.), was charged in a three-count indictment with embezzling union funds in the amount of \$36,309, in violation of 29 U.S.C. 501(c).

On June 26, 2014, in the United States District Court for the Southern District of Alabama, Harold Ray, former Secretary of National Association of Letter Carriers (NALC) Branch 469 (located in Mobile, Ala.), and former Secretary of the NALC Alabama State Association (located in Birmingham, Ala.), was sentenced to two months in the custody of the Bureau of Prisons, three years of supervised release (including eight months of home confinement), and was ordered to pay \$31,954 in restitution and a \$100 special assessment. On March 20, 2014, Ray pled guilty to one count of embezzlement of union funds, in violation of 29 U.S.C. 501(c).

On September 1, 2015, in the United States District Court of South Carolina, Sharon Holmes, former Secretary-Treasurer of American Postal Workers Union (APWU) Local 807 (located in Columbia, S.C.), was indicted on one count of embezzlement in

Treasurer's Report Continued

the amount of \$41,823, in violation of 29 U.S.C. 501(c); one count of falsification of union records, in violation of 29 U.S.C 439(c); one count of wire fraud in the amount of \$178,330, in violation of 18 U.S.C. 1343; and one count of fraud and related activity in connection with access devices, in violation of 18 U.S.C. 1029(a)(2). These are just a small sampling of the hundreds of cases of OLMS investigations. Not all are postal related, but it happens to us as well as the other unions. If you think you won't get caught, think again.

The State Convention is getting here quick and this is election year. All positions are open and anyone interested should jump right in there, you must be in good standing of course. See ya in Montrose.

In Unity,
Leon "Irv" Irvin

Director of Education Report

Brothers and Sisters

State training was held in Westminster the weekend of January 20-21. It was well attended once again. RAA John Robles and NBA Roger Bledsoe held the steward's college in the main room with many first time attendees. It is always good to see so many members willing to step up and learn how to represent our membership.



The COSALC conducted training in a separate room on a variety of issues that seem to be hot topics on social media at this time. I am a member of the NALC facebook page. The NALC is not the owner of this page, but it is administered by several members of the NALC nationwide.

One of my pet peeves is when a member believes what is written on social media instead of researching the issue themselves. So, based on posts I had seen on the page, I scheduled classes to clarify some issues. Centennial Branch 5996 Vice President conducted a class about the forms needed for OWCP and when each form is required and how to submit the forms. COSALC President Doug Jaynes conducted a class on annual leave, sick leave, sick leave dependent care, FMLA and wounded warrior. I conducted a class on social media. My intent was to inform the membership of the dangers of posting on social media, including pictures, during work.

The highlight of the training was National Director of Retirees Ron Watson's retirement class. I believe every member should have the opportunity to attend a retirement seminar. A carrier from my office attended with her husband and he now understands FERS retirement. A retirement seminar will be held in Loveland in April. Please see page 9 for details. One of the requirements for COSALC is to train carriers on political issues. Jackie Skene provided training about our senators. State president Doug Jaynes demonstrated how to make a call to a member congress

requesting their sponsorship of political legislation supportive of the USPS.

As a veteran myself, I see the importance of encouraging our military veteran letter carriers to take an active leadership role in the NALC. I held a veteran's social after class on Friday and each veteran shared their military experiences and how they were using their abilities to lead in the NALC. Each veteran was appreciative of the comradery we were able to share. I am looking forward to the COSALC state convention in Montrose and meeting with the veterans there as well.

In January, I had the opportunity to attend the branch officer's training held by National in Phoenix. There is so much more to being an officer than the general membership realizes. Not only are our officers required to understand the contract and enforce it, there are labor laws, IRS codes and many other details they must understand and follow daily. If you are an officer in your branch, consider attending the training to familiarize and educate yourself, and your membership, of the many duties of a branch officer.

As always, I encourage each of you to read and learn. The JCAM and the many other publications provided by the NALC, plus USPS manuals and publications, are excellent resources. It's one thing to talk with someone about an issue, but it's another to have the answer in your hands to better understand your rights.

In solidarity,
Jo Schuetz

First time attendees to COSALC State Training



Director of Retirees Report

Brothers and Sisters

2017 marks the 47th anniversary of the 'Great Postal Strike'. President Nixon signed the postal reorganization law on Aug. 17, 1970. That law's opening statement still rings true today: "The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by Act of Congress, and supported by the people. The Postal Service shall have as its basic function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and

shall render postal services to all communities.”

