



COLORADO STATE NALC'ER

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President's Report

Greetings sisters and brothers,

Elections have consequences and what we've seen since the last elections, the consequences and actions of Congress have shown me why the next election is going to be so damn important. We need to make sure that first of all we are all registered to vote. All members and their families need to be registered. If you're not registered, please expect a letter from me asking you why you aren't registered and how we can get you registered. We need to make sure that all letter carriers are able to vote in the next election and that they come to the polls with a clear understanding of the candidates and their views. We need to make sure that we support candidates not only for ourselves, but for all of labor in Colorado.



This election is going to determine many things for the next 10 years. With the 2020 census, there will be a redistricting of the state to accommodate 8 seats at the House of Representatives. Colorado is growing and we need to have equal representation with the entire country. At this time, the redistricting is decided by the party in charge of the Colorado House and Senate. We need to make sure that pro-labor is in charge. There's no better ending but to make sure that all Colorado's citizens are represented

to the best of our ability.

The current political climate is making it extremely hard for the state to do its job as outlined in the Constitution and to direct the political and legislative activities of the carriers in Colorado. We're no longer able to take LWOP to do politics. We all must make sure that when we are participating in partisan politics, we are completely off the clock. We must be either be on annual leave, participating on our NS day or after hours. Social media will play a huge part in our ability to make sure that the political information gets out. But we need to remember we cannot use social media for partisan politics. Whether it's a like or share or whatever we're doing on social media on the clock, that is a violation of the Hatch Act. We are being scrutinized more and more every day, so we must be careful in all we do. To make sure that carriers are not violating the Hatch Act, we will not have any candidates at our State Convention. That is the reality we live in these days. That is a result of the 2016 election. We need to step up and pay attention. As one man said, if we see something, do something. I would like to change it to: if we see something VOTE.

Speaking of the state convention, our Sisters and Brothers from Arvada are working extremely hard to ensure that your 2018 convention is one to be remembered. Starting with golf on Thursday the 17th and concluding with adjournment on Saturday the 19th, we will have work filled days and fun filled times. I am looking forward to seeing your delegates, getting the work of the State done and meeting the future of the NALC in the younger delegates. As always, if you have any questions, please, just ask.

Be safe, be professional, you are America's Letter Carrier
In unity,
Doug Jaynes
President COSALC

Vice President's Report

Safety is up to you



A typical scenario is management having their daily safety huddles, and weekly safety messages telling us to be safe. Then they come around for leave and return times and ask you why it's going to take you so long. This, right after telling us to be safe! At times, this can seem like very conflicting information and that management pushes speed over safety.

This can also cause carriers to feel like they have to make a choice between making the numbers and safety.

Some carriers are harassed and belittled daily on why they aren't meeting the numbers. (Those fictitious numbers in the sky) This is where safety is up to you. You can choose to either go faster than you should and ignore safety to meet those fictitious numbers. Or, the correct option would be to tell management you are going to be safe and get all of the mail delivered safely. Some subside to the pressure of management. It can be tough when you first start at the post office. I always tell our new carriers that the post office is a different animal. They want you to meet their fictitious numbers and not have any accidents. The minute you have an accident you can bet discipline is going to be right around the corner.

It is entirely up to the carrier to be safe. Those carriers who succumb to the pressure, and by doing so have an accident, are often rewarded with heavy discipline. Quite frequently issued are Notices of Removal or other severe discipline. The employee doesn't realize until it's too late that this is your call to make on a daily basis. There are tools to help you deal with the management pressure. Get your steward if you feel like you are being harassed at all by management. Making the numbers is no excuse for management to treat anyone poorly. The difference is, that management is and should be asking for times and managing the workload, but they should do so by treating every employee with dignity and respect. If this isn't happening, please write a statement describing the conversation, what was said, and the behavior the supervisor exhibited. This will help your steward to have a conversation with the supervisor and file a grievance if possible. If you feel like management is making you choose between making the numbers and safety, ask them which safety rule they would like you to skip that day?

If you are a steward please help pass this information along to your fellow carriers. The National Agreement and Handbooks and Manuals are there to back up the enforcement of ALL safety provisions. Article 14 specifically states that management wants us to hold them accountable to enforce safety. Use this information to benefit every single employee to protect themselves.

You are the only one responsible for your safety when you are out there on the street. Every day, ask yourself, do I wear my seatbelt? Do I shut the door while driving? Do I turn the vehicle off before exiting, and pull the hand break? Do I curb my wheels to prevent a roll away? All of these steps are required and

you make the choice to be safe when you do these things. It only takes once to skip a safety measure and have something bad happen. Most who have had an accident or who have been caught failing to do a safety measure are issued harsh discipline. Most of these employees, if given the chance, would have taken the extra few seconds to do the job right. It's about creating good habits and doing everything the right way. It's amazing how easy these things are when you do them on a daily basis.

You have the choice to curtail mail if there is a dog loose, or if there is ice on the steps to get to a delivery. Just make sure you ask management for a PS Form 1571/curtailed mail slip upon return to the office for the mail you curtailed in an effort to stay safe. No one else can make this choice for you. We should all do this in our daily lives both at home and at work.

