



The Ohio Rural Letter Carriers' Association Official Publication

OHIO RURAL LETTER CARRIER

Association Year 2022-2023 - Issue Number 4

OHRLCA 2023 STATE CONVENTION

UPCOMING EVENTS

March 31-April 2, 2023
OHRLCA Board Meeting
1:00 PM

Embassy Suites
7883 Freedom Ave NW
North Canton, Ohio 44720

April 8, 2023
Newspaper Article Deadline

April 22, 2023
Last day to receive National
Delegate Nominations

April 25, 2023
Name draw - 7:00 PM
104 Clay Rd SW
Dellroy, Ohio 44620

May 5-7, 2023
Mid-States Conference
Drury Plaza Hotel Broadview
Wichita, Kansas

June 11-13, 2023
OHRLCA State Convention
Embassy Suites
7883 Freedom Ave NW
North Canton, Ohio 44720

August 15-18, 2023
NRLCA National Convention
Grand Rapids, Michigan

November 4-5, 2023
OHRLCA Fall Booster
Retirement Seminar
Columbus Ohio

FREE LUNCHES

LUNCH REGISTRATION MUST BE RECEIVED BY
MAY 15, 2023

**FREE LUNCH TO PRE-REGISTERED MEMBERS
AND AUXILIARY MEMBERS**

SUBMIT THE **FREE LUNCH** COUPON ON PAGE 13 TO:

Lisa Heaton
705 Drury Lane
Troy OH 45373

*You Must Be Registered by May 15, 2023
as an auxiliary member
or delegate to receive the free lunches.*

BANQUET

BANQUET REGISTRATION MUST BE RECEIVED BY
MAY 15, 2023

JUNE 12, 2023 BUFFET MEAL

SUBMIT THE **BANQUET** COUPON ON PAGE 13
AND \$20 PER PERSON TO:

Lisa Heaton
705 Drury Lane
Troy OH 45373



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Official Notice of OHRLCA Annual Meeting and Officers Election

2023 OHRLCA Annual State Convention
June 11th through 13th, 2023

Embassy Suites
7883 Freedom Ave NW
North Canton OH 44720

Sunday, June 11th:

Registration; Opening Session; National Officers Address; State Officer Reports; NSS DR Address, Nominations of State Officers (Nominations remain open till election on Tuesday Afternoon). Office vacancies include President, Vice President, Secretary-Treasurer, Committeeman 4-year, and any Committeeman position that may become vacant at the Convention. Appointed positions will be state editor, state chaplain, and PAC Chair/Co-Chair.

Monday, June 12th:

Last day to file Delegate Credentials by 4:30 PM. Report of the National Delegate Election Committee; Banquet in the evening; PAC Reverse Raffle valuable items; Report of Time and Place Committee; Selection of 2024 Convention city; Report of Law and Resolution Committees.

Tuesday, June 13th:

Election of State Officers; Reports of committees, Presentation of Auxiliary and Juniors Officers and Unfinished Business and New Business.

Only the duly elected state delegates from each District Organization may vote for the candidate for office.

As Per OHRLCA Constitution Article 6, section 3: Duly elected District Delegates will receive \$100 per business session day of the OHRLCA State Convention they attend from June 11 - 13, 2023.

Official OHRLCA National Delegate Election Notice

A secret ballot election for the Delegates of the OHRLCA to the 2023 NRLCA National Convention to be held in North Canton OH on Saturday, June 10, 2023, is being conducted by mail. Any eligible member who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting the Election Chair person, Patsy Anderson at 740-658-3666. If you request and return another ballot, only the replacement ballot will be counted. The ballots will go into the mail stream by May 15, 2023.

WORSHIP CORNER



Simple Secrets to a Happy Life

**Rita Beedy
State Chaplain**

Hello, my dear beloved ones! Our Pastor called for a corporate fast and instead of giving up food (me and food is a story for another day...) I am giving up Facebook and murder mysteries. I had no clue how "addicted" I am until I told me

no more (FOR 21 DAYS, HELP) lots of extra praying going on! I told me I could read "Christian books" and found several that looked good. Not sure I like them though because they are seriously convicting me!

Anyway, I said all that to say this: being a Rural Carrier is a hard job! Mentally, physically, and maybe spiritually because some customers could make you lose your religion.... These next few paragraphs are from one of the books I read by a gal named Luci Swindoll. Look her up, she was a fantastic person.

From "simple secrets to a happy life, 50 ways to make the most of every day."

"It's been said that the human body, with proper care, will last a lifetime. Makes one wonder what constitutes "proper care." I think of the body as a home. It's your home because you live in it. Because you live in it, you want to protect it... It's an important investment and provides you shelter."

"Using that analogy, let's look at your body as something that needs, from time to time, the same maintenance and repairs as your home. If your toilet won't stop running, for example, you don't call a plumber first thing. No, you take the top off the tank and fool around with the floating ball until the problem corrects itself.... Nor do you call the pest-control guy when a fly lands on your kitchen counter. You rely on yourself to maintain control over simple issues that need attention. In short, you are proactive about what must be done."... "Your bones are the two-by-fours that support the structure. • Your frame of mind is what gives you joy and peace. • Your eyes are the windows; your

lungs provide ventilation. • Your heart is the water main, and your brain is the food processor. • ...your weight is often that stuff in the attic you want to get rid of."...

"Last week I was in the doctor's office for my annual physical, and I overheard an elderly woman say to the desk person as she was leaving, "Good health doesn't just take care of itself, and it's most often lost by those of us who assume it will." She's right! The better our health, the more energy we have to enjoy life to the fullest." (I think it's funny she said an "elderly woman" as Luci was 79 when she wrote this book!)

I wanted to share that with you, my fellow Carriers, because I want to encourage you to care for yourself. Now. Don't wait till you're old like me, I was one who assumed good health would take care of itself. And we know what assuming does. But like Luci said, "what is proper care?" Good nutrition, exercise, good rest, plenty of water... It is hard to take good care of us when we're so busy and work so hard, and then there's life, kids, sports, etc. etc. but really, there is no time like the present to figure out how to care for ourselves and to begin. (To be proactive like Luci said).

It's a little ironic, we're going through "stuff" and I found a OHRLCA magazine from Spring 2018, and in it I was talking about recovering from shoulder surgery... I said, "I will come back, stronger, and faster okay, maybe just stronger. OK, well, I will come back" well, I didn't get stronger and gave up. Don't. Give. Up. Take care of you!!

