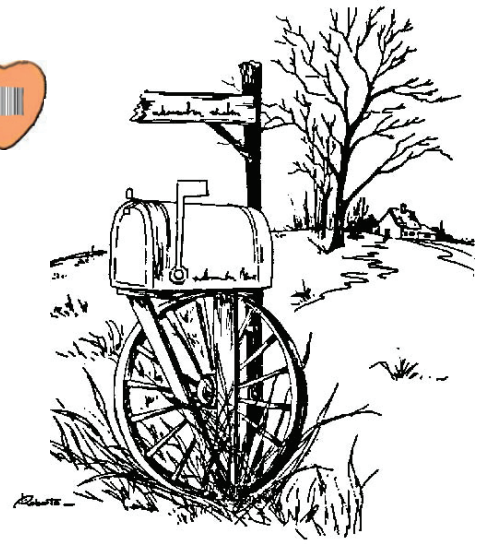




# COLORADO RURAL LETTER CARRIER



Vol. 53 February 2024 No. 1



**DAVID ALDRIDGE,  
PRESIDENT**

## Involved and informed – Join us

**W**elcome to 2024! I hope and pray that your new year is better than the year gone by. It was a tough year for the rural craft with RRECS, the huge number of parcels, the lack of subs (which forces our subs and regular carriers to work harder AND LONGER than ever before), and the Postal Service generally being a pain in the . . .

With the new year comes the opportunity to improve your career. Those of us who write articles for this newsletter are committed to doing just that, improving the carriers' workload and environment.

We work in these conditions like you do. And retirees, like me, also hear about how the situation in the offices is degraded to the point where some are looking to resign. However, the opportunity is there to make things better.

The best thing to do is to become involved in the organization that seeks to better the craft, YOUR union. You are already a dues-paying member or else you would not get this newsletter. Please consider taking other steps to join us in the commitment to improve your situation and the entire office's work environment.

The first option is to become a local steward. If there is one in your office, he or she is the one with the knowledge and training to help you understand your rights and your options to seek recourse for an improper act by your boss. If there is not a local steward, why not become one? If

you are elected, then the NRLCA will train and certify you as a steward. Then you will have the ability to force management to follow the contract, to treat the rural carriers in your office with the respect and dignity they deserve, and to improve the working conditions. There is an added benefit as well, when you accumulate eight hours of steward work you get a paid day off.

Another way to become involved is to attend the numerous meetings the union offers. For example, there are district meetings held this spring. The dates are found below, with the specific details of where and what time to be found on the website, [www.corlca.net](http://www.corlca.net). Some districts have yet to determine a date, which will also be posted online when decided. The password to further explore the website

**CONTINUED ON PAGE » 3**

### Important meeting & election dates for 2024

#### Rural Carrier Appreciation Week

February 3-9, 2023

#### CORLCA District Meetings

(Check [www.corlca.net](http://www.corlca.net) for updated info)

February 18 – District 2 meeting, 2-5 p.m. (Best Western Hotel, 1410 Barlow Rd, Ft. Morgan, CO 80701)

March 3 – District 1 (time/location tbd)

March 3 – District 3 (time-tbd, SMFPD 9195 E. Mineral Ave, Centennial, CO)

#### CORLCA Information Gatherings

March 3 – District 1 (Northern CO area)

March 10 – District 3 (SMFPD 9195 E. Mineral Ave, Centennial, CO)

#### CORLCA State Board Meetings

March 16-17 (SMFPD 9195 E. Mineral Ave, Centennial, CO)

May 4-5 (Parker, CO – TBD)

June 5-6 (SMFPD 9195 E. Mineral Ave, Centennial, CO)

#### Convention Dates

Western States Conference – April 3-5 (Chamonix Casino Hotel, Cripple Creek, CO)

CORLCA State Convention – June 7-9 (Holiday Inn, 19308 Cottonwood Dr., Parker, CO)

Aug 27-30 – NRLCA National Convention (Peppermill Resort, Reno, NV)

#### Election Dates

April 18 – Last day nominations & acceptances for National Delegate and State Office may be received in pre-arranged post office box. (Eligibility of candidates to be determined upon receipt of nominations)

May 13 – Deadline for mailing ballots to members

June 1 – Last day nominations for Tom W Griffith Outstanding Member Award – 2024 may be received.

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*Go to [NRLCA.ORG](http://NRLCA.ORG) and enter your  
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steward or call your District Rep.*

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**[www.corlca.net](http://www.corlca.net)**

All the job information  
you'll ever need!

**Password:  
Survey**

\* Find out the time and location of the next union meeting, **including upcoming district meetings and informational gatherings!** Keep checking for the latest news.

\* Western States Conference is coming to Cripple Creek in April 2024, find out all the details!

\* Find a link to [NRLCA.org](http://NRLCA.org), then click on RRECS Resources, that has all the information you will need to understand the **Mini Mail Survey**, watch the Mini Mail Survey video, and better understand all the parts of the RRECS process; plus, keep up on the newest information when it comes out. *(You will need your [nrlca.org](http://nrlca.org) password to access the training information!)*



**CANDIE DYER,  
VICE PRESIDENT/  
PAC CHAIR**

## Stand up for yourself

Sometimes, we can get caught up in everything that is going on around us and lose sight of what we can do. I am here to remind all of you we do have rights, basic human rights. I wanted to remind you of them.

We do have a zero-tolerance policy and reporting procedures in the Postal Service. You should never feel threatened or assaulted, bullied, or intimidated by your co-workers and/or management. If you feel that you are, you should report it to the inspection service by calling 1-877-876-2455 or the postal police 202-268-4566.

I am sure that most carriers have no idea how much it costs the Postal Service to hire new people. It costs \$10,000 for each student that goes through the academy.

Just think if we could keep them. Maybe we could be making more money, and we would certainly have something to show for all the money being spent. I do not understand the logic in why people in general want to get rid of the new RCAs by treating them so horribly in some offices.

Here are our top five human rights:

1. Right to Equality
2. Freedom from Discrimination
3. Right to Life, Liberty, Personal Security
4. Freedom from Slavery
5. Freedom from torture and degrading treatment

I think that some of these rights are being broken and there needs to be something done about it. You do have a choice in how you live your life.

Biggest of all for me, I want people know that they should not treat you badly for trying to make their numbers. Their choices their consequences. Please stand

up for yourself, get a hold of your union representatives, or call EAP for help, 800-EAP-4YOU. They are there to help you out, with anything that you may be having problems with—or give me a call.

As your PAC Chair, I am asking all of you to look around your garage or basement, maybe do an early spring cleaning, and if you find something you would like to donate to the Western States Conference for the PAC silent auction or live auction in April, please do. You can also bring/donate items to the state convention in June this year.

Right now, we are ranked 34<sup>th</sup> out of 50 states, let us try and beat that in 2024. Per Capita we are ranked 27<sup>th</sup>. You can even donate an old gift card that you have not used, you do get credit even if you do not buy your donated piece. There is going to be a lot of silent auction items like wine baskets, blankets, jewelry, a coffee maker and a mixer, a weight blanket, a cello and a piano that both play music, a leather flag coat, and much, much more.



### « PRESIDENT CONTINUED FROM 1

is on page two of this newsletter. District meetings are the first chance to write up a resolution to change the way things work in your office. If you have an idea to fix something that is broken, come to your district meeting. If you do not know what district you are in, contact someone on the board, also page 2.

Another meeting that you can attend is the Western States Conference (WSC). WSC is an organization that gives the western states a chance to meet with each other and national officers. The meetings are held annually and move from state-to-state. This year, Colorado is thrilled to host the meeting! It will be at the new Chamonix Hotel and Casino in Cripple Creek April 3–5. There will be seminars, discussions, Q&A with the national officers, and lots of information passed around at the conference. There is a \$75 registration fee and rooms can be had for \$139/night. Look at the registration form in this newsletter or the website for all the details. Please come see what is happening.

If you cannot make those meetings, there are more options! The next chance to meet with fellow carriers is our state convention. We are meeting in Parker on the first weekend of June. Again, look in this newsletter or the website for more information. We will have a member of the national office in attendance with our national steward district representatives. Do not miss your opportunity to interact with these leaders of the NRLCA, and just like the other meetings, lots of information will be shared.

One of the activities at the state convention is the election of

delegates to the national convention. As a union member, you can be nominated and elected to be a paid delegate to the NRLCA convention in Reno. We will determine who the delegates are at the convention. And resolutions from the earlier district meetings will be discussed and voted on. If they pass, they will head up to the national convention for the delegates to vote on. Our state convention is the focal point for Colorado rural carriers to put in their two cents worth for the future of the association.

The national convention is another meeting of rural carriers to share information. It is in Reno, Nevada from August 26–30, 2024. There will be speeches, meetings, seminars, luncheons, and other chances to learn about the state of the postal service and our organization. At the end of the convention, we will vote for the various positions on our national board. It will be the responsibility of the elected delegates from Colorado and the rest of the states to determine who will lead the NRLCA for the next year.

Meetings I have mentioned, district meetings in February and March, WSC in April, the state convention in June, and the national convention in August, are all opportunities for you to increase your involvement in our association. You will also learn more about your job and how you can improve your work environment. The new evaluation system will be a year old and there is much more to understand about it. Here are the ways you can become informed and involved. Please join us!

# What is it worth to you?



**DAWN NIX,  
SECRETARY-  
TREASURER**

It is that time again. Soon the CORLCA will be having an election to select the delegates who will represent the rural carriers of Colorado at the annual convention of the National Rural Letter Carriers' Association. The details are in this paper, and as a member of the

CORLCA, that should remind you that there are some things for you to think about.

- What does it mean to have a vote?
- Is having a vote valuable to you?
- When your ballot comes in the mail, do you give it the priority it deserves by reviewing it and then take advantage of the communication opportunities provided by union gatherings (or by personal contact) to talk ideas with those who are listed on that ballot?
- Do you maximize your right to vote or do you let your ballot and your vote go to waste by not voting?
- Do you vote for people to represent you who understand your working situation and share your concerns and values?
- How do you know they understand and share your concerns and values?
- Have you discussed with others, including nominees for national delegate, ideas involving the rural carrier job as it exists today and how things should/could be changed?
- Would you like to be a delegate with the ability to vote and the responsibility to represent other carriers?