If you haven't already downloaded the NALC App, please do. Most importantly click on the information in the app about who your congressmen and women are and make the call anytime there are detrimental bills proposed that would hurt letter carrier jobs and benefits. Share it with your fellow carriers to make the call and express why it would be bad for you, your family and your fellow carriers.

Make the choice to be Safe above all else,
In Unity
Danielle Fake-Moorman

Secretary's Report

Hello my fellow letter carriers,

I first would like to say thanks to all that attended the State training held in January. The trainings and legislative breakfast were fantastic. Special thanks to the NBA's office and specifically John Robles and Anita Lewallen and to our own Jo Schuetz Director of Education for the State of Colorado for the in depth trainings we were all involved in.



Today I am writing about the Muscular Dystrophy Association (MDA) and the great things that happen with this organization and the events it does. MDA and the NALC have been working together for over a half century and you, the letter carriers, are one of the biggest supporters of MDA! Through bowl-a-thons and golf events, chili cook-offs and auctions, we, the letter carriers, help to raise millions for research and help get kids to camp. There have been some significant breakthroughs in the past year to help individuals live a longer and more fulfilling life. New drug therapies have moved out of trials and are now available. All thanks, in part, to the letter carriers.

I have participated in many events sponsored by my branch as well as others that go to help the great work of the MDA. It touches my heart hearing the stories from the individuals that attend our events, and how, with the help of the MDA, they lead a more normal life. Getting out and experiencing things that we may all take for granted, but that they have

difficulty with. Going out for a beer with friends, dancing, exploring and traveling. The difficult things become so much easier with repetition, but without that initial support team moving them forward, giving them the courage to proceed, they may have never tried. I am truly blessed by talking with these individuals and hearing them talk about the things they can now do, places they can go, and the friends they have made through the MDA. Every individual that has ever talked about MDA, always points to summer camp as the greatest thing they get to do! Zip lines and fishing, canoeing and swimming, being normal for a week! The fun for the individuals is there, and during this time, their families, the day to day caretakers of these individuals, they get their own "vacation" to help them recharge their batteries.

There are several events coming up throughout the state. Contact your local branch on these events and how you can help. It's not always about giving \$5 when someone asks you, participate and get involved. If your branch does not have any events, maybe you would like to help start organizing one? There is no bad idea when it helps to raise money for MDA, as long as it's legal that is! If you have an idea, talk to your branch coordinator to see if the branch wants to get behind it and give it legs. Don't have a coordinator in your branch? Volunteer! There are 2 upcoming events that are not branch sponsored that all can attend. First there is a muscle walk in Denver June 9, 2018 at Great Lawn Park. Second is MDA sponsor day at summer camp June 27, 2018. If you wish to attend either event please contact your local MDA coordinators.

In Unity

John Woolley

Treasurer's Report

Greetings Colorado Carriers,



State Training/NBA Training has come and gone and now we're headed for the State Convention and that will be here before you know it. With all the new people showing up for training leads me to believe our future leaders are not going to let us down and will continue with keeping the NALC up and running full speed ahead.

I would like to touch on a couple of things from the latest Postal Record.

Ms Nichole Rhine covered the what, where, why & when the Form 990 needs to be filled out. What I would like to mention is that it is due five plus months after the end of your fiscal year which makes it very easy to forget about it.

Every one gets busy and it is a relief to get the LM done and since the 990 is not due for a couple more months you can always do it later. And then comes a letter from the IRS. Oops. Sound like the voice of experience? Could be. My suggestion is to do it right away and then forget about it. Or put it on your calendar so you don't forget about it.

Our good friend, Ron Watson, covered the TSP Modernization Act of 2017. One thing I would like to point out

to the newer people coming on board is to take a good look at the TSP. It will be the majority of your retirement in the future. The Postal Service will even match some of your funds that you contribute. That is free money. I know when you first start out most people can't afford a lot but I highly recommend you do the minimum of 5%. The employer matching funds is dollar for dollar on the first 3% and 50 cents to the dollar on the next 2%. That will get you started and you can increase your contributions as more funds become available. If you stick to it you will end up with a pretty decent nest egg when you get ready to retire.

On a final note, with all the disasters that have happened over the last year around the country it has taken a big toll on a lot of Postal workers. Please consider donating to Postal Employees Relief Fund to help them during their time of need. Thank you. Okay folks, that's about it for now. See you at the State Convention. Remember, stay healthy and they'll make you wealthy!

In Unity,
Leon "Irv" Irvin
Treasurer

Director of Education Report

Brothers and Sisters

The COSALC has been very busy ensuring our members are trained and educated. Over the weekend of January 26/27 the state worked with the NBA's office and RAAs Anita Lewallen and John Robles and provided training during the annual steward's college and issues affecting our members on a state level. We had the pleasure of having our national president Fred Rolando in attendance. He presented an award to Pikes Peak Branch 204 President Renae Birnell for her



branches contributions to MDA. As always, the highlight of the morning was hearing from a local MDA family.