Praying for good health, safety, and peace of mind for all of you!!
See you soon!

Rita Beedy
State Chaplain

*P.S. E-mail me your song suggestions for the State Convention.
happy.maillady.chaplin@gmail.com*





Timothy Barker
President

KNOWLEDGE

Knowledge is power, power equals money, money equals a good solid career that allows you to support your family for years and years.

With, RRECS, knowledge is power and it's money. RRECS not going away folks, so put your

reading glasses and educate yourself. This new program that is going to affect your paycheck, retirement funds and your livelihood!

Upon reading this hopefully you have a big fat retroactive paycheck in your hand from your last contract covering wage increases and "COLA" (cost of living) back pay. The new date of February 17, 2023, is still several months late but it sure will be nice to finally receive it and pay off those Christmas bills.

We wait as Congress must introduce and/or re-introduce and re-number the bills that could affect us as rural carriers. Be sure to follow the bills as they are reintroduced. Stay informed by logging on to the National Website / Legislative.

How many of you carriers use our national website? What a fountain of knowledge this website has. Everything you need to know as to why you should be a union member, the 1187 to join the NRLCA, legislative updates, fact sheets on legislative issues and other links for legislative information. You will find all your National and State officers' information and retirement information, past and present magazine issues, national convention sites, labor relations, insurances, worker's comp information, and all the steward information you could need including how to become a steward, step 1 grievance forms, and vehicle repair logs just to mention a few of the many that are on the national website. Go to google, type in NRLCA on your device, set up your account with your EIN number and all that information is right at your fingertips right from the comfort of your own home or McDonald's parking lot for some of you out in cornfield county that do not have decent Wi-fi connections.

Spring meetings are here, attend, nominate yourself to be a paid delegate to the state convention which is coming up fast. Make sure to put those leave slips in now if you have not already! The state convention will be June 11-13 at the

Embassy Suites in North Canton, OH.

National convention will be August 15-18 in Michigan "that state north of us" for you Ohio State football fans and for everyone else it is Grand Rapids, Michigan. The fall booster will be November 4-5 in Columbus and we will have more information coming on that!

This union is what you make of it! Not what I do, not what National President Stutts does, but this union is what YOU do, what YOU make of it!!

GET INVOLVED, GAIN KNOWLEDGE, HAVE POWER!

Proudly serving,

Timothy A. Barker

**Knowledge
is great.**

**How you use it
is power!**



Michael Aitchison
Executive
Committeeman

Code of Ethics

It has been my privilege to have the opportunity to talk with newly hired RCA's during the first day of their orientation at the Citygate mail processing center in Columbus.

Because I believe that Rural Carriers are some of the most honest, ethical committed, loyal, dependable people

that work for the United States Postal Service, I like to hit the section on the Code of Ethics pretty hard. I extoll these new employees to not let me down as Ohio tends to have the cream of the crop!

For many of us it may have been quite some time, if ever, that we have reviewed the "Code of Ethics for Government Service". Now might be a good time.

My words from the ethics section that I hope leave an immediate and lasting impression on these inexperienced trainees are "if it's not yours, don't take it!" Taking something that is not yours can have an immediate and lasting effect on your career, like the end of it! It makes me think of something that Delbert Hutchisson, past District Representative, used to say. "What coupon is worth a million dollar career and possibly a million-dollar retirement?"

But sometimes even being the best you can be can have a cost. Because we take pride in our employment, we want our employer to succeed, we want the customer to receive the services they are entitled to, because of our loyalty we reach beyond the expectations of our negotiated contract. It may be because of a sudden change in circumstances, or because management has failed to live up to there responsibilities, but whatever the case may be many of us will jump in and whether it be voluntary or a paid situation, we jump in and help out. It can be anything from route sorting raw mail, or throwing parcels, or covering multiple routes. We help to solve the problem. Where we get into trouble is that once a problem is solved, it is no longer a problem. The generous volunteerism stops being appreciated and becomes expected. Soon the expected becomes a duty.

I am not against anybody making an extra buck! And believe me, if you have been forced to do work that our craft is not entitled to, you need to be paid for it. But invariably, the extra time and the extra work grows beyond the worth of what you may be being paid to do it.

I have been a great proponent of the evaluated system. I have always preferred to be compensated for doing a defined job rather than being paid for my time. Our job is defined by the PO-603:

Rural Carrier Duties and Responsibilities.

This is a section of the orientation that I probably emphasize the most. If we are being paid for the job, we need to know exactly what the job is, what is expected of you and what you are entitled to.

For many of us it may have been quite some time, if ever, that we have reviewed the PO-603: Carrier Duties and Responsibilities! Now might be a good time!

In your service,

Michael D. Aitchison
Executive Committeeman

A Message from Ohio's PAC

As we enter into another year, we begin another round of district meetings, conventions, and boosters. But what is something that you could look forward to at all these events? PAC!!!

That's right, we are back and ready for some business. It's been discussed at many meetings and by my colleague Diana Garner in her articles, just how important PAC is to this association.

We will be working on educating the House and Senate on new bills as well as reintroducing some older bills so we can try to get them passed.

As you've read in the last magazine, the State Convention will be held on June 11th through the 13th at the Embassy Suites in North Canton. As always there will be a PAC Reverse Raffle as well as an auction. There are many exciting items for these events and some awesome merchandise from PAC for you to purchase. There will be games, speakers, good food, and amazing company.

So, come to the convention and make your voice heard and support your PAC members so we can work as a UNION to accomplish our common goals. I mean who better to complain, laugh, and swap stories with than a fellow rural carrier!

See you at your District Meeting,
Ohio's PAC



Membership Analysis Report

Penny Koren
Secretary-Treasurer

MEMBERSHIP

As of February 1, 2023, the Membership Analysis prepared by the National Office has Ohio's total membership as 4246. Ohio has experienced a decrease of 101 members within the past year. The decrease is contributed to RCAs

leaving the craft to become City Carriers and newly hired RCAs not becoming members. Currently Ohio has 811 non-members this is a decrease of 22 non-members compared to this time last year. Thank You everyone who has recruited a non-member. If you know of a non-member recruit them to become a member of the NRLCA. There is an incentive offered by the NRLCA to recruit a non-member.

OHRLCA STATE CONVENTION

The convention will be June 11-13, 2023, at the Embassy Suites, 7883 Freedom Ave NW, North Canton OH. Reservation information is included in this issue. If you are planning to attend, please register to receive the free meals. The registration form is included in this issue.