- Are you aware that you can nominate yourself?
- If you would prefer to be nominated by someone else, talk to me about your concerns – I will nominate you.
- If you were elected as a delegate, how would you try to represent fellow carriers?
- Are you aware that if you correctly request leave (in a timely fashion), and are elected as a delegate, you cannot be restricted from participation in the activities of your labor union?
- Would you be open to hearing the thoughts and ideas of fellow carriers so that you could take those ideas with you to the convention?
- Exactly what will those delegates to the NRLCA convention be voting on?
- Would you like to have the opportunity to help select the people who operate our union on a national level?
- Would you like to have the opportunity to hear and vote for or against the ideas presented by rural carriers from all over the United States?

These thoughts reflect some of your responsibilities as a member of our labor organization. Being a member is a much bigger prospect than just paying dues. Members who participate by utilizing their vote can help make changes to the way our association works.

Our national organization spends a huge amount of money hosting an annual convention. Whether you participate or not, you will help fund this convention. It provides an important, essential opportunity for carriers from all over our country to gather, communicate, and vote for or against those who operate our

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40940 Topaz Dr.  
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organization, the ideas they operate under, and the issues considered important when negotiating our contract. This convention can be your opportunity to have a voice.

On a local level, our state organization spends a large amount of our annual operating budget subsidizing the expenses of the delegates we send to the national convention. Whether or not you participate by voting or by becoming a nominee, you will help fund this delegation. It is up to you to choose whether you have a voice in the process.

- Are you a responsible enough member to take part in this effort by running for a delegate position, or at least by talking to the delegate nominees about what you believe the priorities of our union should be?
- Do you take your membership responsibility seriously enough to communicate with prospective delegates to assure yourself that they are adequately informed on current working conditions and situations in offices other than/in addition to their own to represent you and your fellow carriers?

Please read this paper, attend informational meetings, communicate with other rural carriers, and exercise your responsibilities as a member to the best of your ability. Maximize your membership and make the CORLCA stronger. Help make our union a more responsible, responsive labor organization you can be proud to be a part of.

Please communicate, consider becoming a delegate, and most of all, VOTE! Thank you for helping make this union strong!

## For Comparison, membership totals:

- June 30, 2017 CORLCA membership total – 1272
- June 30, 2018 CORLCA membership total – 1241
- June 30, 2019 CORLCA membership total – 1241
- June 30, 2020 CORLCA membership total – 1209
- October 28, 2020 CORLCA membership total – 1214
- December 23, 2020 CORLCA membership total – 1227
- February 21, 2021 CORLCA membership total – 1236
- April 9, 2021 CORLCA membership total – 1252
- June 28, 2021 CORLCA membership total – 1250
- January 23, 2022 CORLCA membership total – 1166
- June 30, 2022 – CORLCA membership total – 1077
- September 19, 2022 – CORLCA membership total – 1067
- January 6, 2023 – CORLCA membership total – 1074
- May 6, 2023 – CORLCA membership total – 1114
- June 29, 2023 – CORLCA membership total – 1103
- September 29, 2023 – CORLCA membership total – 1093
- November 12, 2023 – CORLCA Membership total – 1088
- January 6, 2024 – CORLCA Membership total – 1090



**LES HAWKINS,  
ASST. SECRETARY-  
TREASURER**

# The contract we deserve

The following is a letter I wrote with the help of the CORLCA board. This May is the end of our current contract, which means that very soon if not already happening, negotiations between the NRLCA and the USPS will be working on the next three-year contract.

For years we have worked through abusive work environments and ill-prepared management with poor hiring and retention practices, just to name a few of the issues, which are endangering our craft's future success. This letter is addressed to the national officers, supported by the CORLCA board, with suggestions about where the focus should be during these talks and a reminder of the importance of what is at stake.

## **Dear President Maston, Vice President Pitts, Executive Committee Members, and other National Officers:**

My name is Les Hawkins. I am a seasoned Rural Carrier, an employee of the USPS for over 25 years, a local steward for almost 20 years, and a proud NRLCA member. Currently, I am Secretary-Treasurer for District 5 in Colorado and Assistant Secretary-Treasurer for the CORLCA.

I work in a small office located in southern Colorado. I take pride in carrying what I consider an old fashioned "traditional" route. A place where customers are known by their first name and mail delivery is more than just a cold exchange of bills and payments, but rather a daily meeting between friends.

Like many other employees, I have watched this company experience many high points and ride out some lows as well and how they have affected the contract negotiations and ultimately our contracts. There have been times when we had some favorable contracts and some instances where we gave up ground. The ups and downs are the nature not only of the business, but also of the negotiation and contract process. We, as employees, tighten our belt during difficult times for the good of the business and deserve to be rewarded

when business is good.

Recent history has proven to be difficult for the USPS as mail volume has consistently declined. Unique government regulations have directly affected how the USPS is required to operate while other delivery companies are free from the same regulations. The USPS has also experienced pre-funding requirements, inability to set prices at a sustainable level, aging infrastructure, and a worldwide pandemic to name a few of the difficulties. We have managed to go without and sacrificed for the good of the company. This was given knowing that eventually we would find the USPS recovering and thriving. RRECS was a bit of a shock for us as carriers; like a slap in the face as we did not anticipate such an overall decrease in hours.

This sacrifice has come at a cost, an increased failing relationships between management and carriers. Remember the fiasco at the 2023 National Convention when PMG Louis DeJoy totally dismissed a question from a carrier on the floor about this very topic. There was a palpable change on the floor following this transaction. The perfect example of what is threatening the current well-being of our jobs, the corroding relationship between management and carriers.

The complete inability to hire new employees, inadequate training, retention, overwork, under appreciation, inability to correctly execute payroll, rolling over mail, etc., have made the current work environment quite toxic. It reached a point where our union representation was threatened. The problem has escalated to a point we should all be concerned about and will not be reversed without significant changes. A new line has been crossed when regular carriers are choosing to leave this occupation. This only shows that there needs to be aggressive advances as our current contract is set to expire and negotiations begin.

To correct this course please consider the following when negotiating our new contract. Although we have made small steps for RCAs, we are still not enticing enough new employees. We still have a two-tiered salary chart. Carriers are working up to seven days a week with no signs of relief. After doing our part as essential workers, we were never appreciated or even

recognized. Significant changes need to be negotiated to attract and retain the quality of carriers the American public deserves.

Salaries need to increase. Although our current contract has COLA increases, other recently negotiated contracts have not secured significant increases in salaries and benefits. Benefits and retirement have been whittled away during past contracts. While the minimum wage has increased, which it should, the carriers working everyday have not seen those types of increases. It is time for that to be restored and added to. Please keep in mind how our contracts have angled downward since the mid 1980's when our craft changed from Civil Service to FERS. Despite this change 40 years ago, this career path was then still desirable and sought after. What has changed from this being a desirable career path to the inability to hire?

It is the small compromises in our contract over several years that have put us in this position. I implore you to net us a contract as good as, or better, than ones we had under Civil Service. Doing so will begin to solve lots of our issues. Failure to do so will continue the downward spiral. Please do not allow us to crash and burn. The ball is in your court. Past contracts have evidenced our willingness to compromise during lean years; we should be rewarded for our sacrifices. Please remember when negotiating over the next few months, we have given our all and are tired. Please help us get what we have worked so hard to earn.

I believe we are due for a significantly favorable contract. Will you help us get what we deserve? After all, WE, as carriers, pay YOUR salaries. To this end, you, and you alone, are responsible to represent each of us, from the most seasoned regular carrier to the retired carrier to the newest RCA, during this crucial negotiation process. The contract you will negotiate this year must reflect significant improvements in pay, hiring, retention, the work environment, and benefits. We used our voices to secure your position in the national office. Now you must use your voices to get us the contract we are due.

Thank you for your time.

Sincerely,

Les Hawkins and the CORLCA State Board



**GREGGIE BYRD**  
**DISTRICT**  
**REPRESENTATIVE**

## Please understand

Happy New Year! I pray this new year finds you healthy, happy, and hopeful. This article may be full of familiar reminders, but that is because there are certain issues that continue to be problematic. One of the best examples of

this is what carriers need to do when filing a grievance.

The reason I titled this article “Please understand” is because some of the information maybe be a little redundant to those who have been around a while. Unfortunately, your labor representatives continue to see the same problems we have had for the last decade and half. Please be a little understanding because this information may be old to you, but it is new for someone else. When filing a grievance there are at four major things you need to do to help your self and the people representing you.

1. You must fill out the first four sections of the 8191– Completely.
2. You must have a discussion with management about why you are filing the grievance to see if the issues can be resolved. If the issue is not resolved in the discussion, a date must be put in section 3B with the initials of the manager and or the carrier.
3. Once it becomes a grievance, the original copy must be given to a certified steward (local steward, area steward, assistant district representative, or district representative).
4. When you give or send your grievance to a certified steward, please send a detailed statement explaining why you filed the grievance.

The next issue I want to mention is about how a lot of carriers are working a whole heap of hours including their relief days; some are even working past the 56 hours in a week benchmark for the FLSA (Fair Labor Standard Act). At this point, the system will not allow a manager to enter a DACA 3 if the carrier is entitled to it.

One of the many questions being asked by carriers around the Western Area is:

- Q. Why can't I have a DACA Code 3 when I have to work my relief day, but I happen to go past 56 actual

work hours for that week?

- A. This information is from the F-21: 581.143 DACA Code 3: DACA code 3 pays an additional 50 percent of the carrier's daily rate of pay plus one day of EMA if appropriate for working the relief day on the assigned route. The hours worked on the relief day is entered in the Relief Hours and the Actual Wkly Hrs block on PS Form 1314. The carrier shall receive an X-Day (a day for working a prior relief day) within 12 weeks as scheduled by the employer. However, If the weekly work hours exceed 56 hours in a week, DACA code 3 must be changed to DACA code 5 because of the overtime situation.

581.144 DACA Code 5: DACA code 5 pays the employee 150 percent of the carrier's daily rate of pay plus one day of EMA if appropriate for working the relief day on the assigned route. The employee is not entitled to an X-Day.

### RRECS Question: Can the Postal Service set benchmarks on rural routes?

- Q. Is it right for my manager to tell me I have 5 minutes once I get back to the office to shut everything down on my route and go home
- A. NO! While a manager can tell you anything, and we have to follow a direct order if they tell us to leave the building, it is wrong to set a benchmark of time in which a carrier must be out of the office at the end of the day.

Here are some excerpts from a previous arbitration award by Dana Eischen concerning the Postal Service setting benchmarks during mail counts:

- Most egregiously, during the entire count period, as they were conducting the count, local managers were bombarded with instructions from above to examine every route every day with respect to J, Q, and R times and to report each day every route that went over a single “benchmark, guideline, or standard.” They were told to file “Exception Reports” explaining why any route was over the benchmark or standard set by the district or area on any given day and, in many cases, directed to take “corrective action” to meet the benchmark on subsequent days of the count period. That is what their

bosses demanded, that is what their bosses' bosses demanded and that is what headquarters knew—without objection—was happening in the field.