Every year I am always impressed with the number of new faces I see attending the training. This year I hosted a women's leadership social. The purpose of this event was to introduce our future women leaders to the current women leaders in our state. The positive feedback I received was overwhelming. Last year I hosted a similar event with veterans and next year I hope to host another social with a different group of future leaders.

We have a fundamental responsibility of passing on our knowledge to our future leaders. I treat the CCAs in my office with respect and as my equals. When we take the time to treat them as letter carriers and not "the help", they will learn and be accepting of our knowledge. It gives me great pride when I hear a CCA teach another CCA something I have taught them. Part of their education is teaching them the contract and their rights. We all must do this. Tell them where they can find the answer and not just give them the answer; knowledge is power.

The 2018 COSALC State Convention is quickly

Director of Education Report Continued

approaching and will be once again filled with information, education and entertainment. On Sunday May 20, the COSALC will be hosting an OWCP training session presented by Coby Jones. This session is geared toward educating OWCP representatives, branch presidents, vice presidents and stewards. I have sent information to your local branch about this training.

As COSALC President Doug Jaynes mentioned in his article, times are changing. The Hatch Act is something all of us need to understand. Please take the time to learn about what you can and can't do when it comes to politics. Now, more than ever, we have to be pro-active in protecting our benefits. I am closing in on retirement and my major concern is having the benefits I have fought and worked for available to me and my family for many years to come.

As always, read the JCAM and appropriate manuals, install the NALC app on your phone, research on the NALC and COSALC websites and most importantly, educate yourself.

In unity
Jo Schuetz

Director of Retirees Report

DOES IT REALLY HELP TO CALL YOUR CONGRESSPERSON?

I want to tell you about my experience. I retired September 30, 2017. OPM (Office of Personnel Management) said it takes 3-6 months for them to determine the full amount a retiree is eligible to receive. During this time, OPM places you in interim payment status while they complete processing your application for benefits. You receive a portion of your retirement from OPM; mine was \$404.00/month. I called OPM at the end of December 2017 to find the status of my application. I was informed it would be another 6-9 months from now. I was thinking "WHAT!!" That would mean I wouldn't get my full retirement until a full year after my retirement. How was I going to live on \$404.00/month till then? I was WORRIED.

OPM told me that since I was divorced my application had to go to a paralegal to look at. As of now, they only have a few because of budget cuts. That's why it would take an extra 6-9 months. I was told Congress does the hiring for OPM employees. I called my National Business Agents Office, and asked what could be done to speed up the process. They informed me the union has no control over the OPM so they could not help me. They did instruct me to call NALC Director of Retirees, Ron Watson, to see what he would suggest.

I called Ron and told him my situation. He suggested that I call my congressperson and maybe they could help. I have a unique situation. I lived and worked in Colorado for the past 30 years and once I retired, I moved to North Dakota to help my aging parents. So which congressperson do I call CO or ND? Since I'm living in ND now, I decided to contact ND. I contacted



Senator John Hoeven's (R) office and they listened to my situation but had no answers. I was disappointed. Then I called Senator Heidi Heitkamp's (D) office. I informed Maggie, the senator's assistant, of my situation and was told to bring all my paperwork to their office in Minot, ND. I met with Maggie the next day. She took my information and told me they would look at it to see if they could expedite my retirement. This was the first part of January 2018.

The first week of February 2018 I received a letter from OPM paralegal saying they needed more information. I faxed the information to her the next day. I talked to her two days later and she was sending it back to the person that was assigned to my application. A week later I received a call from an OPM employee assigned to me and she informed me that my congressperson had called to have it expedited and it was done. Thanks to Senator Heidi Heitkamp my application was expedited. It took 1 1/2 months instead of the 6-9 months from the time I called my congressperson to get my full amount of retirement. DOES IT REALLY HELP TO CALL YOUR CONGRESSPERSON? YES, YES, YES it does. Please call your congressperson!

NALC members need to make their voices heard about the future of the Postal Service.

1. HRES 31 NALC Stance: NALC supports H. Res. 31, which call on USPS to restore the service standards that were in effect on July 1, 2012. Call and ask your congressperson to support HRES 31 for your future as a mail carrier and our customers.

2. HRES15. NALC Stance: NALC supports H. Res. 15, which calls on Congress and the Postal Service to take all appropriate steps to continue six-day mail delivery. Call and ask your congressperson to support HRES 15 to keep your jobs as a mail carrier and for the service we give our customers.

3. HRES 28. NALC Stance: NALC supports H.Res.28; Congress should take all appropriate measures to ensure continuation of door delivery for all customers. Call and ask your congressperson to support HRES 28 for our customers.

In solidarity
DeeAnn Lowry

Executive Board Reports

Greetings Fellow Colorado Carriers,

Letter carriers serve their communities every day, seven days a week, just by doing their jobs, but what we do goes far beyond walking our routes. We are at our customer's houses every day We know when mail starts piling up in in the box there's something is going on with one of our customers, we are a big part of the community and it shows with how we give back to our community. Letter carriers long time commitment to community service is evident, from the letter carriers who organize and participate in numerous charitable events to the coordinated efforts by letter carriers and their local branches



across the state and nation.