DELEGATE TO THE STATE CONVENTION

Would you like to be a delegate to the state convention? To become a delegate, you must have your name nominated during your District Meeting to be a delegate to the OHRLCA State Convention. An election of all the names nominated will be held at the meeting. If you cannot attend your District Meeting you may send a dated, signed request to the District Secretary requesting for your name to be nominated for OHRLCA State Convention Delegate. The elected delegates will receive credentials to be presented at registration at the convention.

DISTRICT MEETINGS

The OHRLCA Districts will begin holding their 2023 Spring Meeting in February and March. A list of the District Meetings is published in this paper and on ohrlca.org

NATIONAL CONVENTION

August 15-18, 2023

DeVos Place Convention Center

303 Monroe Ave NW

Grand Rapids, Michigan

Convention details and hotel information will be posted in future issue of the National Rural Letter Carriers' Magazine.

NATIONAL DELEGATE NOMINATING BALLOT

The National Magazine's December through April issues includes the nominating ballot for delegates to the National Convention. If you desire to have your name placed on the ballot for consideration as a delegate to the National Convention, or you want to nominate someone else, fill out the nominating ballot and mail it to NRLCA Delegate Nominations, PO Box 107, Dellroy OH 44620-0107. All National Convention Nominating Ballots must be received by US Mail, in PO Box 107, Dellroy OH 44620-0107, no later than April 22, 2023. Upon receipt of the nominating ballot, a confirmation notice will be sent to the nominee. IF THE NOMINEE DOES NOT RECEIVE A CONFIRMATION NOTICE, PLEASE CONTACT – OHRLCA Secretary-Treasurer Koren at 330-735-2727.

NATIONAL DELEGATE BALLOT NAME PLACEMENT DRAWING

Two members of the Election Committee will pull the nominee names for placement on the ballot. The names will be placed on the ballot in the order in which they are drawn. The ballot draw will be on April 25, 2023, at 7:00 P.M. at 104 Clay Rd SW, Dellroy, OH 44620. You will receive a ballot to elect delegates to the National Convention in the middle of May 2023. If you do not receive a ballot, please contact OHRLCA Secretary-Treasurer Koren at 330-735-2727.

MID-STATES CONFERENCE

May 5-7, 2023

Drury Plaza Hotel Broadview
Wichita Kansas

RETIRING SOON

If you are retiring soon there is no need to alert the State Secretary. The USPS will notify the union. The State Secretary will send you a letter explaining what you need to do to remain a member of the NRLCA. Your current NRLCA Membership continues for 90 days after your retirement date. You will need your CSA number that (OPM) Office of Personnel Management assign to you to complete an 1187R authorization for dues to be withdrawn from your retirement check. The State Secretary will send all recent retirees a membership form to remain a member.

OWCP OR LWOP NEGATIVE EFFECTS!

If you are not receiving a check from the USPS your life insurance may lapse because of nonpayment, contact Human Resources on this issue. Also, if you are on Worker's Compensation your dues payments are not deducted from your check. If your dues have not been paid you are not a member in good standing. A "member in good standing" is a member who has made payment of dues and has not voluntarily withdrawn or been expelled or suspended by the Association. Only members in good standing may have Rural Carrier Insurance Programs or be nominated and elected as a delegate to the State or National convention. If you are on OWCP or LWOP make sure that your union membership remains current contact NRLCA Membership at 703-684-5545.

CORRECT CONTACT INFORMATION

Our member's contact information is in the NRLCA database. To receive all the mailing from the State and National Rural Letter Carriers' Association make sure your address is correct. If you move PLEASE send a change of address to OHRLCA Secretary-Treasurer, 104 Clay Rd SW, Dellroy OH 44620-9757.

Have you ever heard someone say, "I wish you enough"? Do you know what they were wishing you? They are wishing you
 Enough sun to keep your attitude bright no matter how gray the day may appear,
 Enough rain to appreciate the sun even more,
 Enough happiness to keep your spirit alive and everlasting,
 Enough pain so that even the smallest joy in life may appear bigger,
 Enough gain to satisfy your wanting,
 Enough loss to appreciate all that you possess, and
 Enough hellos to get you through the final good-bye.

I wish all of you Enough!

In Unity,
 Your Secretary-Treasurer

Denny Koren



Carla Dedden
Executive
Committeeman

PREPARING FOR RETIREMENT

What is too soon to prepare for retirement?

It is never too soon. Recently I contacted Joni Montroy with Key Retirement Solutions to guide me in the correct direction and time to retire.

Joni is a former employee of the USPS from the Human Resource Department and has ventured on her own to help all government employees in their retirement planning. The small amount of money charged by a retirement specialist can only benefit you in retirement.

Remember, retirement counseling not through the USPS may take several months to schedule so please plan for this timeline.

Knowing the correct percentage amount to deposit in to your Thrift Savings account early in your postal career to prepare for your retirement is essential. You must elect five percent out of your weekly check to have the USPS to match this percentage. The postal service is automatically taking out five percent to all new career employees. If you are a rural carrier that has not put in the five percent to have the USPS match this percentage, please do this to best benefit yourself with this free money. You can do this easily by going to the lite blue page and then to the TSP website. I have made it a policy that whenever we get a raise that I offset this by depositing this percentage wage increase in to my TSP.

When depositing money from your check in to TSP, you have the choice of Traditional TSP (pre-tax) contributions are taken out of your paycheck before your income is taxed. This lowers your current taxable income and gives you a tax break today. You also have the choice of Roth TSP (after-tax) contributions are taken out of your paycheck after your income is taxed. When you withdraw funds from your Roth balance, you will receive your Roth contributions tax free. You have the choice of splitting your deposited money with percentages going as you choose in to each of the above accounts.

The deposits or investments into TSP can also be put into any of the money earning accounts available through TSP. I suggest you go on the TSP site and study the investment accounts which best suit your life style today and in to retirement. Also, there are loans available on your TSP account that is at a very, very low interest rate. When you get a loan from TSP, the money borrowed is out of your own TSP account so when you make a weekly payment (automatically taken out of your check) this amount goes back in to your TSP account along with the interest.

The Fall Booster is set to be scheduled for the first weekend in November in the Columbus area. Joni Montroy from Key Retirement Solutions will be our speaker. This seminar will be held on a Sunday so that all rural carriers will be able to attend. What you learn from the seminar will help you better yourself in the knowledge needed to retire whenever you choose to retire.

Remember knowledge gives you the wisdom to make smart decisions.