It does not matter that headquarters, areas, and some districts may not have told field managers explicitly to “do whatever is necessary” to get the J-Q-R numbers down. Nor is it evident that every local postmaster and supervisor succumbed to the relentless pressure from above. However, given the impossible task demanded of them, the absence of explicit instruction on how to achieve the “benchmark averages” and the green light to take “corrective action” to bring “excessive” numbers into line, the shaving of time and counts by some local managers was probably inevitable.

### Case No. 095R-40-C 02101267 (“Mail Count Conduct”)

The Postal Service did violate the National Agreement, before and during the 2002 NMC, by instructing and requiring managers and supervisors, to “target and correct” count totals in Column J, Column Q, and Column R of Form 4239 which exceeded certain national average “benchmark/target/threshold” standards unilaterally established, issued, promulgated, and enforced by Postal Service managers.

### REMEDY

The counts, or results, of the 2002 NMC relative to Columns J-Q and R are hereby rendered null and void. The Postal Service is directed to “re-build” the Standard Hours of each rural route counted during the tainted 2002 NMC, using the data set for Columns J-Q and R from the mail count of that particular route which most recently precedes the 2002 NMC and the 2002 NMC data set for all other elements except Columns J-Q and R, and to calculate for each such rural route constructive Evaluated Hours based on that “hybrid” mail count data. The Postal Service is directed to pay to each regular and relief carrier serving on the rural routes counted during the 2002 NMC the difference between the “hybrid” evaluated pay calculated in accordance with 7 2 of this Award and the 2002 NMC evaluated pay invalidated by 7 1 of this Award.



**THERESA MECOM,**  
**ASSISTANT**  
**DISTRICT**  
**REPRESENTATIVE**

# Letter of demand and missing pay

One of the most common grievances I receive is a grievance on a Letter of Demand because the Postal Service is claiming the carrier owes them money. The number one reason the carrier receives this Letter of Demand is due to a money order they took for a missing paycheck.

### Where does the carrier go from here once they receive a Letter of Demand?

First, you have 14 days to file a grievance on the issuance of a Letter of Demand (LOD). The clock starts when you are first made aware of the LOD. Before you file, please reach out to your steward regarding if you have a grievance or not. The fact of the matter is, if you were overpaid, the Postal Service will collect on that overpayment.

If you are ever missing a paycheck, you have the right to a money order for 65% of the amount. Carriers need to make sure when they accept that money order that they are also receiving documentation that a pay

adjustment has been submitted: PS Form 2240-R or 2240-RA. When you get that 2240-R or 2240-RA, the bottom portion will say **“Emergency Salary Advance Authorization and Receipt.”** This is where management will indicate the dollar amount of the advance the carrier was

*If you are ever missing a paycheck, you have the right to a money order for 65% of the amount.*

given. Make sure there is a dollar amount so the Postal Service can deduct the advance once the hours are adjusted. Do not settle for just a money order and nothing else. Many offices think they can issue a money order and no other paperwork needs to be done. If management does not submit a pay adjustment to correct your hours and pay back the advance, you will receive a Letter of Demand and will never get that additional 35% you are owed.

The next step after you have received a Letter of Demand is to present it to management and ensure that they fill out an Employee Debt Modification Request (EDMR). This form can be found in eIWS and is PS Form 1007. This will stop the Postal Service from automatically taking out payments from your check for that debt until the issue is resolved. Make sure you get a copy of that form as well.

It is no secret that the Postal Service has been inefficient at training their management on rural pay. We currently have a Step Four that has been filed on this very issue. This has led to many headaches over the years for our craft.

I advise carriers to babysit management every Friday to make sure your hours are input correctly before you leave for the day. Keep a record of all your hours worked each pay period that includes the date, the time you clocked in and out, and the route number you did the work on. Many carriers take pictures of their green cards or trip sheets. It is sad we must do this, but until the Postal Service starts taking measures to ensure our pay is correct and managers are trained, this can help avoid potential pay issues.

As always, be safe and Happy New Year!



**CUSTOMER SPIRIT** — A customer on Rural Route 7 in Pueblo getting into the spirit of the season with some creative sculpting.



**SEASONAL SPIRIT** — Carriers at Montbello station in Denver took a small break from the stress of the peak season for a bit of ugly sweater spirit. *Back row:* Chulaphol Panichakul, Noli Aguipto, Susana Carranza, Norma Maldonado, Estefanny Gonzalez, Cynthia Robertson, Bernadette Schulze, and Joyce Robles. *Front Row:* Trong Nguyen and Seth Ashietey.

## Executive Corner

Are you ready to attend the Western States Conference in Cripple Creek, Colorado this year?

Have you ever attended any conferences? It is coming up fast, April 3-5; you need to mark your calendar and put in to get the dates off as soon as you can. Then send in your registration.

There is always a lot of good information at these conferences. Some national board officers will be there you can talk to and ask questions. There will be information on RRECS and a chance to meet and visit

## It is coming up fast

with other carriers from other western states. The Western States Conference is like a mini-national convention. The information you learn at these gatherings is helpful to your daily job and your career as a rural carrier; plus, there are not many better opportunities to get your questions answered.

When you get a little break during the conference, you can take some time to visit the shops and casinos on the main street. Details are in this paper and on the website, corlca.net.

Contact any of the board members on page two if you have any questions. We are

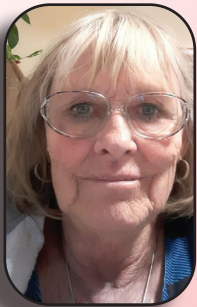
always willing to be helpful and help you feel comfortable being a part of our association; we are family!

Looking forward to seeing you there!



**NATALIE GARDNER,  
EXECUTIVE  
COMMITTEE CHAIR**

## Care for yourself



**PAM SMITH,  
EXECUTIVE  
COMMITTEE**

Thanks to all your hard work and long hours during peak! On top of all the Amazon parcels, many of you also had to deal with the grumpy jerky managers treating you like you had nowhere else to go. Plus, all the RRECS scans. You survived and here you are on the other end; now what?

We know it was a very hard year as the Postal Service continued their inability to hire enough help, if any at all. And what is this, like year four now of no help. It is still the problem

and carriers are feeling betrayed. You need to check the hiring list online to see if your office is posting for jobs. Sometimes management just does not know what they need to do to hire. Maybe if they did not have so many telecoms and quit micromanaging things could be different. They would at least learn how to do their job!

If you are in one of those offices that has no relief and are tired of working with no time off, you need to tell the supervisor you need a day off. This is a safety issue, when you become over fatigued, you are too tired to work and accidents can happen and you could be disciplined. You need to take care of yourself; remember you are responsible for your safety.

## Get the leave slip in



**TAMMY SMITH,  
EXECUTIVE  
COMMITTEE**

Hi from the Lower Arkansas Valley. Hope your new year is off to a good start. We have been busy planning and working in all the areas of getting the Western States Conference (WSC), in Cripple Creek, and the state convention, in Parker, organized.

The WSC will be at the Chamonix Hotel and Casino in Cripple Creek April 3-5. The Chamonix is a brand-new hotel and casino at 233 E Bennett Avenue. You can see the beautiful location at [www.chamonixco.com](http://www.chamonixco.com). The reservation phone number is 719-689-2124 (ext.1 to miss

all the recorded messages); the code for the \$139/night rate is COWSC (*Colorado Western State Conference*). That price is good for two days before and two days after the conference. March 4<sup>th</sup> is the registration deadline for that price. If you have a player's card for Chamonix you might get a lower rate when making your reservation; ask them.

Wednesday afternoon will be registration for the conference and the Meet and Greet. There will be games, prizes, and snacks.

Thursday will have speakers from different areas that are relevant to the rural carrier craft. Cortney Clark has some good information to share that should be heard and will be helpful for all of us. The afternoon will finish with a Q&A to hopefully get some of our question answered by the National Officers that will be there. That evening will be a retirement seminar and Friday will be the business meeting of the WSC.

Seriously think about coming to WSC. Each one of us needs to do what we can to help make our union and our job stronger. Come let your voice be heard and hopefully something will be said and done to help us through this trying time. Turn in that leave slip for April 3-5 and do not let that March 4<sup>th</sup> deadline pass by without getting the better price on rooms. See your there.



## It takes a village

Now is the time to send your nominations for the Colorado delegates to the national convention! If there is a carrier in your office, a union member, that is always going above and beyond to help you and your coworkers out, send in a nomination for them to go to the national convention.

Each elected delegate that goes from our state represents 100 members. They are our voice for the future of our craft and our union! RCAs and PTFs can also be nominated as delegates. Sadly, last year there were not many RCAs or PTFs and Colorado did not even elect to send one. They are a vital part of this union and their voices matter just as much as the regulars. **PLEASE** get those nominations in and when you receive the ballots, **PLEASE, VOTE, VOTE, VOTE!**

Typically, Colorado sends 11 to 13 carriers to represent the state. Do not let this benefit of being a union member pass you by and get those nominations in NOW. The nominating ballots and directions are found in *The National Rural Letter Carrier* (page 28-29 of the November/December issue) and will be in each issue through May, 2024. You can also find the nominating ballot and instructions on the website, nrlca.org.

The next Mini Mail Survey (MMS) is nearly upon us. Refresh yourselves and

help others. The MMS is only about six percent of your overall evaluations, but the little things can be the difference to the next base hour. I know a lot of us still think of it as the old mail count, but the MMS has minimal items being counted. If you question some mail pieces, parcels, items left in your hamper, ask management the question, "Where am I getting credit for this?" If they cannot give you an answer, contact your steward.

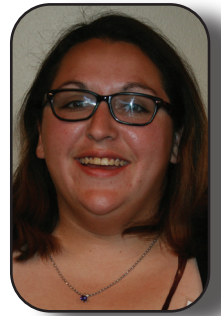
Management should be providing all carriers with the RADAR and end of run reports for our mail volume totals and if they are not, contact your steward. This is a part of the transparency we need to see for OUR evaluations. Keep all your documentation from the MMS together. I have a folder I created for the last 2 we have had. If you notice RCAs and PTFs that need some help, please help them. Direct anyone with questions or wanting more information to the union website/RRECS tabs. It is their pay too. It takes a village, and we all need to work together.