NALC community service campaigns include:

LETTER CARRIERS’ STAMP OUT HUNGER FOOD DRIVE

This year’s 26th annual Letter Carriers’ Stamp Out Hunger Food Drive is on Saturday, May 12. The Letter Carriers’ Stamp Out Hunger Food Drive, the nation’s largest all-volunteer one-day food collection effort is held annually on the second Saturday in May and is a community outreach effort of the National Association of Letter Carriers.

Deliver the Cure for MDA (Muscular Dystrophy Association)

Half a century of help and millions to fight muscular dystrophy, our only official charity and our oldest charity. Letter carriers have helped lead the search for cure for neuromuscular diseases for half a century. The NALC was the first national sponsor of the Muscular Dystrophy Association and letter carriers are among MDA’s top fundraisers, collecting more than \$20 million in the past.

The Postal Employees’ Relief Fund (PERF)

PERF exists to help active and retired postal employees, both management and craft, whose home, as a result of a major natural disaster was completely destroyed or left uninhabitable—displacing the postal employee and their family for an extended period of time. Since 1990, PERF has been there to help carriers, clerks and other active and retired postal workers rebuild after hurricanes, typhoons, earthquakes, floods, tornadoes and wildfires.

Combined Federal Campaign

The Combined Federal Campaign, or CFC, is the annual workplace giving campaign for Federal employees. Prior to the inception of the Combined Federal Campaign, Federal employees were swamped with fundraising requests all year long. The purpose of the CFC was to consolidate charitable requests into one campaign, once a year and be able to raise money for those in need.

In Unity,
Jeff Frey

Brothers and sisters

My mail, my case, my postal vehicle, my route, it seems that everything in our postal careers is set up with us being individuals. It is a hard mindset to overcome when that’s what our lives consist of every day. Our Union just doesn’t seem to fit in that mindset, because then it becomes about family and that family is a family of people we don’t know.



What is a Union? It is an organized organization of workers formed to protect and further the rights and interests its members.

Our union, since it was founded in 1889, has defended the rights of letter carriers before abusive supervisors, unfair Administrations and indifferent Congress. There’s only one way to say it, the NALC gets its strength from its members. When we do all things together we become strong and we help each other overcome any problems. We all come from different political be-

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liefs, but we must band together when our benefits are under attack. “THAT TIME IS NOW” I ask you to contact your representatives and let them know that you want your benefits to stay intact as they are. As one voice we speak loudly, but if only a few speak, then it’s only a whisper. You can make the difference by making a commitment to becoming an activist. The benefit of that is that you protect the interest of your family and everybody else’s family who is in the NALC.

Solidarity, “OB”

Brothers and sisters



I am looking forward to the 26th annual Letter Carriers Stamp Out Hunger Food Drive on May 12th. Branch 204 is sponsoring the Wildflower Elementary school to be part of our food drive. This will be our third year partnering with the school. The principal Wendy Godwin really loves having us there, she does an excellent job exciting and teaching the students about helping our community.

For the last two years, the small elementary has filled a pro-master van with donations. We’ve been able to get pizza donated and the branch buys ice creams for the entire school. The Postal Service’s PR department has issued a press release to all the local TV stations. The coverage gets the food drive on the local news the day before the drive instead of the day of. We’ve had increased donations since we started this. I would encourage other Branches to look into something similar.

We’ve been seeing a lot of carriers working off the clock. I understand people want to come in and go home as soon as they can; I spend way more time at the Post Office than I want to. Working off the clock and working through breaks works against us. Routes look smaller than they really are and when a different carrier must deliver it, it takes quite a bit longer. That carrier then catches all the grief from management on why it takes so long. It’s management’s job to make sure all the routes are adjusted to eight hours, but I’ve never seen them care unless the route is short. They want to dissolve routes, carrier and clerk positions, basically do more work with less people. We should all be working together making sure that we are preserving carrier positions, routes adjusted as close to eight hours as possible.

To qualify for a special route inspection, thirty minutes or more of overtime or auxiliary assistance, three days of the work week, six consecutive weeks. If there were 7 routes with an average of an hour over, those seven hours being cut off would realistically become another route, which means more regular positions.

Keep fighting the good fight
Mark Robbins

Executive Board Reports Continued

Hello everyone

I hope this newsletter finds everyone doing well. My name is Stephanie LaFave-Kiel and I am a Shop Steward out of Fort Collins and a member of the Colorado State Association of Letter Carriers. I have the honor of acting as executive board member and branch liaison to Fort Collins Branch 849 and Longmont Branch 1105.



Every day I see my brothers and sisters of the National Association of Letter Carriers look out for each other, from long retired friends to the city carrier assistants that walk onto the workroom floor for the first time. This is fantastic and makes the Postal Service a better place to work for everyone. The National Association of Letter Carriers is strong because we work together as a group to better educate ourselves and serve each other. CCAs are the future of the Post Office and the NALC both so continuing to offer your experience and knowledge to the newest among us will help to safeguard our future. Continuing education is provided at NALC events such as State Training, State and National Conventions and the Regional Rap Session every year. Contact your local union stewards/branch officers to find out how you can become more active in your union.