This is the Postal Service we all joined and agreed to serve while being represented by the NALC. This year the first issue we face is postal reform, where there is strong bipartisan support for our core goals. In February, President Rolando testified before a hearing of the House Oversight and Government Reform Committee on postal reform. The committee’s leaders have introduced two bills: H.R. 756, The Postal Reform Act of 2017 (4 Dem. & 3 Rep. Co-sponsors) and H.R. 760, The Postal Service Financial Improvement Act of 2017 (2 Rep. & 1 Dem. co-sponsors). He used his testimony to outline NALC’s priorities and to provide suggested improvements to the bills, which may be marked up later this month.

Even before work is done on postal reform, we may face other legislative challenges. Most likely, there will be battles over the federal budget and attacks on our pensions and health benefits. This year, NALC has taken on the chairmanship of the Federal Postal Coalition, an association of federal employee organizations, to help lead the resistance to these attacks. On both postal reform and federal employee issues, we will need an army of letter carrier activists to help make our voices heard.

Other postal reform legislation facing the 115th Congress include: HR 15 (6 Day Delivery) with 119 co-sponsors, 87 Dem. / 32 Rep.; HR 28 (Door Delivery) with 161 co-sponsors, 127 Dem. / 34 Rep.; HR 31 (Return to Service Standards of 7/1/12) with 125 co-sponsors, 99 Dem. / 26 Rep. (Source; www.congress.gov , 3/2/17)

OTHER NOTES: The 71st Colorado General Assembly is in session Jan. 11 thru May 10, 2017 (www.CO.gov)

MARCH 11 the Colorado State Democratic State Reorganization will be held. Candidates of note are: Morgan Carroll for Chair and retired letter carrier & former NALC Region 4 NBA Gil Barela for 1st Vice Chair. Election results may be found at www.coloradodems.org.

In Common Cause,
Mike Rudler

Executive Board Reports

Hello Brothers and Sisters of this great Union

First, I would like to tell you that it has been a true pleasure to serve all you as a member of the Executive Board over the last two years. Second, I just wanted to tell the officers and the rest of the state board how much respect I have for each one of you and how the membership of the state should know that their needs are being taken care of by high quality individuals.



Moving forward, I was recently watching some old-time TV when I ran across Smokey the Bear and the prevention of forest fires. Well, you say what does that have to do with letter carriers? That answer is that we deal with management fires every day and we can crunch the fires out by knowing our responsibilities listed in the M-41. We can drown out man-

agement fires by knowing what responsibilities management has to the carriers, written in the M-39. When we see management start a 3-alarm fire, we need to start banding together, using the knowledge that is accessible to all of us to extinguish that fire. To prevent reprisals and gain management’s respect, we must be well prepared. To prevail, our most valuable tools are union solidarity, the contract and labor law rights. Remember only you can prevent management fires.

Respectfully
Bryan OB Sanders
Brothers and Sisters

DO YOU HAVE JOB INSURANCE?

Most of us like our job; just about all of us love the paycheck we receive every two weeks. So, don’t you think you should do every-



thing possible to maintain that little bit of love? Face the facts people, we do have a good job with great pay and benefits. That being said, you probably have health, life and car insurance, so why have you not signed up for job insurance? The NALC offers you job insurance in the form of the Letter Carrier Political Fund (LCPF).

What is the LCPF you may ask; well... the LCPF is a PAC. A PAC is a political committee organized for the purpose of raising and spending money to elect and defeat candidates. So, PAC money is

used to support candidates that support our best interests in the political arena. The PAC, in combination with letters and emails, (you can also receive update via the NALC app) from our membership help to sway our politicians to side with our best interests. A few of the issues facing our union are the proposed shrinkage of the federal workforce, reducing pay, shifting benefit contributions to workers, shutting down union business, chipping away retirement security, the postal connection to free trade, 6 day delivery (H Res 12), door delivery (H Res 28), pre funding of the future retiree health benefits, USPS service standards (H Res. 31).

Before July 1, 2012, the Postal Service’s standard for First-Class Mail was overnight delivery in most metropolitan areas and rural communities. But since then, USPS has repeatedly degraded its service standards and embraced a doomed strategy of cutting its way to prosperity, which is why it is increasing the expected number of days it takes to deliver various types of mail.