Lastly, our state convention is June 7-9, 2024 in Parker. It sounds like it is a far time away, but it will be here sooner than you think. I am encouraging EACH OF YOU to put your leave in for it now. Article 24 Section 2 of the National Agreement states:

Section 2 Leave for Union Conventions

Employees will be granted annual leave or leave without pay at the election of the employee to attend national, state and area union conventions, provided that a request for leave has been submitted by the employee to the installation head as soon as practicable and provided that approval of such leave does not seriously adversely affect the service needs of the installation.

Plan for it NOW! Even if you only come for one of the days, showing up is what is important. Our union dues go to put on these events for us to help each other make positive change we all want to see. You also get the opportunity to meet with a national officer and speak one on one with our district representatives and assistant district representatives. It is always awesome to meet others across our state and hear the different and same issues we all face as rural carriers. I hope to see more of you there in 2024! Plan for it now!



**CORTNEY CLARK,**  
EXECUTIVE  
COMMITTEE

### CORLCA Membership Total As of 1-6-2024

RCA – 180 (-5)
ARC – 9 (-)
PTF – 61 (+2)
Regular – 680 (+6)
Retired – 147 (-3)
OWCP/LWOP – 13 (+2)
<b>TOTAL – 1090 (+2)</b>

#### Support and encourage our RCAs!

Sign up a non-member on an 1187 form and receive \$50 for a Regular or PTF and \$15 for each RCA or ARC you recruit. Contact Dawn Nix for forms and information.

To One and All of our New Members,  
You are the Future of our Craft.  
THANKS for JOINING!

## Save \$ today!

Hello all my rural carrier friends. It is a new year and let's hope it gets better than the last one, but we still need to carry on with our "normal" lives. One of those items on your checklist should be your insurance and if you could be saving some money.

Now is the time to call **National General Insurance** for a free quote - 1-888-325-7727. It will only take minutes and you could save a whole bunch. You also get a \$10 visa card for just calling, mention the code RRP.

Will your car insurance protect you if the Postal Service denies your claim? Probably not, many insurances will not insure your vehicle being used on the route. Those that do might also be charging you business or commercial rates. Unlike other insurances, **National General** understands the federal tort claims act, so why pay more than you have too. Protect yourself and call and get a quote tonight – 1-888-325-7727

*Pam Smith, National General Insurance Rep*

**Call 1-888-325-7727  
for your free quote today!**



**LESA  
ROUTH-HALCOMB,  
AUXILIARY  
PRESIDENT**

## *It's a big deal*

Spring greetings, or should I say, "Almost Spring Greetings!" Living in Colorado, one never knows when spring weather will arrive. I do know that I have recently enjoyed the longer days.

Spring seems to be the start of the busy time for all of us. District meetings have been scheduled and state conventions are also being put on the calendar. It is exciting that Colorado we will be hosting the Western States Conference (WSC) in April. I hope that each of you will put ALL these events, when they are announced, on your calendar. I know that the district 2 meeting will be held on Sunday, February 18, in Ft. Morgan, at the Best Western Hotel, at 2:00 p.m.

If you let me know when and where your district meeting is, I would really like to try and attend. Our state convention will be in Parker, starting with a Meet and Greet on the evening of June 6<sup>th</sup> and meetings being held June 7-9.

To some the WSC is not a big deal, but to those in Colorado and those who have been making plans for this event, it is a BIG deal! The BIG deal will be held April 3-5, in beautiful Cripple Creek, at the Chamonix Casino. I ask that you make every effort to attend your district meeting, our state convention, and most importantly, the BIG deal, also known as the Western States Conference. I think it would be amazing if we, the Colorado Rural Carriers' Association, Auxiliary, and Juniors were on hand to offer a helping hand and have an outstanding showing of support of our organization at the WSC.

On the National level, the board just finished attending the Southern Area Conference in Atlanta, Georgia. President Julie's program, "A Program of Patriotism," that focuses on pairing

shelter and rescue dogs with veterans and first responders battling with PTSD through "The Hero Company," is going quite well. There are several project items that your state auxiliary members will have for purchase. The project items available for purchase are a lapel pin \$10, a challenge coin \$12, ball cap \$20, raffle tickets for a quilt \$1 each, or six for \$5, and a dog collar for \$8. Each national auxiliary officer is equipped to take credit cards for purchases and there is also a QR code that can be used to donate to this great program. I am excited to see how much the rural carrier family can raise for this amazing cause.

I would also like to let you know that Colorado's Auxiliary will be hosting President Julie and her husband Rick at the Western States Conference. I am looking forward to sharing our great state with President Julie and Rick.

I would like to remind our graduating seniors to start completing the scholarship applications available on the National Rural Letter Carriers' Association website. There are eight (8) scholarships posted for your graduating senior to choose from. If you find that you are needing help with these please do not hesitate in contacting me. The deadline for each scholarship is March 1, 2024. I hope to see several applications being submitted by our Colorado Juniors.

In closing, I would like to personally thank you all for the support of the humanitarian project I chose last year. A check written in the amount of \$65,300 was issued to "Give Kids the World Village." Without your support, my dream could have never become a reality. I truly appreciate each one of you and your support of our state and national auxiliary. You are amazing! I look forward to seeing many of my amazing Colorado Rural Letter Carriers at the upcoming events I spoke of.



**ANNE HARRINGTON,  
CHAPLAIN**

## *Do something positive*

Begin again  
– You can  
you know,  
Seek out a better  
way to go.

This was the opening line to a poem written by an unknown poet. It was in a small book of poems that I found in a little bookstore in Holyoke, Colorado when we had our state convention there. It has stayed with me and served me well ever since.

The idea of being in a bad situation and seeking out a positive action to take is not new, but sometimes difficult to achieve. That action might be life changing or a small act because that is all you can do. For example, I once had a very difficult time with a person of authority; I had gone thru the measures the Postal Service offered to

carriers (grievances and two EEOs), but nothing really helped. I finally thought the only thing I could do was pray. This led me to the thought that something really bad must have occurred in his life, so I started to pray for him. I do not know whether it changed me or changed him, but slowly things improved. We did not become close friends, but we worked well together.

Doing something positive, no matter how small, is a great stress reliever and the impact is sometimes big. I know many of you have faced difficult times in your work places this past year. I hope you will try to find a positive action to counter balance the problems. Maybe just attending a district meeting and sending a resolution, which is a request for change for our national officers. We will help you write one if there is something you think must change. Maybe the positive action is as simple as greeting everyone each day, letting them know you are glad they are there. Maybe it will be

helping a new sub to make it until they can be a regular carrier.

The same is true at home. We are sometimes tired and bedraggled when we get home. Take a moment with your family and just enjoy their company. Leave the workplace behind. These are really the people we go to work for.

Finally, remember to do something good for yourself. Read a good book, listen to music, have a massage; whatever it is that lifts your spirits. For me, it is best described by another line written by that poet:

When endless little worries  
close me in like airless walls,  
When all the busyness of life  
my baffled soul appalls –  
It's good to find a hilltop,  
high and quiet in the night  
And lift my eyes to heaven as  
the stars come into sight.  
Wishing you and your fami-  
lies God's Blessings.

# 121<sup>st</sup> Annual State Convention

## June 7–9, 2024 Parker, CO

**SAVE THE DATE!**

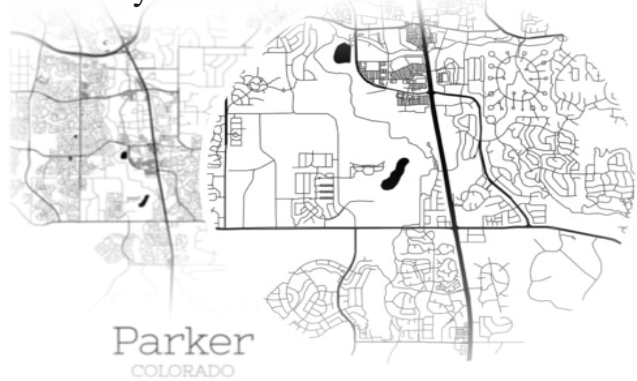
*\*\*Hosted by District 3*

– **Holiday Inn Denver/Parker** –  
19308 Cottonwood Dr, Parker, CO 80138

The State Convention will be held Friday, June 7 – Sunday, June 9, 2024 at the Holiday Inn Denver/Parker, located at 19308 Cottonwood Dr., Parker, CO 80138. See your Union dues at work, come one day or stay for them all. Bring your questions and concerns. Be the change you want to see with our job, let your voice be heard! VOTE on Resolutions and Constitutional changes, pick up some goodies at the PAC auction, enjoy yourself and meeting other carriers at the Thursday, June 6 Meet and Greet and the Saturday night banquet on June 8.

Make your reservations soon to stay at the Holiday Inn, \$144.84 a night, May 15, 2024 is the deadline to use code CORLCA for this hotel room rate! Call 303-248-2147.

Keep your eyes on **corlca.net** for details to come about the Saturday night banquet and Thursday's Meet and Greet.



### Nominate Your Choice for Outstanding Auxiliary Member for 2024

This person is one that you think has done a lot of work for her/his organization and has worked countless hours; maybe not this past year, but a previous year and has not yet been recognized.

My Choice for Outstanding Auxiliary Member 2024 is:

\_\_\_\_\_

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Send to: (by May 25, 2024)  
Lesa Routh-Halcomb  
101 East First Avenue  
Otis, CO 80743-9209

**(Please mark the outside of the envelope:  
Outstanding Auxiliary Member)**

*If more room is needed attach a sheet of paper to this form..*

# View from the right side of the car



**TODD HOHN,  
EDITOR**

Choosing to focus on one issue over others does not mean the previous problems have been resolved, it only means that the newest problem has taken priority. My past several articles focused on hiring and the lack of RCAs, which is still a problem. However, the prevailing issue right now is pay roll. How can a long standing governmental agency with so many employees mess it up so often? There are thousands of hard-working employees who are not paid on pay day – how can this be? Waiting for the problem to be fixed on a future pay day is not acceptable. No one, not even the highest paid employee at USPS, would be satisfied with this situation. We all have bills to pay and are expecting to be paid on pay day. Right?

Rural carriers are not the highest paid employees in the Postal Service, which makes the problem that much more difficult. Management still expects everyone to continue working with the same intensity. In my opinion, the stress of figuring out how immediate bills are going to be paid compounded with the exhaustion many carriers are already feeling can be overwhelming. This added stress can lead to other unwanted symptoms including increased accidents. Lack of payment is not a one-time occurrence, there have been multiple occasions over the last year that the Postal Service has not paid, or incorrectly paid, thousands of rural carriers. The USPS does not seem to understand the correlation between accidents and over-working exhaustion and stress. Stress abounds when there are zeros on a pay stub. Lack of payment does nothing to improve an already dismal office morale.