Now, let's talk briefly about politics. This is always a challenge and one we must stay on top of. Every day an incredible number of members pay their dues, carry their routes and go home without a thought as to the current political state and the impact it can have on their lives. Many carriers are unaware that union dues cannot be used for political contributions. At no other time in our careers has representing our members been as difficult as it is now. But by donating to the Letter Carrier Political Fund and or becoming an advocate you can help protect your rights, benefits and wages. The Letter Carrier Political Fund is invaluable in protecting you and your rights and is extremely easy to sign up for. Active letter carriers can contribute automatically using PostalEase to set up an allotment deduction from their paychecks which can be done either online or by phone. You can authorize a monthly contribution directly from your checking account as well. Retirees can give monthly by authorizing an automatic deduction from their annuity.

One of your best resources for up to date information is the National Association of Letter Carriers official website and the NALC App for your phone. The NALC phone app is free and user friendly providing convenient access to information that affects you and your working conditions daily. This is also a great resource for member health benefits, handbooks and manuals and pay increase information. Stay strong and I hope to see you at the upcoming State and National Conventions.

In unity
Stephanie LaFave-Kiel

Brothers & Sisters,

By now I'm sure many of you know that I am an instructor at the CCA Carrier Academy in Colorado & Wyoming. I have had the privilege of teaching classes at the state trainings and regional trainings and demonstrating what happens at the new CCA academy.



The new training process for the new CCAs was changed in late 2016 and has been undergoing constant upgrades since then. There is one thing we are lacking on throughout the district. We are needing committed on-the-job instructors in the field that will be willing to help guide the new CCAs when they come out of the academy and are assigned to their offices.

The NBA's office works closely with branch presidents through the state trying to find candidates that will step up and lead the new CCAs as they continue towards their future career. This is strictly a volunteer position, but we would like to have carriers that have the heart of a teacher and are patient with those new trainees when they come on board. Do you know of someone in your office that would fit that role model? If so, please speak with them and see if they are interested. Anyone interested can contact their branch president and request to be an OJI. There is a required training class each OJI must attend.

There have been times in the past where a station doesn't have any certified OJI's and the new hires have been sent to another installation for training. This isn't the ideal situation, but it is required in the new training program. All CCAs must be trained by a certified OJI during the training at the office. This is critical so that each CCA is properly trained with the guidelines agreed to by the NALC and USPS. We need to work together to make sure management gives the new CCAs the proper training and hold management accountable when we see it isn't being done. We always make sure we go from start to finish with the grievance process. The training of a new employee shouldn't be any different. The learning never ends!

In solidarity,
Richard Byrne
Executive Board
richardbyrne@cosalc.org

Dear Brother and Sister Letter Carriers of Colorado,

I first want to thank our COSALC President Doug Jaynes for giving me the opportunity to serve on the Executive Board. Having transferred in July of 2016 from Neenah WI, where I carried mail since 1993, I am eager to learn all that Colorado has to offer. I am also eager to get to know and be involved with my fellow NALC activists in educating members, both old and new about the important issues affecting our working lives and the families we all



love and support. More information can be found about me on the COSALC website, if you're interested.

At the recent state training held in Greenwood Village I was given the opportunity to work with our Regional Political Coordinator John Beaumont in helping to sign up members to LCPF our Letter Carrier Political Fund. Having the ability to speak to and gain access to our Congressional Representatives because of the \$5 (or more) that members contribute separate from union dues every pay period is so critically important to our ability to affect daily working conditions and see the USPS persevere as a viable entity serving the American public far into the future! It was truly an honor and privilege to meet my fellow members and hopefully get to know you better over time as we all work to make this great union even BETTER through continued education, comradery, and commitment.

I want to encourage our newest CCA members or those of you who just never have before now to read about our history in the book Carriers for a Common Cause (available from your branch or NALC bookstore online) and become inspired to find your niche among us. Women letter carriers and equal pay, a living wage, 8 hour days, vacation and sick leave benefits, dignity and respect, the ability to collectively bargain....all have come through the sacrifices and hard work of carriers before us and nothing is guaranteed to last forever. We must still work vigilantly and constantly at all levels of our organization to maintain and improve upon what we now have.

It is never easy being a union activist or stepping out of our comfort zone to become more involved...but I want to encourage each and every one of our members to do just that! There is room and need for all of us to give our best. Find your area of interest, develop it, and share it for the greater good. Whether that be in the arena of contract knowledge and writing grievances, political lobbying and citizen education, member benefits, OWCP, safety compliance or community service and fundraising for MDA. All the talents and subsequent hard work that carriers have shared and continue to provide are what make the NALC a union like no other and give me great hope for the future.