As you can see, we have several threats to our livelihood that we need to get in front of. The most effective way to deal with this is to contribute to the NALC LCPF. We are asking that you contribute \$5 a pay period (\$130 a year) to help us with this fight, but any amount will be ok. There are 3 ways to give-payroll deduction, direct bank withdrawal, and annuity deduction. We need to be vocal at the kitchen table and in the public arena. We are Union. It’s time we take back our strength. “If you are neutral in situations of injustice, you have chosen the side of the oppressor.” - Desmond Tutu -

Executive Board Reports Continued

The most important day for us to remember is November 6, 2018, when 33 Senate seats, all 435 House of Representative seats and 14 Governorships will be up for re-election. As American citizens, it is our duty to vote. As union members, it is our responsibility to fight for our jobs and legislation that may affect our jobs.

In Unity,
Jeffrey Frey

Brothers and Sisters

First, I would like to thank State President Doug Jaynes for asking me to fill the vacancy on the Executive State Board when John Robles moved up into the National Business Agent's Office and Jo Schuetz into the State Director of Education position. Congratulations to both of them and thank you for all your hard work.

My name is Mark Robbins, Branch 204's President. Jo Schuetz asked me to teach a class at the State Training session on how to run a successful branch meeting. I had a lot of fun running my first class and looking forward to see what comes for the State Convention in Montrose this May.

Recently Branch 204 received Hunger's Hope Award from Care and Share here in Colorado Springs. They recognized different businesses and individuals that play a role in raising food for the organization. There was a news station there and we were able to get some advertisement in for the upcoming Stamp Out Hunger Food Drive. It was great to have State President Doug Jaynes come down for the ceremony as well as Linda Neill from the Post Office Public Relations. Last year we started a food drive at one of the elementary schools. Little Ceasers donated pizza and Care and Share donated donuts to the top two classes for most tubs of food brought in. The Branch bought push-up pops for the entire school. The Post Office gave pencils, coloring books, and crayons as well. Enough food was donated to fill one of the new Promaster vans. Our PR lady was able to get most of the local TV stations to cover the event, which aired the night before our food drive. It was perfect timing because it seemed to really help food donations.

Colorado has done pretty well in fund raising for the MDA and the food drives. I believe we can always do better. It all depends on getting volunteers, getting people to step up and recognizing those who will be passionate about the cause. Until recently, I've never went into businesses asking for support because I never felt comfortable doing so. I was pleasantly surprised that it was a lot easier than I had expected. Education is the key, find the people willing to step up, educate them on as much as you can on the issue and send them into or call the businesses that you think might support a good cause. Get out of the comfort zone and you never know until you ask.

The new District Manager believes in heavy handed discipline and seems to think using Workman's Comp Ben-

efits is a way to get a free vacation. We are seeing some ridiculous discipline cases. Going straight from a job discussion to a 7 day suspension, or an emergency placement and removal for a seatbelt/door open violation. Of course, the rocket scientists at labor tell management, "it's been done before". The look on the manager's face when they have to back pay a carrier 54 days for sitting at home wondering if they have a job, priceless.

It seems like a lot of the new hires really do not know what it took to get where we are today as Letter Carriers, really what the Union does for the membership, what the Union entitles us over non-bargaining careers. Lately I'm seeing new carriers going behind closed doors with management, thinking that management has their best interests in mind, that they are best friends. Only after it's too late, they find out that they are being stabbed in the back. I would like to see our more experienced carriers watch over and mentor our newer Brothers and Sisters, help teach them really what the Union is there for. Weingarten Rights, Contractual Rights, Right to Representation/Steward, and Discipline Defense just to name a few benefits. When management is asking you questions and you think it might lead to discipline, request your steward before answering.

Keep fighting the good fight,
Mark Robbins.

Brothers & Sisters,

I want to thank RAA John Robles and COSALC Director of Education Jo Schuetz for their hard work on the State Training this past January. It went very well and the training was excellent. We have many great leaders stepping up to train in these various classes which offers many different styles of learning but there is always room for more trainers. We need more OJI's in the field as well as trainers to teach at the new CCA academy in Denver and Colorado Springs. If you are interested in helping, don't hesitate to call me to get more information. We also need to help educate the new members and CCAs on the constant changing policies that our new district manager is pushing on all of us in the throughout the district. Preparations are already underway for the state convention but also start getting ready for the 25th NALC Food Drive on May 13th. Let's make this the best ever!