Carla Dedden
 Executive Committeeman



It's Almost Spring

Lisa Heaton
Executive
Committeeman

We have been so focused on peak season, bad weather and mini mail surveys. We are ready for a break! Especially with thoughts of nicer weather on the way, it can be very easy to become distracted and lose sight of all our hard work. We need to stay vigilant and remember to continue to do the scans and activities to give our routes the

correct data, so our routes are accurate. It's no longer a 2-to-4-week mail count. It's an everyday event. It doesn't stop there! This is a career learning process. Things can always change, and they usually do! The RRECs system will change our way of thinking. Change the way we are compensated.

Are you prepared for this survey? Do you feel you have the knowledge to accurately represent your route through your input and scans? Are you prepared for the results if you fail to make a true effort in learning the process? Please stay updated, your evaluation depends on you knowing the proper use of all scans and inputting data into the scanner.

Need to know how to access all the sources of information? The National website contains all the training materials, documents, and important dates. We have had Zoom meetings, which made access to stewards and information incredibly convenient. Training video that taught us about a mini mail survey by a national officer. Check the site daily as new information is added frequently. Most importantly, there is no better place than the district meetings to stay on top of the latest updates on the RRECs system and our contractual rights. Bring all your thoughts, concerns, and questions to your meetings. Our stewards will be there to continue the education to build our knowledge of the RRECs system. This is where we all learn from each other. However, you choose to access career information and education, PLEASE use these resources! They are the benefits of being a union member.

Spring district meetings will be here soon. Please plan to attend your district meeting. Your district officers have planned an evening to facilitate an event for you to gain the latest information possible. Stewards are prepared to educate us with important up to date news and training. Also, the knowledge to feel confident and prepared for our new standards. This is not a one-time survey. This is our new normal. Postcards will be arriving soon with your

district meeting dates. Can't make it to your district meeting? Members can attend any district meeting to speak to a steward. Knowledge is power. Education is imperative.

Lisa Heaton
Executive Committeeman



Nathan Acker
Executive
Committeeman

Change

It is strange to realize that many of our members are completely unfamiliar with the process of how their union works. But as we head into the time of year when change might become possible, I thought it might be a good idea to explain a few options for all of you.

Change does NOT occur when you post a Facebook rant about the latest falsehood that fell out of your postmaster's mouth that morning. It can be cathartic to be sure, but ultimately will leave you unfulfilled and the situation without remedy. It's a lot like being hungry and eating Chinese food, the fix is only temporary.

Change in this union occurs when you put down your phone and attend a meeting this spring, when you write a resolution or amendment and attend the state convention to fight for its merits on the floor. Change in this union will only happen when you care as much about showing up and fighting for yourself as you do about talking the union down and feeling helpless.

How many times have you thought that it would be a good idea if you were represented by people on the national board who have actually carried mail this decade? Or even last decade for that matter? How many times have you thought there should be term limits for officers so that the same group of people who represented you before FSS existed aren't still representing you after FSS has been eliminated more than a decade later?

There is a page in this very magazine that will allow you to write an amendment to change both the state and national constitution. You only must take the time to care enough to write it out and mail it to the state secretary before the deadline.

Last year saw a very low turnout at the state convention with only 85 delegates showing up to represent over 4300 carriers.

That left more than 550 empty chairs where there could have been a voice talking and a person voting for the change this union so desperately needs! If you want things to start to change, if you want this union to evolve and progress then you must start showing up and making your voices heard!

At every upcoming spring district meeting there will be an opportunity to sign up to be a delegate for this year's state convention. The OHRLCA pays you \$100 per day that you attend the convention as a delegate! The OHRLCA gives you a free lunch every day! Your vote counts the same as a first-time attendee as any other delegate, even one who has been there twenty times before. How many more years are you going to sit it out and let others decide what you do everyday at work? How many more years are you going to stand by silently while others make decisions you don't approve of?

The state convention is June 11 to June 13, 2023, in North Canton, Ohio. If you really want to make change happen, you need to care enough to be there. My challenge to all of you is to start caring enough to start showing up! I hope to see you this spring in your district meetings and in June at the convention because whether you realize it or not, that is how change will start to happen!

Yours Most Sincerely,

Nathen Acker
Executive Committeeman



Teresa Slaughter
Executive
Committeeman

Did You Know?

Our union has a death benefit program available to all members and their spouses.

The PROVIDENT GUILD is a non-profit, fraternal organization that was created and operated by rural carriers.

The following is a brief history of The Provident Guild as presented

by then Provident Guild President Cameron Gray. *On July 22, 1931, seven rural carriers met in conjunction with a state carriers' meeting at Mt. Vernon, Ohio. They agreed to sponsor a Fraternity to be known as The Rural Carriers' Provident Guild. Its purpose was to develop a spirit of brotherly love among its members and to provide financial relief to the beneficiaries or dependents of deceased members of the Guild. Officers were elected and the secretary was directed to proceed with the completion of the details of the plan to place the proposition in operation. The next meeting was set for September 4, at London, Ohio, at which time the organic law was adopted.

In 1937, Bryan Barnes of Williamstown, Kentucky was elected to serve as president. A committeeman and three directors representing the states of Washington, Ohio and Minnesota were also elected. Until this time there had been a total of seventy-five certificates issued and the first claim was paid in that year.

Meetings were held twice a year until World War II. In 1948 the National Rural Letter Carriers' Association adopted The Guild as the official Death Benefit Department. In 1950 The Guild began to meet just prior to the National Convention and has continued to do so.*

The Provident Guild is NOT AN INSURANCE. It is a Death Benefit Fund that guarantees you at least 30 times your annual dues and, depending on the number of claims in any given year, can pay up to 90 times your annual dues, as long you are a current dues paying member.

If you have any questions you can contact Provident Guild National Secretary Deborah Wix at 419-501-2213 or ruralcarriersprovidentguild@gmail.com.

Committeeman

Teresa Slaughter

Ready? Set? Roll! Seminar!

Recently and Soon to be Appointed to Career Positions

Seminars are scheduled for the second

Sunday of every month at 5:00 P.M. on the OHRLCA Zoom channel.

Topics covered will include:

Cover-to cover explanation of the
Life insurance options (FEGLI)

Health insurance options

TSP elections of different funds
and Roth accounts

Beneficiary elections

All members statewide are more than welcome to attend for answers to any questions regarding their past choices made in any of these areas.

OHRLCA State Board Officers will host each seminar.