There are things that carriers can do, must do, if they find themselves on payday without pay. Management will probably not help, despite their culpability, to get your pay corrected before the next payday. Who can wait two weeks for them to **maybe** get it right that time? You should know that you have the right to 65% of your pay in the form of a money order. You will probably have to remind management of that right. Refer to Theresa Mecom's article on page

7 of this paper, she walks you through this very problem. There is also an article in *The National Rural Letter Carrier* on page 4 about the Step 4 grievance filed on the Postal Service's failure to pay rural carriers correctly.

There have always been occasional pay issues in the Postal Service, but during the last couple years these problems have really multiplied. I believe the true issue is the USPS's inability to attract, hire, and retain quality employees. The Postal Service has not recovered from the economic troubles of 2008-09 when they decided it was a good idea to drop RCA pay to approximately \$15 or \$16 an hour and creating a second table to the rural pay scale. Adequate pay for the workforce was not the Postal Service's problem; in every contract negotiation, the union has been fighting to get the wages back to where they belong for new hires.

I am thinking (and magically hoping) that the Postal Service will see that if they want to compete for the good employees out there, they will have to offer a higher pay scale than Taco Bell. The USPS will need to make jobs appealing again, and that is not an easy thing to do given the current economy and political rumblings about the USPS. The USPS needs to start somewhere, and paying their employees what they are worth would be a good start. It's not surprising that they have difficulty paying everyone based on the confusing way that they pay carriers (e.g., double pay scales and regular carriers working on other routes) and not enough relief help to cover downed routes. It is HR's responsibility, one would think they would have figured it out by now, but it continues.

This is kind of a simplistic look at a much more complicated problem. If the Postal Service did a better job of training management, management might have a better idea of their

responsibilities. If management knew what they were doing, maybe carriers would not be so frustrated with needing to fight for their rights which results in a toxic atmosphere at a lot of the post offices. A positive situation could result which includes the Postal Service holding onto good carriers and attracting new ones.

A lot of 'ifs' in that statement; it's hard to imagine a positive situation after the past several years. I am hopeful and I do not know exactly why. It may be because I have seen three new carriers at my station in a two-week period and that has not happened in a very long time. Also, the contract is expiring this year and each of the past contracts has raised starting wages, not to an acceptable level, but maybe this year. Or maybe, I am just a stupid optimist and want to imagine my last 10 years will not be a stressful mess. I do think patience is running thin. If the Postal Service and the Union cannot work together during negotiations, the chaos we have been experiencing may be the new norm.

## ATTENTION: Candidates for the position of National Delegate

- Campaign articles for NRLCA National Delegate candidates must be submitted no later than Thursday, April 18, 2024 for inclusion in the May issue of this paper.
- NRLCA National Delegate campaign articles must not exceed 100 words, any words beyond the first 100 will not be printed.
- Take care in composing your article, paying special attention to spelling and punctuation as it will be printed as sent.
- Submit your article to [thohncorlca@comcast.net](mailto:thohncorlca@comcast.net).
- Check page 22-23 in January/February issue of *The National Rural Letter Carrier* for the National Convention Delegate Nominating Ballot.

# CORLCA NOTICE OF ELECTION 2024

## NATIONAL DELEGATES ELECTION

The election of Delegates to the National Rural Letter Carriers Association Convention in Reno, Nevada August 27-30, 2024 shall be by mail ballot. Drawing for name position on the ballot shall be conducted on a date and at a location to be announced (*Contact CORLCA State S-T for details*). The ballots shall be mailed to all members no later than Monday, May 13, 2024 from 2024 CORLCA Election Accounting Office. The voted ballot return envelopes shall be addressed to CORLCA Election Committee at PO Box 3680, Parker, CO 80134-1438. The CO-chairmen of the Election Committee shall pick up all voted ballots after 8 a.m. on Friday, June 7, 2024 at the Parker, CO Post Office.

The Election Committee shall post the results of the election after completion of the count of ballots, and shall announce the results of the election during the next business session of the CORLCA State Convention.

In the event of a tie by mail-in ballots, the tie shall be broken by the Election Committee in the Election Committee room, following the procedures detailed in the CORLCA Constitution for a tie for elected State Office.

The number of regular delegates to the national convention shall be determined by the CORLCA membership (excluding Associate Members) on June 30 of the Association year just ended. The delegates shall be listed according to numbers of votes received. The alternates shall be moved up to regular delegates (as necessary) according to numbers of votes received.

Any eligible member who has not received a ballot or spoils a ballot may request a new ballot by contacting the CORLCA State Secretary/Treasurer at [dawn.nix@nrlca.org](mailto:dawn.nix@nrlca.org) (303) 619-0244. If you request and return another ballot, only the replacement ballot will be counted.

## SPECIAL ELECTION NOTICE:

All CORLCA members in good standing that desire to be considered for a 2024 National Convention Delegate position representing the CORLCA please refer to the NRLCA National Magazine starting with the November/December 2023 issue for the nominating form and mailing instructions. This information will continue to be printed in the NRLCA National Magazine up to and including the May 2024 issue. This information can also be found by accessing the NRLCA Website and clicking on the Magazine tab for the applicable current issue.

**ALL NOMINATIONS MUST BE MADE USING THE NRLCA FORM (*completed in its entirety*) FROM THE NRLCA MAGAZINE AND/OR WEBSITE.**

**Nominations for CORLCA Delegates Must Be Mailed To: NATIONAL DELEGATE NOMINATIONS at the Aurora, CO PO box listed in the NRLCA Magazine/website and must be received by Thursday, April 18, 2024.**

## Duties of an elected delegate to the National Convention

### Travel Arrangements

Travel and housing arrangements are the responsibility of the delegates. The opening session starts on Tuesday morning and the convention usually closes Friday afternoon.

### Financial Consideration

All State paid National Delegates will receive mileage at twice the rate currently paid by the Postal Service for one way travel by the most direct route over Federal State Highways. In addition they will receive \$22 per day during sessions of the national convention for expenses.

### Responsibility to Attend Meetings

As a delegate you are required to attend all sessions of the convention. You must be on the convention floor for all voting, the only exception being if you are assigned to a National Committee. If for any reason you cannot be in attendance on the convention floor or if you will be late by reasons you have no control over, you must notify the Delegate At Large. The opening session starts on Tuesday (Approx. 8:30 AM) and you must be in attendance at all scheduled meetings until the close of convention on Friday afternoon. All Delegates shall sit together in the Colorado assigned seating area. All State paid delegates will be assigned to attend a seminar on one evening.

### Caucus Meeting

All delegates will be required to attend Caucus night and to meet after the caucuses at National Convention to discuss the candidates.

### Dress Format

Although there is not a special dress code for delegates, we must remember we are representatives of the state of Colorado. Dress should be neat and clean. Most Meetings are casual or business casual dress. The banquet on Wednesday night is mostly a suit and tie for men, dress or pant suits for the women.

### Responsibility after the Convention

All state paid delegates must write an article for the state paper and shall be compensated \$75 for same.

### NRLCA NATIONAL CONVENTION DELEGATE

#### Nominations

Appearing below is Section 2 of Article VI of the Constitution of the National Rural Letter Carriers' Association. It sets forth in detail the election procedures for delegates to the national convention. This article complies with labor laws which require that national delegates must be elected by direct vote of the membership. In accordance with Section 2 of Article VI, a nominating ballot appears below:

- ◆ You may nominate yourself or someone else from the organized state association

in which your membership is affiliated. (Reference Article III, Section 4.A and B of the National Constitution).

- ◆ The completely filled out and SIGNED nominating ballot is extremely important in order to determine eligibility of the person making the nomination and that of the nominee. Please print clearly as an illegible nominating ballot may cause it to not be accepted and/or returned for clarification to the person making the nomination. The nomination ballot must be received at least 50 days prior to the opening of the state convention, **April 18, 2024.**

### Section 2. Delegates

#### A. Eligibility

1. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members on June 30 of the Association year just ended.

2. Only Bargaining Unit Members

**CONTINUED ON NEXT PAGE »**

## « DUTIES CONTINUED

and Retired Members in good standing may be nominated, elected or seated as delegates. Such “good standing” status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.

3. A member who accepts or acts at any time in any capacity normally performed by a manager from the end of one Convention to the end of the next Convention shall be ineligible to be nominated or serve as delegate.

### B. Nomination

1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to a pre-arranged post office box on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot and instructions shall be posted on the NRLCA website and in all published issues of *The National Rural Letter Carrier* from December-May.
2. Nominations must be received in the pre-arranged post office box at least 50 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

### C. Elections

1. A member must be on the rolls at least 50 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.
2. The State Secretary shall prepare a ballot listing the candidates for National Delegate. Instructions on each ballot shall include the number of delegates to be elected, the deadline for return of the ballot and the mailing address of the designated post office box. The number of votes cast on each ballot shall not exceed the number of delegates to which the state association was entitled at the previous convention.
3. The State Secretary shall cause the ballot to be mailed to eligible members at least 25 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt

of the ballots and another for the return of undeliverable ballots.

4. An envelope marked “Ballot” shall be provided in which to seal the ballot. To permit verification of membership and to maintain the integrity of the voting procedure, an outer envelope, also marked “Ballot” which clearly identifies the name and address of the member, shall also be provided. The sealed envelope containing the ballot shall be placed in the outer envelope by the member and mailed to the designated post office box.
5. An Election Committee shall be appointed by the State President. No candidate for National Delegate may serve on the Election Committee. After the deadline for receipt of ballots, the Election Committee shall collect and tabulate the ballots at the state convention. The post office box designated for the return of ballots shall be accessible only to the Election Committee.
6. Any candidate or designee may observe the ballot tabulation. In reporting the results of the election, the candidates shall be placed on a roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates.
7. Each state association shall be entitled to one Delegate-at-Large from the roster of elected regular delegates. That position shall be filled by a state officer in ranking order, beginning with the State President. A state officer may not be automatically declared a delegate by virtue of office unless elected by direct vote of the membership. National-Paid Delegates shall be named in accordance with the plurality of votes received.
8. The State Secretary shall prepare and send credentials to the National Secretary-Treasurer for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention. The credentials shall be embossed with the state’s seal to verify authenticity.
9. Delegates-at-Large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.