In solidarity,

Richard Byrne
Executive Board
richardbyrne@cosalc.org

Hello Brothers and Sisters,

I'm looking at retirement after 36 years of service. I would like to take this opportunity to say "Thank you for the last four years of serving you on the COSALC e-board." This position has pushed me out of my comfort zone, making speeches to writing for the newsletter, to helping the NALC unions on the western slope. It has been a great, wonderful and amazing experience.



You know the old saying, "If I can do this, anyone can." I believe this is true; granted it has not always been comfortable, but it has been a self-awareness and rewarding experience. This is why I thank you, for the chance

you took on me with your votes.

Brothers and sisters, we need to unite. The union needs people to step up and contribute their talents. We all have our weaknesses and strengths. We all do not agree with everything each of us says or does. We are a union that should work for our membership, not ourselves. We should be united.

CCAs are our future and they should be treated with dignity and respect, just like management should treat all carriers with dignity and respect, but they don't. So let's show management, with our, by treating each other with dignity and respect.

With my heart felt "Thank you!" I will be saying my goodbyes to this position on the e-board. I pray that someone from the western slope will step up when I leave in May. You don't have to be perfect, just willing. It will be an unbelievable experience, it has been for me.

In Solidarity!
DeeAnn Lowry

CDL Reports

CD1 Diana Degette

Brothers and Sisters,

There is Plenty of Proposed Legislation Affecting Letter Carriers including our CCA's under the new administration. We need to be active now, both locally and nationally.

Consider the following proposals floating about:

- 1) The elimination of official time, or in other words, stewards would be banned from processing grievances on the clock.
- 2) No union representation for new employees, or in other words, a steward could not represent a new employee if he or she is disciplined. For current employees, don't think you are safe, either, because the same proposal would allow a political appointee to fire or discipline any employee at will.
- 3) Make the A-76 memo official policy, which is to say, identify functions that could be provided by the private sector and privatize them.
- 4) Adopt the Holman Rule. With this, Congress would identify an agency or department it dislikes and cut the salaries of employees working in said agencies or departments to one dollar a day.
- 5) Cut the earning rate of the G Fund to zero. Remember, when

President Trump talks about getting a good deal negotiating with creditors, paying 85 percent on the dollar or less, he is talking about you and me, not China or Japan. Why do I say that? Most of America's debt is owed to American citizens, not to foreign creditors.

- 6) Change the Consumer Price Index to a chained CPI, which would result in a Social Security/pension cut of at least 3 percent by 2033. Raise the full Social Security retirement age from 67 to 69 for those born after 1968.
- 7) Eliminate defined pensions for new career employees, replacing them with a defined contribution plan. So, if current employees who retire at age 57 with 30 years of career service under the Federal Employees Retirement System get a defined pension plus the special retirement supplement until age 62 (when Social Security takes the place of the supplement), which translates to roughly \$2000 a month, they would receive approximately \$120,000 in total over those five years, give or take. Elimination of defined pensions takes that away, not to mention the loss of the defined pension part after turning 62. So, in other words, the elimination of the defined pension would force the affected employee to work until he or she accumulated enough in the Thrift Savings Plan to live on, probably around a million dollars. Good luck with that!
- 8) Raise FERS retirement contributions to 6.5 percent of your base salary. If you were hired as a career employee prior to 2013, you pay 0.8 percent toward your pension per pay period, or roughly \$20. Paying 6.5% would raise that amount to roughly \$150 per pay period, a pay cut of \$130 every two weeks with translates to a pay cut of roughly \$300 per month, taking into account the two months per year we are paid three times.
- 9) Increase amount postal employees pay for health insurance to mirror what other federal employees pay. To illustrate, examine the back of your health insurance brochure under 2017 Rate Information. If you have self and family under the NALC plan, you pay \$139.35 per pay period, with the purposed increase you would pay \$167.89 per pay period. That is a pay cut of over \$60 a month.