For a link to next month's meeting, E-mail Executive Committeeman Nathan Acker at:

nathan.acker@ohrlca.org

ALL QUESTIONS MUST BE ANSWERED

APPLICATION FOR MEMBERSHIP

Revised 2022

OHRLCA 2023 District Meetings

District 1 Thursday, March 30, 2023. Dinner at 5:30 PM and the Meeting at 6:30 PM. Roby Lee's Restaurant & Banquet Hall, 425 Ridge Rd, Newton Falls OH 44444. Members' Buffet Meals \$15.00 each. RSVP by March 15th to Chris McCoy 330-240-8586

District 2 Wednesday, March 29, 2023. Dinner 6:00 PM Meeting 7:00 PM. St. Jacobs Church of Christ, 5219 St. Jacobs Rd, Leetonia Ohio. 44431. Dinner \$20 to be paid NO later than March 23, 2023 to Elaine Ferguson, 38904 Miller Rd, Leetonia OH 44431 Phone: 330-692-0783

District 3 Thursday, March 23, 2023 Comfort Inn and Suites, 2024 SR-39 NW, Dover, OH 44622. Just off the I-77 Dover exit for State Route 39 (NW). Meal Free w/ RSVP by March 20, 2023 For Union Members & Their Spouses. Non-union members may join prior to meeting. (Times are approximate) 5:00-6:00 p.m. Q & A with Stewards Meal 6:00-6:45 p.m. Business Meeting 6:45-7:30 p.m. 7:30-9:00 p.m. Steward Time. RSVP: Patsy Anderson 740-630-7306 email: ponyexpress52@yahoo.com or Jody Schuler 740-610-8221 jodyschuler@yahoo.com

District 4 Saturday, April 8, 2023. The meal is at 6:00 PM. The Meeting at 7:00 PM. at Lori's Restaurant, 17020 McConnelville Rd., Caldwell, OH 43724. We will order from the menu, however, to plan how many to expect please RSVP by April 1st to Terri Clemens 740-651-8273.

District 5 Saturday, February 25, 2023. Dinner at 6:00pm and meeting at 7:00pm. Proctorville Fire Department, 132 County Rd 775, Proctorville OH 45669. Meal is free to members. RSVP by February 18th to Ron Ellis 304-654-1938 - leave a message.

District 6 Saturday, March 18, 2023. Dinner 6:30pm and the meeting 7:30pm. Fraternal Order of Eagles, 75 East Main St, Logan OH 43138. There is additional parking at the courthouse. District Constitution will be reviewed. The meal is free to members. RSVP by March 8th to Teresa Slaughter 740-624-2734 or Amy Stanton 740-452-3235.

District 7 Thursday, March 16, 2023. The meal is at 6:15 PM and the Meeting is at 7:00 PM. Steve's Dakota Grill, 1677 Marion Mt Gilead Rd (St Rt 95) in the Forum Plaza, Marion OH 43302. Menu: Choice of 8oz Sirloin Steak, Asiago Pasta w/Chicken, ½ Rotisserie Chicken, Cajun Salmon Salad. Each entrée is served with 1 side and a salad (Cajun Salmon Salad side will be rice) RSVP to: Autumn Cramer 419-562-1184 or autumncramer62@yahoo.com

District 8 Thursday, March 23, 2023. The Village Inn, 4444 S. Cleveland Massillon Rd, Norton, OH 44203. The stewards will tentatively be there from 5-6 to answer questions. Dinner and the meeting will begin at 6pm. Cost for members will be \$5, non-members/spouses will be \$15.

RSVP by March 12th to:
Whitney Kurtz at (330) 347-4196 to RSVP.

District 9 Wednesday, March 15, 2023. Meal 6:00 PM, Meeting 7:00. Morenos, 109 W Findlay St, Carey OH 43316. No charge for members meal. Come and visit with friends and support your PAC. Learn what's new, know your rights and talk to stewards. Encourage the best in yourself and others – we are all in this together. Door Prizes will be awarded. RSVP by March 8th to Michelle Lewallen 419-822-7228.

District 10 Wednesday, March 29, 2023. Dinner at 6:00 PM and the Meeting at 7:00 PM. Free Meal for member and one (1) guest. Der Dutchman, 445 S Jefferson Route 42, Plain City OH 43064. 20 - \$25 Gift Cards will be given to attendees as door prizes. All First Time Attendees will receive a \$15 gas gift card. RSVP by March 10th to Debbie Wix 937-206-5244 robanddebwix@aol.com

District 11 Tuesday, April 4, 2023. Dinner at 6:00 PM and the Meeting at 7:00 PM. Order from the menu. Frisch's, 11157 State Rt 41, West Union, OH. Door Prizes will be drawn from attendees. RSVP by March 31, 2023 text or leave message to; Gayle Sweet, District Secretary, 937-695-0282 or Jennifer Bennington, District President 937-217-0198.

District 12 Thursday, March 30, 2023. Monroe Library and Community Center, 6 East Ave, Monroe OH. Meal 6:00PM and Meeting 7:00 PM. Meal is free. RSVP by March 10th to District 12's President Diana Garner 513-594-1478, djgarner4@gmail.com or District 12's Secretary Carla Dedden 513-683-4664, carla.dedden@aol.com.

District 13 Wednesday, March 15, 2023, Meal at 6:15 and the Meeting at 7:00 pm. Tipp Center, 855 N Third St, Tipp City OH. A meal will be provided free to all members. RSVP by March 8th to; Laura Diltz 937-524-6445

District 14 Thursday, March 2, 2023, Dinner 5:45 PM and the Meeting 6:30 PM. Downtown Restaurant, 301 N Defiance St, Archbold OH 43502. Enter on Holland St and park. The banquet meal is free to members. RSVP by February 26th for meals only to; Debra Towers text or call 419-237-3071.

2023 OHRLCA State Convention

June 11 - 13, 2023

Embassy Suites, 7883 Freedom Ave, NW
North Canton, Ohio

\$139 daily suite rate

Made to order breakfast included

Evening reception from 5:30 - 7:30 PM

Games, prizes, and reuniting with fellow members!

**More details in the next issue of
The Ohio Rural Letter Carrier**

Reserve online at

[Tinyurl.com/OHRLCA2023Convention](https://tinyurl.com/OHRLCA2023Convention)



- * KitchenAid - Professional 5QT, Mixer
- * Power XL Air Fryer
- * 55" LED - Smart 4K UHD TV
- * Apple - iPad
- * Ring Video Doorbell

Take a chance to **WIN** any of these prizes while supporting your union's Political Action Committee!
PAC Reverse Raffle drawing will now be held during the 2023 OHRLCA State Convention!