# WELCOME!

## NEW MEMBERS TO CORLCA

August 30, 2023 – January 16, 2024

Ahmadzada, Anna	Downey, Amy	Holt, Christian	Robertson, Janet
Ahmadzada, Aydin	Epps, Dawn	James, Kyle	Robinson, Jared
Aragon Sr, Eric	Esmolina Jr, Steven	Kaminski, Michelle	Roth, Jennifer
Archuleta, Juanita	Esplin I, Kelsey	Kirschmer, Kimberly	Sanchez, O Shania
Ashauer, Alisha	Evans, Brendan	Lecompte, Sean	Seymour, Charity
Austin, Trenten	Evans, Eric	Loehrke, Jeffrey	Shannon, Michael
Barnes, Tandi	Ferrara Sr, Eugene	Longwell, Jacob	Simons, John
Beard-Greeno, Alexis	Fox, Falon	Lopez, Edwin	Solar, Crystal
Beinhorn, Caleb	Fularz, Lorie	Martin, John	Solar, Nadezhda
Briggs, Kimberly	Gibson-French, Nicholas	Maxson, Erik	Stubby, Amalia
Brooks, Harrison	Grothe, Jennifer	Mayhugh, Dustin	Thomas, Charles
Carpio, Ron	Harris, Larry	Morelock, Christopher	Thompson, Alma
Caylor, Amy	Hart, Joshua	Neal, Julie	Tomerlin, Sherri
Conley, Christopher	Helman, Charles	Oconnell, Deborah	Tompkins, Tristan
Cox, Jamie	Helms, Carolann	Ortega, Samuel	Tueller, Candice
Davis, Trajan	Hohloch, Zachary	Poppell, Joshua	Warden, Aaron
Davison, Joshua	Hollingsworth, Cassidy	Riggs, Victoria	Williams, River
Dickinson, Allen	(Hugentobler)	Riley, Adam	Willing, Shane

# WESTERN STATES CONFERENCE 2024



**JOIN US IN Colorado APRIL 3rd-5th 2024!**  
**Historic and charming mining town in the Colorado  
Rockies. Hosted at a brand-new hotel and casino!**

## **Chamonix Hotel and Casino Cripple Creek, CO**

- NAME(s): \_\_\_\_\_
- ADDRESS: \_\_\_\_\_
- Phone: \_\_\_\_\_
- Number of People: \_\_\_\_\_ @ \$75 per person \_\_\_\_\_
- Please make checks payable to **NRLCA-COWSC**

**Mail to: Tammy Smith**  
33954 ST HWY 167  
Fowler, CO 81039  
No Refunds! Deadline: March, 14th 2024!



<https://www.chamonixco.com/>

(719) 689-2142 - Hotel Phone Number

**Colorado Rural Letter Carriers Association**  
**Statement of Activities**  
 July 1, 2023 through January 6, 2024

	Jul 1, '23 - Jan 6, 24	Jul 1, '22 - Jan 6, 23
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
Interest / Dividends	2,558.61	2,664.27
Membership Dues	64,391.55	64,050.23
Miscellaneous	145.00	0.00
National General Insurance	9,692.96	9,561.39
<b>Total Income</b>	<u>76,788.12</u>	<u>76,275.89</u>
<b>Gross Profit</b>	76,788.12	76,275.89
<b>Expense</b>		
Accounting Fees	2,560.00	1,447.50
Awards & Recognition	3,547.77	12,270.72
Education & Training	0.00	450.00
Equipment Purchases - Adm...	809.99	1,377.16
Lodging - Admin	1,121.61	1,652.67
National Convention	28,042.97	35,055.63
Office Expense - Admin	783.44	803.65
Payroll Expenses	23,169.07	21,250.95
Per Capita Dues	65.00	61.00
Postage - Admin	1,249.69	691.36
Printing - Admin	505.05	361.20
Rent	500.00	775.00
State Meetings	162.49	3,171.85
State Paper	7,574.00	5,865.54
Telephone/Internet- Admin	398.75	250.00
Travel - Admin	5,323.58	6,990.45
Website	33.90	0.00
<b>Total Expense</b>	<u>75,847.31</u>	<u>92,474.68</u>
<b>Net Ordinary Income</b>	<u>940.81</u>	<u>(16,198.79)</u>
<b>Net Income</b>	<u><b>940.81</b></u>	<u><b>(16,198.79)</b></u>

**Colorado Rural Letter Carriers Association**  
**Statement of Financial Position**  
 As of January 6, 2024

	Jan 6, 24	Jan 6, 23
<b>ASSETS</b>		
<b>Current Assets</b>		
<b>Checking/Savings</b>		
70 APCU	613.50	601.63
71 APCU	672.60	661.39
78 APCU	0.00	28,222.52
79 APCU	0.00	28,222.52
80 APCU	28,573.37	28,330.14
81 APCU	28,573.37	28,330.14
82 APCU	0.00	29,668.84
83 APCU	30,468.98	29,668.84
84 APCU	29,870.33	29,291.58
85 APCU	29,870.33	29,291.58
86 APCU	33,802.73	33,163.86
87 APCU	25,590.26	0.00
88 APCU	29,015.87	0.00
89 APCU	29,015.87	0.00
90 APCU	30,594.84	0.00
APCU Checking	801.53	3,599.70
APCU Primary Share	40,972.90	92,215.11
<b>Total Checking/Savings</b>	<u>338,436.48</u>	<u>361,267.85</u>
<b>Other Current Assets</b>		
Pay Advance	0.00	338.52
<b>Total Other Current Assets</b>	<u>0.00</u>	<u>338.52</u>
<b>Total Current Assets</b>	<u>338,436.48</u>	<u>361,606.37</u>
<b>TOTAL ASSETS</b>	<u><b>338,436.48</b></u>	<u><b>361,606.37</b></u>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Credit Cards</b>		
APCU CC	908.57	1,570.05
<b>Total Credit Cards</b>	<u>908.57</u>	<u>1,570.05</u>
<b>Other Current Liabilities</b>		
Payroll Liabilities	327.57	(352.55)
<b>Total Other Current Liabilities</b>	<u>327.57</u>	<u>(352.55)</u>
<b>Total Current Liabilities</b>	<u>1,236.14</u>	<u>1,217.50</u>
<b>Total Liabilities</b>	<u>1,236.14</u>	<u>1,217.50</u>
<b>Equity</b>		
Opening Net Assets	114,189.29	114,189.29
Retained Earnings	222,070.24	262,398.37
Net Income	940.81	(16,198.79)
<b>Total Equity</b>	<u>337,200.34</u>	<u>360,388.87</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>338,436.48</b></u>	<u><b>361,606.37</b></u>



**Independent Accountants' Report On**  
**Applying Agreed-Upon Procedures**

December 13, 2023

Colorado Rural Letter Carriers' Association  
 Dawn Nix, Controller  
 40940 Topaz Drive  
 Deer Trail, CO 80105

I have performed procedures enumerated below which management of Colorado Rural Letter Carriers' Association (CORLCA) have specified in order to assist management in the testing of CORLCA's financial policies and records for the year ended June 30, 2023 as defined in CORLCA's Constitution. CORLCA's management is responsible for the financial policies and records of CORLCA.

The Board of Directors of CORLCA has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of assisting users in understanding the financial policies and records in the custody of the Controller of CORLCA. This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

The procedures are as follows:

- 1) Examination of cash disbursements and bank reconciliations.
- 2) Examination of investment transactions and approval process.
- 3) Examination of annual budget.
- 4) Examination of annual fees, dues and subscriptions.
- 5) Examination of payroll processing and IRS reporting.
- 6) Examination of IRS Form 990 reporting.
- 7) Examination of Labor Department reporting.
- 8) Examination of fixed asset tracking.
- 9) Examination of debt instruments.

The results of my procedures and associated findings are as follows:

- 1) I randomly selected twenty-five disbursements from CORLCA's operating bank account. I tested each transaction for proper authorization and documentation.
- 2) I traced four months of bank statement to bank reconciliation reports
- 3) CORLCA does not have any long-term investments. All assets consist of cash and cash equivalents. This step is not applicable to CORLCA.
- 4) I examined CORLCA's annual budget.
- 5) I did inquiries on annual fees, dues and subscriptions and how those are determined.
- 6) I examined CORLCA's 2023-2024 budget.
- 7) I examined CORLCA's payroll reports.
- 8) I examined CORLCA's Form 990.

## « AGREED UPON SERVICES CONTINUED

- 9) I examined CORLCA's 2023 Labor Department (LM) report.
- 10) Based on my inquiries CORLCA does not capitalize fixed assets as they appear to be mostly either used or obsolete with minimal value.
- 11) CORCLA does not have any debt instruments. This step is not applicable to CORLCA.

## Findings and recommendations:

- 1) Bank accounts reconciliation discrepancies were not corrected in a timely manner. I recommend that all of the bank accounts be reconciled monthly and that all suspicious reconciling items be promptly investigated and adjusted with adequate explanations.
- 2) I would like to repeat my comment from last year, suggesting the consideration of developing an up-to-date manual of accounting policies and procedures. I am aware that this project has been started. The purposes of such a manual are to ensure that proper accounting principles are being applied, that similar transactions are treated consistently, and that financial reports are produced in the form desired by management. A well written accounting manual will aid in cross-training personnel and assist management in delegating and segregating duties. The manual should include:
  - a) An organizational chart.
  - b) Job descriptions, outlining duties and responsibilities.
  - c) Descriptions of methods, procedures, and accounting principles to be followed, including explanations and examples of principle transactions.
  - d) A chart of accounts with detailed explanations of the items included therein.
  - e) Any other documents or forms for which uniformity of use is desired.

I was engaged by the Board of Directors of CORLCA to perform this agreed-upon procedures engagement and conducted my engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants. I was not engaged to and did not conduct an audit or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on the financial policies and records of CORLCA. Accordingly, I do not express such an opinion or conclusion. Had I performed additional procedures, other matters might have come to my attention that would have been reported to you.

I am required to be independent of CORLCA and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely for the information and use of the Board of Directors of CORLCA and is not intended to be and should not be used by anyone other than this specified party.