CDL District 1
Jeff Frey

CD2 Jared Polis

Brothers and Sisters

I want to use this space to thank all of my brothers and sisters who have chosen to contribute to the Letter Carrier Political Fund (LCPF) over the years and to encourage everyone else to consider doing that. Over the last two election cycles, because of the support that some of our members have provided to LCPF, I have been able to spend almost three months, working full time, to try to elect people to office at the national and state level who understand and support the important role that unions play in preserving a strong middle class. The way we did that is primarily by knocking on doors and talking to potential voters. It is obviously a little weird, on one level, to knock on a stranger's door and talk to them about politics.

If you can get past that (and you usually can) then you have a brief

CDL Reports Continued

window to make a pitch to support people who support us and the things our union stands for. If they agree with you, then you make sure that they actually get their ballot turned in by election day. It's that straightforward. There is no question in my mind that it works. The more members we can have on release talking to voters, the more people we can reach out to and the more opportunity we have to get candidates into government who will support legislation that keeps our union strong, as well as the larger union movement as a whole. Since the funding to be able to do that comes from LCPF contributions, the more people who chose to contribute, the greater our effort can be. The "gimme five" campaign asks that you contribute \$5 per pay period which works out to 50 cents a day.

In unity,
Phil Wickman



CD4 Ken Buck

Brothers and Sisters of the COSALC,

First of all, I would like to thank President Doug Jaynes for having confidence in me to continue in my position to represent the COSALC as the Letter Carrier Congressional Liaison for CD4. I have been in contact with Representative Ken Buck's office on multiple occasions to address the concerns of the USPS and ask for their support for the many resolutions that are being considered in Washington, D.C.

This past February 28th – March 1st, 2017, I had the honor to head to Washington, D.C. and be part of the Colorado delegation to meet with our senators and representatives to discuss the current issues to help protect letter carriers and retirees in Colorado. The delegation was led by COSALC President Doug Jaynes. Other liaisons on the delegation included Bob Beckhart and Jon Perkins assisting to represent CD

We attended training at NALC headquarters and were given direction by NALC President Fred Rolando on the current status of legislation including H. Res 15 (Six-day delivery), H. Res 28 (Door-to-door delivery) and H. Res 31 (USPS service standards). The Colorado delegation met with all of the Colorado representatives and presented our case on why they should support the current resolutions but also to include H.R. 756 (Postal Service Reform Act of 2017) and H.R. 760 (Postal Service Financial Improvement Act).

H.R. 756 is currently in committee and needs some additional work before passing but we support it getting out of committee so that more work can be done on the legislation to make it a more complete package toward postal reform.

NALC President Rolando has testified on these issues several times in support of the legislation along with the support of the coalition of unions that are also in support of the current legislation. There is always more work to do and we must work together to finish the job. Stay strong and stay united!

In Unity,

Richard Byrne
CD4 Liaison

CD 6 Mike Coffman

I hope the New Year is off to a great start for everyone. In January at the state training I raised the issue of information and how most of us are inundated with information. We listen to tv, radio, we check in with social media sights and yes some of us even still read newspapers. The quality of that information can be tough to figure out. There has been a lot of coverage lately about fake news and alternative facts. It is up to you, the consumer, to make sure you are consuming a quality product. Don't trust just one source; seek out a couple different sources to make sure you are getting both sides of the story. You have to believe that getting information is one of the most important purchases you will ever make as a consumer. Take the extra time to make sure you are getting a quality product, one you can count on for reliability, one that will take you where you need to go and most important one that will ensure you safe transport to the future.

In unity
Jacqueline Skene

Brothers and Sisters

I was hired as a CCA at the Hoffman Heights station in Aurora in February 2016 and I started attending my NALC branch meetings shortly thereafter. It was the middle of the primary season and the identity of our next president was at the top of my mind. At branch meetings I started asking questions about the candidates our union leadership endorsed. After one meeting Jackie Skene, who handles a variety of political and legislative affairs for the branch, pulled me aside. She asked if I would be interested in being released from my CCA duties to work for the Colorado AFL-CIO in the five weeks leading up to the election. While I love working as a CCA, I also felt the upcoming election was going to be especially important, and I wanted to do my part. I quickly told Jackie "yes".