In Service and Solidarity,
Joann Hertel



LCCL Reports

CDI Diana Degette

On January, 15 2018, Jon Perkins (Br.5996) and I met with Rep. Diana DeGette's, staffer Arden Parker on to discuss the proposed 2019 budget asking Rep DeGette

to ask Congress to reject the White House's FY2019 budget proposals and how harmful the proposed budget would be to letter carriers and all federal employees. Arden said she would relay the information to Rep. DeGette. Key points discussed:

- Raising federal employees' pension contributions by up to 6.45 percent of pay over the next six years, costing active letter carriers up to \$3,600 per year.
- Eliminating cost-of-living adjustments (COLAs) for current and future retirees under the Federal Employees Retirement System (FERS).
- Reducing COLAs for the Civil Service Retirement System (CSRS) annuitants by 0.5 percent each year.
- Reducing CSRS and FERS pension benefits for new retirees by basing annuities on employees' highest average pay over five years (high-5) instead of over three years (high-3).
- Eliminating the annuity supplement that covers the gap for employees who retire under FERS before they qualify for Social Security benefits at age 62.
- Slashing the rate of interest paid on assets invested in the Thrift Savings Plan Government Securities Fund (G Fund), costing active and retired letter carriers alike \$32 billion over 10 years.
- \$45 billion in revenue changes and vaguely defined cuts to the Postal Service, most likely through reducing the frequency of delivery (eliminating Saturday delivery) and scaling back door delivery.
- Making the financially independent U.S. Postal Service part of the federal budget moving it from an "off-budget" status to an "on-budget" status and potentially opening the agency to across-the-board spending cuts and service disruptions should the federal government shut down during budget conflicts.
- Authority for higher postage rates. Rather than resolving the pre-funding burden, the budget seems to propose giving the Postal Service greater freedom to raise rates to cover future retiree health care costs. As a result, the administration's postal proposals are certain to be opposed by all of the Postal Service's major stakeholders, unions and mailers alike.

Sadly, the administration seems to have learned little in its first year in office the 2019 proposed budget is almost identical to the 2018 proposed budget. Letter carriers must not let their guard down these budget threats are very real. All letter carriers as well as family members, friends and neighbors need to contact representatives in the House and Senate now! Your legislators need to know that their voters object to slashing the incomes of active and retired letter carriers (and all federal employees) and to gutting the services and vital networks of the U.S. Postal Service.

Thank you, Brothers and Sisters,
Jeffrey Frey, Br. 47

CD2 Jared Polis

Brothers and sisters

The big news out of CD2 is that our current Representative, Jared Polis, has made the decision to run for Governor of Colorado. In order to do that he will be giving up his seat in Congress. That means that this November the voters of the Second Congressional District will be choosing his successor and that starting next year we will have a new Representative in Washington, D.C. We are not far enough along in the process, as I write this, that our union has made any formal decision about who we will endorse.

The Colorado AFL-CIO's COPE (Committee on Political Education) convention will be held at the end of April, at which time they will take a look at candidates who are running for office this fall and begin the process of deciding which of the candidates organized labor will endorse. Without getting too much into the weeds, there are signs that there are at least some of the candidates who are running who have a good grasp of the issues important to our union and the challenges facing the Postal Service going forward be counted on to back things like legislation to continue delivering mail six days a week and bringing our customer's mail to their door, instead of them having to walk around the neighborhood to retrieve their mail from a cluster box.

We are frequently told that the election coming up is especially important, so we need to be paying attention. In part, that is because it is always true. The six day bill and the bill to eliminate door to door delivery, for example, would eliminate literally tens of thousands of letter carrier jobs while providing worse service to our customers. That makes it important to elect people who will prevent that from happening.

In unity
Phil Wickman



CD4 Ken Buck

Brothers and Sisters of the CD4

There are multiple campaigns going on for CD4 on both sides of the aisle. We had the pleasure of being introduced to Karen McCormick at the legislative breakfast in January after the COSALC state training. She is willing to come to branch meetings to introduce herself to letter carriers and let them know how she plans to support them. Let me know if you need assistance in contacting her office or any other candidate that your

branch would like to hear from on how they support letter carriers. Not much has changed with our current representative. Congressman Ken Buck was invited to the legislative breakfast but was unable to attend and none of his support staff were available.

All of us should be aware of the volatile situation we have in DC concerning the labor fights. It hasn't slowed down any since the last newsletter and seems to be progressing in the wrong direction. If you haven't downloaded the NALC app, get it now. All of us need to be ready to act when needed and have the information to provide to our representatives. We need to be properly informed on how to express our concerns clearly to our representatives in DC so they can stand beside us and fight for us.

I understand that legislation doesn't have much sex appeal, but we can't have one side without the other. If we don't fight for our rights through legislation, our contractual rights can be stripped away with a pen. Give to the Letter Carrier Political Fund and help support our fight. We can't use union dues to fight the battle in DC. We need your help even if it is only a few dollars a paycheck.

Stand beside your brothers and sisters of the union, not behind them. Support LCPF!