- * Alexa Show 8
- * Apple Watch Series 3 GPS
- * Solo Stove
- * Dyson V10 Vacuum

And more items yet to come!

Drawing to be held June 12th at Convention



FILL THIS COUPON
AND SEND IT WITH
YOUR PAYMENT TO:

Mark Funderburgh
7450 N River Rd
Springfield OH 45502

OHRLCA 2023 STATE CONVENTION

PAC Reverse Raffle

Your Name: _____

Your Address: _____

Your Phone Number: _____

Amount Enclosed: _____

How Many Tickets Are You Purchasing? _____

TICKETS:

1 FOR \$25

5 FOR \$100

MAKE CHECKS PAYABLE
TO:
NRLCA-PAC

YOU ARE NOT
REQUIRED TO BE
PRESENT TO WIN
THIS PRIZE.

REGISTRATION MUST BE RECEIVED BY
May 15, 2023

OHRLCA 2023 STATE CONVENTION

NON-DELEGATENon-DELEGATE REGISTRATION MUST BE RECEIVED BY
MAY 15, 2023**NON-DELEGATE
RURAL CARRIER
REGISTRATION****USE THIS FORM**FILL THIS COUPON
AND SEND IT TO:**Penny Koren**
104 Clay Road SW
Dellroy, Ohio 44620

Non-Delegate Name _____

Address _____

City _____ St _____ Zip _____

Employing Post Office _____

REGISTRATION MUST BE RECEIVED BY
May 15, 2023

OHRLCA 2023 STATE CONVENTION

FREE LUNCHLUNCH REGISTRATION MUST BE RECEIVED BY
MAY 15, 2023**FREE TO
PRE-REGISTERED
DELEGATES,
MEMBERS, AND
AUXILIARY
MEMBERS**FILL THIS COUPON
AND SEND IT TO:**Lisa Heaton**
705 Drury Lane
Troy OH 45373

NAME _____

ADDRESS _____

Delegate ____ Auxiliary ____ Monday ____ Tuesday ____

District _____ Phone Number _____

REGISTRATION MUST BE RECEIVED BY
May 15, 2023

OHRLCA 2023 STATE CONVENTION

BANQUET June 12, 2023BANQUET REGISTRATION MUST BE RECEIVED BY
MAY 15, 2022**\$20 PER PERSON****MAKE CHECKS PAYABLE
TO:
OHRLCA**FILL THIS COUPON
AND SEND IT WITH
YOUR PAYMENT TO:**Lisa Heaton**
705 Drury Lane
Troy OH 45373

NAME _____

ADDRESS _____

DISTRICT _____ PHONE NUMBER _____

TOTAL AMOUNT ENCLOSED _____

OHIO CONSTITUTION CHANGE

The following Constitution change was adopted as a resolution at the 2023 Annual Convention of the Ohio Rural Letter Carriers' Association. It is hereby submitted to the Constitution Committee of the 2023 State Convention in North Canton, Ohio for consideration and appropriate action.

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 _____

Date _____

RESOLUTION

CHECK APPROPRIATE BOX

☐ BINDING

☐ NON-BINDING

The following Resolution was adopted at the 2023 Annual Convention of the Ohio Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2023 State Convention in North Canton, Ohio for consideration and appropriate action.

ISSUES

Check one:

☐ AUTOMATION

☐ BENEFITS

☐ EMA

☐ GRIEVANCE PROCEDURES

☐ LEAVE REPLACEMENTS

☐ MAILCOUNT

☐ RELIEF DAY

☐ RETIREMENT

☐ SALARY

☐ TIME STANDARDS

☐ VEHICLE

☐ WORK RULES

☐ OTHER

☐ 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 _____

**MCKENZIE ABBOTT
CHRISTINA ADDISON
MICHAEL ALCORN
NICOLE ALTMAN
BRADLEY ARMSTRONG
NIKI ARTER**

**SKYLAR GARRETT
ANDREW GOAD
MATT GOETTING
ADAM GOVONI
CARMILLA GREEN
JESSICA GUEVARA
JOHNNY HALL**

**DAVID MILLI
JESSE MILLS
BENJAMIN MIXON
DERRICK MULLENS
SAVANNAH NELSON
CLYDE OSBORNE
JACK PATTON
COURTNEY PIATT**

**MICHAEL SHRIDER
LAURA SISSON
ASHLEY SMITH
RICHARD SOKOLOWSKI
KATHLEEN SPANGLER
KIMBERLY STEMPLER
GREGORY STERLING
RYAN STEWART
CRISTY TARR
DEANNA TATMAN**

**STEPHEN BAKER
MARK BARKENQUAST**

**TAON BELCHER
GAGE BELL
ALAN BOWMAN
ERIK BRANZ
BENJAMIN BRUSS
JESSE BURC
RAYMOND CASTILLO
MATEO CHIDO
JULIA CHUCK
KERRI COLMAR
JULIA COMBS
DANIEL CRANER
RONDA DEAR
LAUREN DELEHANTY
TAD DERR
SHANTE DIFFENDERFER
CHRISTIAN DINGEY
SCOT DUNCIL
BRIAN E LINNEAN
LAURA EDDY
STEPHANIE GAMBRELL**

**MICHELLE HARTMAN
DELBERT HARVEY
THERESA HASKEW
CIERRA HECKATHORN
BENJAMIN HEMMELGARN
ALI HYAJNEH
GALE IRVIN
RYAN JAAP
TRACY JANCO
KALI JESSE
STEPHANIE KASSERMAN
THOMAS KAUP
DEBBE KEATON
MELISSA KEETERLE
GERALDINE KYER
JAMES LAMMLEIN II
WILLIAM LATULIPE
MATTHEW MARTIN
KENNETH MATHEWS
JEREMY MCCREIGHT
TONYA MIHALSON**

**FREDERICK PIERCE
AMBER PITTENGER
KENNETH POWERS
KALYAN PRADHAN
COREY PREECE
REBECCA PREECE
LEE RANDALL
AIDAN RAYMOND
KAREN RAYMOND
NANCY REID
AMANDA RICE
BRIAN RICHARDS
JESSICA RIDDER
SHARON ROBERTS
EMILY RUNSKI
ROBIN RUSSELL
PAULA SCHALL
DERONDA SCHIMMOLLER
GARTH SCHOFFMAN
DANIEL SHAIKH**

**LISA TAYLOR
CHARLES TAYLOR
MATTHEW TAYLOR
DUSTIN TERRY
BRIAN THOMAS
ERICA UNGER
JACOB VAUGHAN
JACOB VOGEL
STEPHEN VOLNY
HAROLD WALKER
TIMOTHY WALLS
CINDY WARD
MICHELLE WATTS
NICHOLAS WEIR
COLTEN WEYLAND
SUSAN WHITE
MILLANACA WHITLEY
RYAN WILLIAMS
SHARON WOLFE
JACQUELINE ZEILER**

And now, the moment you've all been waiting for!