## CORLCA State Board Meeting • January 6-7, 2024 • South Metro Fire HQ • 9195 E Mineral Ave, Centennial, CO 80112

### January 6, 2024

David Aldridge, President  
Candie Dyer, Vice President  
Dawn Nix, Secretary-Treasurer  
Les Hawkins, Asst. Secretary-Treasurer  
Cortney Clark, Executive Committee Member  
Pam Smith, Executive Committee Member  
*Absent Tammy Smith, Natalie Gardner, and Todd Hohn*

Board meeting began at 1:24 p.m., followed by the Pledge of Allegiance, and handed out agendas

**Motion** by Nix, seconded. Approve October 2023 meeting minutes as amended in email.

**Vote:** Aldridge-Y; Dyer-absent; Nix-Y; Gardner-absent; T. Smith-absent; Clark-Y; P. Smith-Y; Hawkins-Y; — **motion Passed**

### Reports

#### President – David Aldridge

- Recruitment cards – power point is ready to be posted, Editor Hohn can post and then create QR code to send back, board needs to print cards with the QR code
- Discussion on hiring and orientation across the state
- WSC agenda
  - Requested John Embleton, got email from Don Maston that requesting Devin Cassidy, OWCP, is typically done by WSC president
  - Tammy Smith sent a text of proposed agenda, including 3-5 meet and greet and 8-9 registration, further conversation to occur on Sunday, when Tammy is present
  - Aldridge suggested to move the seminars to Thursday, the 4241A seminar to the general session
  - George Halcomb is attempting to get ahold of mine tour and Cripple Creek railroad, will continue to reach out to them to get answers
- State Convention contract clarification – called the Parker location yesterday and they were out of the office, according to Pam Smith, working with Brian at the hotel
  - Will travel to the hotel on Monday morning to discuss the contract clarification, will also make sure we can bring in our own food – Pam Smith is the convention board rep
- VP and PAC Rep Candie Dyer will need help setting up PAC at for the WSC – might need another Board Meeting next to the WSC, discussed the possibility
- District reorganization discussion
- District meetings – March 3, 2024 – District 3 and District 1 will have meetings
  - Districts 5 and 4 will likely have a meeting in the fall
  - Need dates for District 2, 7, and 6 – Aldridge will contact

**Motion** by Hawkins, seconded. Amend board policy C3.13 to read, “In the years that Colorado hosts the Western States Conference, the WSC chair will be required to prepare and present the written financial report from such convention to the WSC body, and CORLCA Board members will be compensated \$200 and government per diem.”

**Vote:** Aldridge-Y; Dyer-absent; Nix-Y; Gardner-absent; T. Smith-absent; Clark-Y; P. Smith-Y; Hawkins-Y; — **motion Passed**

#### Executive Committee – Cortney Clark

- Discussion about signage/flags for WSC and prices

**Motion** by Nix, seconded. Board writes a check for the current balance of the WSC CD money to Western States and CORLCA retain the ownership of the CD.

**Vote:** Aldridge-Y; Dyer-absent; Nix-Y; Gardner-absent; T. Smith-absent; Clark-Y; P. Smith-Y; Hawkins-Y; — **motion Passed**

—Candie Dyer arrived at 3:45 p.m.

- Showed an idea for a pin/button for ditty bags
- Emailed Visit Colorado to see if they could send anything
- Emailed Nix the flyer for the January meeting

#### Executive Committee – Pam Smith

- Talked about state convention – might have a fire dancer at the banquet and Karaoke.
- Discussion about enticing carriers to come to the convention in Parker
- Pam and Anne Harrington will cook for the meet and greet, plus games
- Will know more information at the next meeting in march

#### Vice President – Candie Dyer

- APCU is switching things around, Tammy Smith needs to call them closer to the date of the WSC, they might not be able to donate the nicer bags as they have in the past
- Got ahold of a casino in Cripple Creek and reached someone who will donate a free meal ticket up there
- Shayne Horne and his kids, with Candie and her daughter are helping gather items for WSC
- Currently has 12 items to use as door prizes at WSC
- Also has PAC items for WSC
- Academy – lots of issues going on right now, especially hiring issues

#### Asst Secretary-Treasurer – Les Hawkins

- District 6 has completed 2023 1990, 2022 is not done yet
- Research talking to lady from IRS said we cannot do it, she said we have to work through a list of accountants, one was in Colorado –
- Will contact NRLCA Sec-Treas Tommy Turner, will report to board after talking to Tommy
- Wrote a letter to the national board and read out loud to board members present

**Motion** by Nix, seconded. Board signs the letter from the members present.

**Motion** by Nix, seconded. Table the previous motion to Sunday when more board members are present.

**Vote:** Aldridge-Y; Dyer-Y; Nix-Y; Gardner-absent; T. Smith-absent; Clark-Y; P. Smith-Y; Hawkins-Y; — **motion Passed**

- Will use the letter as article to go into paper
- Membership totals handed
- Discussion on board members using personal stamps

**Motion** by Hawkins, seconded. To amend Board Policy C3.18, whereas necessity requires board members to occasionally mail official correspondences, each board member at the beginning of each fiscal year receive 1 book of 20 first class stamps.

**Vote:** Aldridge-N; Dyer-absent; Nix-N; Gardner-absent; T. Smith-absent; Clark-N; P. Smith-N; Hawkins-N; — **motion Failed**

- Got the bad address returned Christmas cards and resent the to those members with correct addresses and updated the database.

#### Secretary-Treasurer – Dawn Nix

- Handed out and had board members fill out new W4s for the hiring paperwork
- New ADOP rate \$341.40 due to contractual

raise November 18, 2023

- Looked at QR code card to hand out at orientation – needs to be a smaller font
- Audit was completed by Poysti – there is a list of suggestions he completed in the summary

Meeting was adjourned at 5:49 p.m., until 8 a.m. Sunday

### January 7, 2024

David Aldridge, President  
Candie Dyer, Vice President  
Les Hawkins, Asst. Secretary-Treasurer  
Natalie Gardner, Executive Committee Member  
Tammy Smith, Executive Committee Member  
Cortney Clark, Executive Committee Member  
Pam Smith, Executive Committee Member  
Todd Hohn, Editor, Ex-Officio Board Member  
*Dawn Nix absent*

Board meeting began at 8:13 a.m., followed by the Pledge of Allegiance

—Clark reviewed the proceedings from the Saturday meeting to catch up the board members who missed the previous day of the meeting

#### Executive Committee – Natalie Gardner

- Talked about managements terrible treatment of carriers at her office, both RCAs and regulars
- This kind of atmosphere at work leads to a very poor morale with everyone, not enjoyable at all to come to work, also getting reprimanded for legitimately calling in, what are carriers supposed to do, everyone is so tired

#### Executive Committee – Tammy Smith

- Has talked with national about which officers will be attending WSC, no definitive answer yet
- BCBS will be coming to WSC, nurse could come as well and talk to the body if there is space in the agenda
- National General will be there and may sponsor something, like a break
- Have not heard back from EAP
- APCU is cutting back on expenses, so what they donate might not be what it was in the past, nice bags are probably a no, maybe only plastic bags, if that. Will hear more after January
- Waiting to hear back from George Halcomb about the Cripple Creek train, the mine is closed during WSC
- John Embleton wants to come to WSC, but request for his presence must go through the proper channels, Don Maston
- Trestle Tree has not responded about coming yet
- National Auxiliary President Julie Houston is happy to come
- Heard nothing from CVS
- Discussion about food during WSC, the food during beaks and having a luncheon instead of a dinner because of the price. Need to spend \$8000 on food to get the meeting rooms for free
- Currently, \$139/night plus \$35/night resort fee (down from \$45) plus 2 free breakfast tickets per room
- Will send menus to sponsors to hopefully get help with some of the costs of the food
- Pam Smith will check on the cost and time frame of purchasing flag/banner for the registration table

#### Editor – Todd Hohn

- Articles for the February paper are due on

**CONTINUED ON NEXT PAGE »**

## « MINUTES CONTINUED

Monday January 15

- Brought extra papers from December issue for Dyer to take to the academy
- Discussion about creating a QR code from the power point recently added onto the website – created the code during break and sent to Aldridge

### New Business

- When the agenda for the WSC is set up, will send to national to be put on their website and for CORLCA website

**Motion** by Clark, seconded. State purchase gavel for WSC president, not to exceed \$100. (*Motion tabled till after discussion with Greggie, then the following vote took place*)

**Vote:** Aldridge-Y; Dyer-Y; Nix- *absent*; Gardner-Y; T. Smith-Y; Clark-Y; P. Smith-Y; Hawkins-Y; — **motion Passed**

### District Representative – Greggie Byrd

- Changes to the Colorado NSS staff
- Only 1 full-time ADR-Theresa Mecom
- Amy Stauffer moved to area steward with 3 other area stewards – Theresa Smythe, Shane Horne, and Timothy Huskey

- 21 local stewards for 199 offices with rural routes CO/WY and 1102 rural routes (only 2 stewards in WY)
- Grievances (July 2023 to present)
  - 102 grievances
  - 69 contractual
  - 24 discipline
  - 9 class action
  - Step 2 (3 open grievances)
  - Step 3 (3 open grievances)
- Posting in the district is a problem, both the posting of routes and PTF positions – the posting of rural routes needs to come before the posting of PTF positions
- National wants district to continue to file grievances about hiring and retention because it is part their responsibility – hire and retain
- Mini-Mail Survey will be the last week of February – first week of March
- Carriers have been calling stewards about OWCP, but they need to call the national rep Devin Cassidy
- Contractually there are no issues with management throwing flats in the parcel hamper

**Motion** by Clark, seconded. Board purchase sign/

flag with CO logo, for registration table at WSC, state convention, meetings, etc, not to exceed \$175.

**Vote:** Aldridge-Y; Dyer-Y; Nix- *absent*; Gardner-Y; T. Smith-Y; Clark-Y; P. Smith-Y; Hawkins-Y; — **motion Passed**

**Motion** by Clark, seconded. Approve one overnight stay for anyone traveling over 50 miles to board meeting March 16-17.

**Vote:** Aldridge-Y; Dyer-Y; Nix- *absent*; Gardner-Y; T. Smith-Y; Clark-Y; P. Smith-Y; Hawkins-Y; — **motion Passed**

**Motion** by Hawkins, seconded. Approve full ADOP for attending January 6-7, 2024 board meeting for Dawn Nix, Tammy Smith, Natalie Gardner, and Todd Hohn.

**Vote:** Aldridge-Y; Dyer-Y; Nix- *absent*; Gardner-*abstain*; T. Smith-*abstain*; Clark-Y; P. Smith-Y; Hawkins-Y; — **motion Passed**

—Reviewed action items from the meeting

—filled out vouchers

—Pushed officer training to March board meeting

—DOL training for some board members, Aldridge will look into when training and where it will be offered.

Meeting adjourned at 2:05 p.m..

## David Wayne Troutman

July 30, 1976 – January 12, 2024

David Wayne Troutman, 47, of Wellington, KS, enters God's Kingdom on January 12th, 2024. He was born in Wichita, KS on July 30th, 1976, to Nancy Calvert and Darrell Troutman.