In Unity,
Richard Byrne
CD4 Liaison

CD 5 Doug Lamborn

I'm Mark Robbins and I've recently taken over as Letter Carrier Congressional Liaison for the fifth district, Representative Doug Lamborn. Although I have set high goals, I feel they are realistic expectations. So far I've gotten about as much response as I had expected to get. As a disabled veteran from my eight years in the Army, it does help get my foot in the door. Representative Lamborn does support our military veterans and with the Postal Service being the largest employer of veterans in the nation, there is some common ground there to start with. I will keep calling, visiting his office, I will keep trying to change his way of thinking of the NALC and the Postal Service.

Keep fighting the good fight,
Mark Robbins

CD 6 Mike Coffman

I recently had a meeting with Congressman Mike Coffman to discuss the possibility of him signing House Resolution 31, 28, and 15. House Resolution 31 is about having the USPS service standards to be restored the way

it was before July 1, 2012. House Resolution 28 is about protecting door delivery. House Resolution 15 is about keeping six day delivery. These are House Resolutions that we, as letter carriers, keep advocating for and we will continue to do so.

Another goal I had was to discuss the new threat that is upon us which is the White House's FY 2019 Budget proposal. One of the many threats for example is the increase on FERS contributions. This will cut our pay and raise our pension contributions by 1 percent each year for up to 6 years costing us up to \$3,600 annually after 6 years. It does not get any better; this proposal will slash Cost of Living Adjustments (COLA) for all retirees. Retirees who depend on annual COLAs will not keep up with cost of living. Please refer to the NALC website or app for more information on the White House FY 2019 Budget Proposal.

I was joined by my fellow letter carriers Jeff Sipple, Charlie Trujillo, and Barb Larson. Barb Larson and I asked Jeff Sipple and Charlie Trujillo to join us in the meeting because they are both veterans. Congressman Mike Coffman is a big supporter of veterans. The meeting went very well and congressman Mike Coffman does not think the White House FY 2019 Budget Proposal will pass (We hope so too!). We also discussed how important House Resolutions 31, 28, and 15 are to the Postal Service. Congressman Coffman said that he will have his Chief of Staff Ben Stein have a follow up meeting with us.

The primaries for the 2018 election for House of Representatives for Congressional District 6 are coming. I encourage everyone to participate as well as the election for Congressional District 6 for 2018 House of Representatives. I also urge all letter carriers to call your Congressman and ask them not to support the White House FY 2019 Budget proposal.

In unity
Adam Fung



Barb Larson, Adam Fung, Congressman Mike Coffman, Charlie Trujillo and Jeffrey Sipple

CD 7 Ed Perlmutter

Brothers and sisters

The beauty of the NALC is in our diverse group of members; we have folks of all different variations of

race, religion, gender, and political affiliation. We have dog people, cat people, short, tall, bald, blonde, brunette, the quiet and the most outspoken. Yet, in these variations of the individual member, the power that we hold comes from the whole of the membership, and despite all our differences, we have but one voice. Together, we are the voice that fights for letter carrier rights and benefits across the country. We can all help make that voice stronger.

Like it or not, politics in this country are largely fueled by economic gain. Trust me, I strongly fall into the, "not," category on this one, but I apprehensively recognize that cash, by and large, equals results. Union dues cannot be used to support candidates for political office. That is where the Letter Carrier Political Fund, or LCPF, comes into play. Postal Politics are non-partisan. The fact of the matter is, we need people, regardless of party affiliation, to fight using the NALC's voice -our voice- In D.C... Chances are, if you're reading this, you're already a branch leader, steward, or have wagered your future on the continuing success of the Postal Service. The bad news is that an abysmally small number of letter carriers contribute to this fund. The good news is that you can help!

Start small. Talk about LCPF at branch meetings to your active members. Encourage your members to spread the word to their coworkers about just how much return just \$1 per paycheck will get them. It's an election year, and even our very right to collective bargaining could be at stake. Explain what losing bargaining rights would surely mean regarding our pay, benefits, and retirement. LCPF has been referred to as, "job insurance," and I could not agree more.

Despite all our individual differences, let's all work together to achieve our common goal. Type the following into your web browser, and let your voice join the thousands who have already taken a stand to solidify letter carrier rights and benefits!
<https://www.nalc.org/government-affairs/political-activity/yes-i-want-to-become-a-pac-member>

Thanks all!
Kati Brock



2018 COSALC State Convention Information

2018 COSALC
State Convention
May 18-19
Hilton Garden Inn Arvada Denver
5455 Olde Wadsworth Blvd
Arvada, Colorado
80002
2 Queen/1 King \$139
Deadline for Rate: April 19

http://hiltongardeninn.hilton.com/en/gi/groups/personalized/D/DENAVGI-NALC-20180517/index.jhtml?WT.mc_id=POG