Happy Retirement!

Michael AitchisonMechanicsburg
Rhonda BuellEaton
Colletta CarrLouisville
Rebecca FranksMillersburg
Lorrie FulsTroy
Lisa GerhartJeronesville
Edward KnapkeCelina
Anne KnechtMontpelier

Bruce KnipeNew Concord
Susan LintDalton
Brenda LynchChardon
Wendy ThurmanMilford Ctn
Patricia WestbrookWellsville
Barry WestfallVandalia
Shelly SnyderPowell
Elizabeth ZinkLeesburg



Board Meeting Minutes

Tuesday, January 17, 2023
Zoom Meeting
9:00 AM

Present was President Barker, Secretary-Treasurer Koren, Committeemen Heaton, Dedden, and Acker.

Vouchers: The entire Board will submit their voucher via the drop box for approval and payment. Secretary-Treasurer Koren reviewed with the board member the pay procedures for the new year.

Minutes: The minutes of the October 21-23, 2022, board meeting were reviewed.

Membership: Ohio's membership has lost 101 members from one year ago to date.

Financial Reports: The financial status of the Association was presented. Committeeman Heaton made a motion to accept the Secretary / Treasurer's reports, the motion passed.

Budget: Committeeman Heaton presented the budget. The budget will need adjusted if the new hire orientation continues to be presented at additional locations.

New Hire Orientations:

New Hires are presented the NRLCA and all its benefits. The Ohio State Board gave the new hires that joined a tee-shirt. The Association did a test to see if more new hires would join to get the tee-shirt. This test was started in November and the presenters reported that the new hires loved getting the shirts and many of the new hires who might have waited to join signed up that day to get the shirt.

State Convention: President Barker will rotate members for the convention committees. The next Board meeting will be held at the site of the 2023 State Convention.

The Constitution and Resolutions Forms will be printed in the next state paper and will also be available at each district meeting.

Mid-states: The hotel reservations are made for each board member. Each board member will receive a travel allowance.

Provident Guild: Committeeman Slaughter was not present and there was no report. However, we received complaints that the calls to the national phone number were not being answered and recent deaths were not being processed.

District Meetings: The timelines for the District Meeting detail are always due on July 1st for the Fall Meeting and November 1st for the Spring Meetings.

The District Meetings will start February 25, 2023. Because of the mini mail count, we are anticipating a large turnout of members for the meetings.

Officers' assignment was reviewed for the District Meetings. Each Officer was reminded of the election process and to monitor that only members in good standing were permitted to vote.

PAC: New clothing item have been purchased from Spencer signs and will be offered to members to purchase during the spring district meetings.

The special project for raising PAC funds is in its final process. The item will be available and raffle tickets will be sold soon. We should have a special raffle project for the mid-states conference and for the national convention.

Committeeman Heaton made a motion to pay for a special PAC item to be raffled at the state convention, the motion passed.

12:01 PM

Vice President Aitchison joined the meeting after he completed the new hire orientation in Columbus.

Rural Carrier Insurance Market Place: Ohio had 2 new quotes in December, however Ohio has had No new quotes for January.

Ready Set Go: Many carriers have joined the zoom meetings - it is still new and we hope to reach more new regulars soon.

Member Complaints: Complaints from members have been discussed with the Stewards and the situations with be addressed.

Fall Booster: First weekend in November 2023. A Retirement seminar will be held with Jodi Montroy presenting the Retirement Seminar.

2:30 PM Secretary-Treasurer Koren made a motion to adjourn, the motion passed.

Submitted by
Penny Koren
OHLCA Secretary-Treasurer

Next Board Meeting:
March 31, -April 2, 2023
Embaassy Suites
7833 Freedom Ave NW
North Canton OH 44720



OHIO NRLCA STEWARD DIRECTORIES

(February-March 2023)



Ohio 1 District Steward Directory

District Representative Catherine Funderburgh

Associated with Zip Codes: 440; 441; 448; 449

Office: (937) 265-5477 Cell: (937) 471-0491

Fax: (937) 528-2297

E-mail: Catherine.Funderburgh@nrlca.org

Address: P.O. Box 96, Clifton, Ohio 45316

Assistant District Representative Lori Todd

Associated with Zip Codes: 439; 442; 444; 446; 447

Phone: (234) 284-5233

E-mail: Lori.Todd@nrlca.org

Address: P.O. Box 1281, Salem, Ohio 44460

Assistant District Representative Jimmy Julian

Phone: 740-590-2555 Fax: (866) 205-6870

E-mail: James.Julian@nrlca.org

Address: P.O. Box 739, Johnstown, Ohio 43031

Area Steward Scot Sample - Phone: (330) 208-7122

Canton, Creston, Doylestown, Orrville, Massillon, Navarre,
Ravenna, Uniontown, Wadsworth, Wooster

Ohio 2 District Steward Directory

District Representative Catherine Funderburgh

Office: (937) 265-5477 Cell: (937) 471-0491

Fax: (937) 528-2297

E-mail: Catherine.Funderburgh@nrlca.org

Address: P.O. Box 96, Clifton, Ohio 45316

Assistant District Representative Misty Gamerdinger

Phone: (740) 503-0295 Fax: (888) 412-0260

E-mail: Misty.Gamerdinger@nrlca.org

Address: P.O. Box 6036, Chillicothe, Ohio 45601

Assistant District Representative Jimmy Julian

Phone: 740-590-2555 Fax: (866) 205-6870

E-mail: James.Julian@nrlca.org

Address: P.O. Box 739, Johnstown, Ohio 43031

Assistant District Representative Lori Todd

Phone: (234) 284-5233

E-mail: Lori.Todd@nrlca.org

Address: P.O. Box 1281, Salem, Ohio 44460

Area Steward Ron Kelhoffer - Phone: (937) 902-5310

Representative of Batavia, College Corner, Franklin, Hamilton-
Fairfield, Harrison, Maineville, Milford, Monroe, Okeana, Oxford,
Springboro, Trenton, and West Chester

Area Steward Robert Scherer - Phone: (740) 250-3123

Chesapeake, Crown City, Gallipolis, Piketon, Portsmouth, Ripley,
South Webster, West Union, Wheelersburg

The NRLCA National Board is seeking qualified and motivated members interested in an Area Steward and/or Assistant District Representative position for the National Steward System.