During my release assignment, I worked with four letter carriers, Doug Jaynes, Phil Wickman, Jeff Frey, Rick Garcia and other union members from across the Denver area. We made calls to other Colorado union members, knocked on their doors and en-

gaged them in conversations about the candidates and ballot measures the Colorado AFL-CIO endorsed. While we got a variety of responses, we helped pass an important ballot measure to raise the statewide minimum wage to \$12 by 2020. In terms of how some of the races turned out, my dissatisfaction only increased my motivation to stay involved.

I was able to utilize that motivation on a three-day lobby trip to Washington, DC with three other Colorado carriers (Doug Jaynes, Rick Byrne, and Bob Beckhart). There we met the staff of Colorado's congressional delegation to advance postal reform legislation. In three cases we even met the members of Congress themselves: Diana DeGette, Ed Perlmutter, and Jared Polis.

The members of Congress we already have a good relationship with, continue to support postal reform. We even made headway with some members we previously had no relationship with. So if you're a CCA, who also wants to get involved, there are plenty of opportunities to do so. The first step is going to your next branch meeting and speaking up. If enough of us do that - CCAs and otherwise - we can ensure the survival of the Postal Service and the quality employment it provides.

Jon Perkins
Branch 5996

2017 COSALC Lobby trip to DC (L-R) Rick Byrne, Bob Beckhart, Jon Perkins, Doug Jaynes



Veteran's social at the COSALC 2017 State Training led by COSALC Director of Education Jo Schuetz



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THANK YOU!

NALC Veterans Group

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2144

These days, many letter carriers might feel burdened with perpetually heaping hampers of Amazon packages. While it is quite an increase from a few years ago, the jump is nothing in comparison to what carriers experienced when Parcel Post was introduced more than a century ago.

Public demand for the post office to begin shipping parcels had been soaring for decades, most particularly in rural America. Private companies offered shipping at widely variable rates with no obligation to serve every address as the post office did. This meant that many rural residents had to drive to larger towns and cities to ship and receive goods. Congress finally gave in to loud public voices, and Parcel Post began at 12:01 a.m. on New Year's Day, 1913. Many post offices opened at midnight to accept the first packages.

Although stories run wild, the first package delivered is purported to be 11 pounds (the original weight limit was later increased to 50 pounds) of apples to then President-elect Woodrow Wilson's house in New Jersey. Newspapers across the country reported the stories of the first deliveries in their respective towns with great pride. Regulations on what was considered mailable had to be quickly written, and animals (live or otherwise), firearms, poisons, and "anything with a particularly foul odor" were prohibited.

Some of these regulations didn't come soon enough. Charlotte "May" Pierstorff of Grangeville, Idaho, was due for a visit with her grandparents. Her parents, not wanting to spend a day's pay on a train ticket, affixed fifty-three cents in postage (the appropriate amount for a 48.5 pound package at the time) to May's coat and sent her through the post office the 73 miles to her grandparents' house in Lewiston, Idaho. A few other children slipped through the lack of regulation before the Postmaster General issued a rule change prohibiting the mailing of human beings.



Another challenge arose in Utah three years later. W.H. Coltharp was building a bank in Vernal, Utah, and needed bricks from the Salt Lake Pressed Brick Company in Salt Lake City, which was more than 400 miles away via rail. Taking advantage of the low parcel post rates, he sent all the bricks he needed 10 at a time to adhere to the 50-pound limit. The end result was two post offices overwhelmed with 80,000 pounds of bricks and a new regulation that limited mailings to 200 pounds per customer per day.

Despite these early hiccups, parcel post was a raving success not only for the post office but also for other companies such as Montgomery Ward and Sears Roebuck, the latter having increased its orders five-fold in the first year. In the first six months the post office delivered more than 300 million parcels! So the next time you think your hamper is too full, think about the poor sap who saw a full hamper for the first time.



NALC Retirement Seminar

April 30th, 2017

1:00pm - 5:00pm

Spouses are welcome to attend



1:00pm - 5:00pm

Embassy Suites

4705 Clydesdale Pkwy

Loveland, CO 80538

Hosted by:

NALC Branch 849, NALC Branch 324, NALC Branch 1105

Please RSVP to retire@nalcbranch324.com



National Director of Retirees Ron Watson presenting the retirement seminar at the COSALC State Training

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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. joschuetz@cosalc.org

Respectfully,

Jo Schuetz

Editor, COSALC NALC'er

Letter Carrier Political Fund

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

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National Association of Letter Carriers
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