David, the most loving and supportive father is survived by his sons, Zachary (Ariel) Troutman, and Brenton (Hannah) Troutman; Daughters, Darien Sisson, Sadie (Tyler) Dugan, and Skylar (Trystin) Troutman; his grandchildren, Blaine Carroll, Eileanora Troutman, Micah Troutman, Ireland Troutman, Grant Dugan, and Gracelynn Dugan; his brother, John Troutman; his parents, Nancy Calvert and Darrell Troutman; many aunts, uncles, and cousins; and his fur babies, Georgia and Briggs.

He is preceded in death by his grandparents, Bob and Wanda Calvert, and David and Mavis Troutman; and aunt, Theresa Yoder.

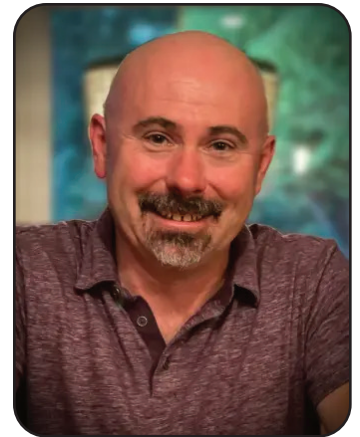
David was raised in Wellington, KS, and graduated from Wellington High School in 1994. After high school, he dove into the workforce and became a father. David spent many years coaching Little League football, soccer, baseball, and softball. He enjoyed his early career days in the food industry, managing multiple franchises. David then transitioned his career to working as a rural mail carrier for the United States Postal Service. He spent countless hours ensuring his mail customers were cared for and found great joy in the time he spent driving his route. David was a member of the National Rural Letter

Carriers' Association, spending time as the president for the Kansas chapter in 2022-2023, and recently working as a Union District Representative, holding their motto "Service with a smile" to its highest standard.

David was an avid hunter and enjoyed his time mostly spent outdoors. His love for hunting drove him to take on the role of treasurer for the Wheat County Pheasants Forever and Quail Forever chapter. His passion for the outdoors brought together friends and family from home and cross country, spending time on hunting trips in South Dakota and many hours walking the fields of Kansas with their dogs. David enjoyed evenings at the lake, Jayhawk basketball games, Chiefs football, and some good country music. His most prized time was spent with his children and grandchildren doing whatever they could do to make a memory. He was always ready to have a good time, no matter what.

David was an absolutely wonderful man who knew no stranger. He was loving, selfless, humble, and kind. He went above and beyond each day to put others' needs before his. David had a smile that could light up any room, and a laugh that could be heard for miles. He loved each person he met with a genuine heart, always taking the time to listen. His love for his children was sacrificial and unconditional and he took every moment he could to remind them that they were loved. David's soul embodied a will to live every single day without any regrets or worries about what tomorrow would bring. His ability to sacrifice, provide, support, forgive, and love will be forever ingrained in all who knew him.

Cornejo Funeral Home and Crematory. "Obituaries/David Wayne Troutman." *Cornejo Funeral Home and Crematory*, [www.cornejofuneralhome.com/obituaries/David-Wayne-Troutman?obId=30400678](http://www.cornejofuneralhome.com/obituaries/David-Wayne-Troutman?obId=30400678). Accessed 10 February 2024.



ANNOUNCEMENT

## Tom W. Griffith Outstanding Member Nomination Guidelines

(officially adopted 3-25-12)



Tom W. Griffith

### I. Method of Selection

1. Nominations of candidates for the award must be made by a CORLCA member or CORLCA District. The nomination shall be made in writing to the CORLCA Secretary/Treasurer prior to the State Convention. Nominations must be received by the Secretary-Treasurer the Saturday of the week prior to the opening of the State Convention.
2. The name of the candidate should be submitted with a brief resume of his/her accomplishments. The nominations for Outstanding Member will be read by the committee on Saturday afternoon of the State Convention. The Outstanding Member will be chosen by written ballot by the CORLCA members present at the State Convention Saturday afternoon.
3. The President will appoint a two person committee made up of retirees to open, consolidate, and assign numbers to the received nominations. A member of the committee will read the nominations and the committee will tally the votes and report the results.

### II. Eligibility for Award

1. Any member of the Association may be nominated as a candidate for the Outstanding Cupid Member of the Year Award.
2. CORLCA State Association Officers should not be arbitrarily selected for the award, nor should they be prohibited from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office and thus, may be worthy of selection.

### III. Criteria for Selection

1. The primary consideration in the selection of the Outstanding Member shall be:
  - a. The service rendered by the candidate to the National Rural Letter Carriers Association;
  - b. Attendance and participation in local, state, and national meetings;
  - c. Willingness to accept responsibilities and dedication in performing those duties;
  - d. Fraternal attitude to others in the Rural Carrier Craft.
2. Consideration should also be given, as a secondary matter, the other services which the candidate may have rendered, such as civic or community activities, which reflect favorably upon the Rural Carrier Craft and the Postal Service.



Immediately left, Candie Dyer was honored as CORLCA's 2023 Outstanding Member. Clockwise from there are past honorees: Pam Smith (2022), Anne Harrington (2021), Charles Harper (2020), and Alan VerValin (2019).

**TOM W. GRIFFITH  
OUTSTANDING  
MEMBER NOMINATION**

I wish to nominate

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as the Outstanding Member of the Year for 2024. This Rural Carrier has supported the Colorado Rural Letter Carriers Association and his/her community in the following ways: (Deadline is **June 1, 2024**)

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Send nomination to: Dawn Nix, CORLCA Secretary-Treasurer, 40940 Topaz Dr., Deer Trail, CO 80105-7930. Write "**OUTSTANDING MEMBER**" on the outside of the envelope. The winner will be chosen by written ballot at the state convention Friday afternoon by the members in attendance at the time of the reading of the nominations. A special award will be presented at the 2024 National Convention in Reno, Nevada. If more room is needed attach a sheet of paper to this form.

# RESOLUTION

**CHECK APPROPRIATE BOX**

**SAVE FILE AS ST-#-R-ISSUE**

**BINDING**

**NON-BINDING**

The following Resolution was adopted at the 2024 Annual Convention of the Colorado Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2024 National Convention in Reno, Nevada for consideration and appropriate action.

## ISSUES

Check one:

AUTOMATION

MAIL COUNT

VEHICLE

BENEFITS

RELIEF DAY

WORK RULES

EMA

RETIREMENT

GRIEVANCE PROCEDURES

SALARY

OTHER

LEAVE REPLACEMENTS

TIME STANDARDS

CONSTITUTION

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11;  
New Language **BOLD**; Omitted Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:

By: (a) Name of Document \_\_\_\_\_  
 (b) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

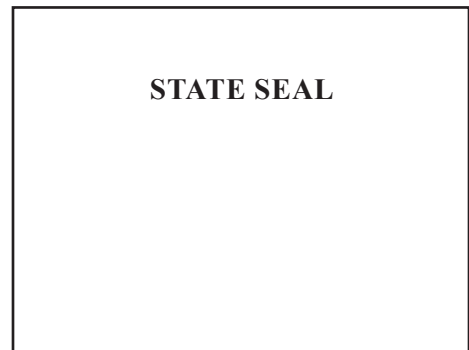
**WHEREAS:**

**BE IT RESOLVED:**

**INTENT OF / REASON FOR CHANGE**

Signature \_\_\_\_\_  
State Secretary

Date \_\_\_\_\_



# CORLCA CONSTITUTION CHANGE

SAVE FILE AS: {ST-#-C-ART#}

The following Constitution change is proposed for adoption at the 2024 Annual Convention of the Colorado Rural Letter Carriers' Association in Parker, Colorado.

The following procedures are suggested for effectively presenting state-adopted Constitution Changes:

- 1) Place only one Constitution per sheet.
- 2) Present in Word document format.
- 3) Formatting instructions:
  - (a) Font - Times New Roman; Font Size - 11
  - (b) New Language **BOLD**; Omitted Language ~~Strike Through~~
  - (c) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading)

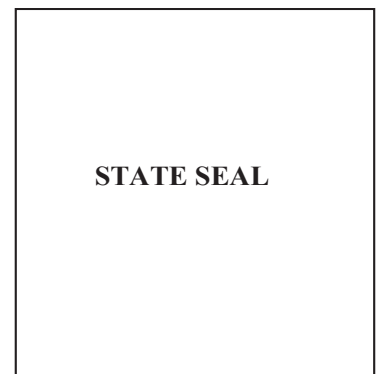
## PRESENT LANGUAGE:

## PROPOSED LANGUAGE:

## INTENT OF / REASON FOR CHANGE:

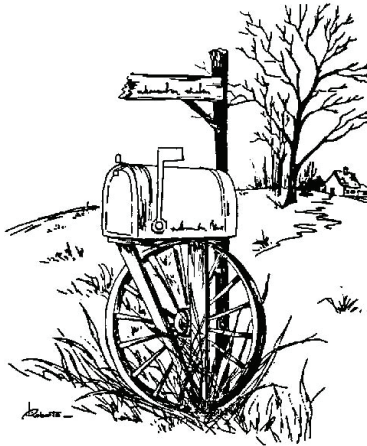
Signature \_\_\_\_\_  
State Secretary

Date \_\_\_\_\_



Todd Hohn, Editor  
CORLCA  
732 Cherry Street  
Denver, CO 80220

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## Colorado Rural Letter Carriers' Auxiliary – Grant Application

(Please Print or Type)

Name \_\_\_\_\_

Address \_\_\_\_\_

Telephone Number \_\_\_\_\_

Name of Carrier Relative \_\_\_\_\_

Relationship: Parent/Grandparent (Circle One)

Parent/Grandparent is a member of the CORLCA/CORLCA Auxiliary (Circle one)

Field of Study \_\_\_\_\_

School of Attendance \_\_\_\_\_

NOTE: A parent or grandparent must be a member, in good standing, of the CORLCA or CORLCA Auxiliary. All applicants must be a graduate of the current senior high school class. All applications must be submitted to the CORLCA Auxiliary President, Lesa Routh-Halcomb, 101 East First Avenue, Otis, CO 80743, on or before May 25, 2024. It is understood that if you receive a grant and you do not attend a college or university for any reason, the awarded grant will be returned to the CORLCA Auxiliary. *All applications will be judged on neatness, grammar, and completion of requirements.*

**Attachments must include:**

I. A cover letter including:

- a. An introduction
- b. Your reason for wanting to receive the grant

II. A second sheet written in list format including:

- a. School activities
- b. Community involvement
- c. Any awards or noteworthy accomplishments

Signature \_\_\_\_\_ Date \_\_\_\_\_