COSALC MDA GOLF TOURNAMENT

DATE: May 17th, 2018
WHERE: Indian Tree Golf Club
7555 Wadsworth Blvd.
Arvada, CO 80003
TIME: 9:00 a.m. Shotgun start, Best Ball
7:00 a.m. Registration
LUNCH: Will be served after the tournament
PRIZES FOR: Closest to the Pin, Men & Women
Longest Drive, Men & Women
\$100.00 per Player includes, Cart, Range Balls, and Lunch.
\$5.00 mulligan tickets for MDA
So.....let's see how many golfers we can get this year and
how much money we can raise for MDA.
Let's have some fun!
CALL: Todd Tucker 720-290-4778, with the
names of the players in your foursome
Deadline is MAY 1st



COSALC Blood Drive

Friday, May 18

8 – 9:40 am & 11 - 1:30 pm

On the Bonfils bus parked in the
Arvada Hilton Garden Inn parking lot

Please sign up for an appointment:

Online:
donors.bonfils.org. Enter Site Code B369
Phone: 303.363.2300

Please bring an ID with you, eat a substantial breakfast
and lunch on this day, and be well-hydrated.
It only takes about an hour to save up to 3 lives.

Give hope. Give life. Give blood.

OWCP Training

Sunday May 20
9 AM-3 PM

Mile High Branch 47
5151 1st Avenue
Denver, CO 80219

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Vice Presidents
OWCP Representatives
and Stewards

RSVP NLT May 18
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 CD 4 Rick Byrne see above
 CD 5 Mark Robbins see above
 CD 6 Adam Fung, adamfung@cosalc.org
 CD 7 Kati Brock, katibrook@cosalc.org

Many of the articles in this issue of the NALC'er mention the Hatch Act, discuss politics and encourage you to participate in political activities. The NALC Constitution and our State by-laws establish that the COSALC objective is "to guide and direct all activities relating to legislation within the state." You may think or believe the officers of the state are going too far in their discussions of politics, but that is their job. It is also their job to advise you of what you can and can't do as an employee of the United States Postal Service. For that reason, I believe it is imperative we all review the following guidelines.

Jo Schuetz - Editor, COSALC NALC'er

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 (that is, elections in which none of the candidates are to be nominated or elected are representing a political party).
- 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 and other campaign paraphernalia.
- Raise money for the Letter Carrier Political Fund from other NALC members. (Note: Letter carriers while detailed to 204b or other higher level assignments should not solicit contributions to the Letter Carrier Political Fund from postal employees who may be viewed as their subordinates.)
- Volunteer, run for and hold an office in a local or state political party or club.

Don'ts (while on the clock, at the workplace, in uniform or in a postal vehicle)

Active letter carriers may not—while on the clock, at the workplace, in a postal uniform or in a postal vehicle—engage in any of the otherwise permissible political activities listed in the "Do's" above. For example, while on the clock, at the workplace, in a postal uniform or in a postal vehicle, you may not:

- Send or forward a partisan political e-mail.
- Wear or display any political or campaign material, even as a computer screen-saver or desktop wallpaper.
- Circulate partisan political materials to co-workers.
- Sign up electronically to contribute to the Letter Carrier Political Fund or solicit other letter carriers to contribute.

Don'ts (ever)

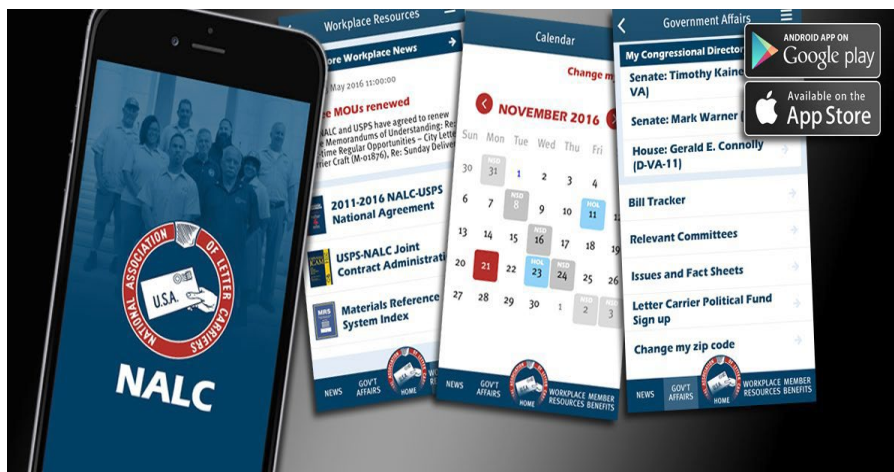
Active letter carriers may not—even on their own time, away from work, out of uniform and without using a postal vehicle:

- 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), including phone-banking, letter-writing, selling tickets, hosting a fundraiser, inviting people to attend a fundraiser, or allowing your name to be used in a fundraising appeal.
- Otherwise solicit, receive or handle contributions for a partisan political group or campaign.
- Run for elective office in partisan (party-label) elections (even if you report "No Party Affiliation").
- Raise money for the Letter Carrier Political Fund from non-NALC members (except from their immediate family members in the same household).

National Association of Letter Carriers
PO BOX 440598
Aurora, CO 80044-0598

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Letter Carrier Political Fund

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

A Note from the Editor

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

Respectfully,
Jo Schuetz
Editor, COSALC NALC'er