Visit www.nrlca.org and download an application, today!

PLEASE USE THE DIRECTORY NUMBERS LISTED.

CALLS MADE TO A STEWARD'S PERSONAL CELL PHONE WILL NOT BE
RETURNED.

PLEASE DO NOT TEXT AS TEXTING IS NOT RECOGNIZED AS AN OFFICIAL
FORM OF COMMUNICATION

I REQUEST UNION REPRESENTATION

Whenever talking to management, if the conversation starts to indicate disciplinary action OR you believe disciplinary action could result, STOP the conversation and ask:

"If this discussion could in any way lead to my being disciplined, terminated, or affect my personal working conditions, I respectfully request that my union representative or steward be present at this meeting. Without representation present, I choose not to participate in this discussion"

THE STATEMENT ABOVE COULD SAVE YOUR JOB!



Catherine Funderburgh
District Representative
Ohio 1 and Ohio 2
Districts

Rural Carrier Appreciation Day

Ohio 2 (Ohio Valley) has declared Tuesday, January 24, 2023, as

Rural Carrier Appreciation Day.

While meeting with the District Manager and discussing work environment issues, he mentioned that he had an appreciation day for the city carriers. My immediate response was what about the rural carriers to which he thought the rural carriers had been included. To rectify the situation, he created an appreciation day.

Every POOM in the district will be given the opportunity to decide how the rural carriers in their area would be appreciated and to spend time in some offices. The next district publication will be showing pictures indicating the appreciation of one of the unapprenticed sectors of the Postal Service.

Thank You!

I want to say thank you to each and every rural carrier in the state of OHIO for coming to work, doing the best job that you can do each and every day and going home safely to your families at the end of the day. We do not need to hear it every day but hearing a thank you once in a while makes our day. Every regular, PTF or RCA..... Thank you for a job well done!!!!

Sunday Work List:

Although Sunday work has always been in the National Agreement, the parameters changed on May 24, 2016 when a Memorandum Of Understanding (MOU) was signed for Sunday/Holiday Delivery Work Lists. The impact was immediately felt in the Ohio Valley District while Northern Ohio, depending on how you look at it, was spared for having to work Sundays and Holidays. That has now changed and most offices have been assigned to a hub office. Leave replacements (PTFs, and all classifications of RCAs) will have the opportunity to either sign the volunteer or non-volunteer section of the work lists. Each list will be established during the same time periods as the relief day work list and each new list shall supersede the previous list. Newly hired RCAs will

have the opportunity to sign the list within the first thirty days of employment.

The hub office (where you report to pick up packages) may or may not have a spoke office or offices. A spoke office is an office that amazon drops packages off at the hub that are delivered to a different office. Amazon determines the hub and spoke offices. In addition, neighboring post offices may be assigned to the hub office to create a larger pool of leave replacements to work.

ARC Hiring:

Management is allowed to hire ARC (Assistant Rural Carriers) for the sole purpose of working Sundays and Holidays to deliver parcels. The ARCs are the first ones to be scheduled for work every time. The second group of RCAs to be scheduled are the volunteers in alphabetical order rotation regardless of the office. If more leave replacements are still needed then the non-volunteers will be scheduled in an alphabetical rotation. With the addition of the neighboring offices, the theory is that a leave replacement may only have to work once or twice a month.

PTFs and Hold Down Carriers:

Despite what everyone thinks, PTFs, auxiliary carriers and "hold down" carriers are not exempt from working Sundays and Holidays. In addition, there are no religious exemptions either. According to the analysis of change PTFs may be used to work on Sundays before selecting other leave replacement employees on the Sunday work list.

Auxiliary Carriers:

Auxiliary carriers are required to take their turn in the rotation as well. "Hold down" carriers are to be the last ones scheduled which means all ARCs, PTFs volunteer and non-volunteers; RCAs including auxiliary carriers volunteer and non-volunteers must be scheduled first. Article 10.5.B allows for any leave replacement to be bypassed if they have approved annual leave for the day.

Contractual Language:

Unfortunately, there is no contractual language that only allows a leave replacement to work a certain number of days in a row. The job of a union is to find work for the membership and the NRLCA is no different and that is why there is no limit on the number of days that a leave replacement may work. Each district tries to limit the number of days for quality of life (Hint maybe a resolution needs to be submitted)

RRECS:

As I am sure that all have heard that RRECS is in the process of being implemented. The effective date of the new evaluations will be March 25, 2023 with another one in about six months. It is imperative that each day every carrier completes the basic scans on their routes.

Sensitive Scanners:

Yes, I know you can be walking and wondering what scan was just hit on the very sensitive scanners. The NRLCA is working in conjunction with the Postal Service to either grey out for instance the clock in scans or at least add the question do you want to complete this scan. It will help immensely if we have one of those options.

Pre-Disciplinary Interview:

If by some chance you are called in for a Pre-Disciplinary Interview over this issue of missing scans, please contact a steward. Do not get upset as management has the right to do an investigation. If they issue any discipline for those missed scans or for any other reason – always grieve discipline.

National Mail Count:

The last time we had a national mail count was in 2018. Think about it that 2019, 2020, 2021, 2022 and 2023... that's five years. In those five years, unfortunately, letter and flat volumes have gone. In addition, most of us were counted with amazon parcels and unfortunately those amazon parcels have gone away.

RRECS Standards:

The RRECS standards are there but what is missing is the mail volumes. Through no fault of our own, by not having mail counts in the last five years and not having that gradual decline in evaluations, then a drop in our route evaluations may hit us hard. I don't like it but it's the reality of the situation.

The Employee Assistance Program:

The Employee Assistance Program, commonly referred to as EAP, is available and the number is 1-800-327-4968. This program does not report back to the Postal Service, and you may discuss anything with them.

Looking forward to seeing you at the Spring District Meetings.

Your union sister,

Catherine J. Funderburgh



Ruth E. Crutcher-Beckwith, age 86 of Baltimore passed away December 7th, 2022 at Fairfield Medical Center. She was born in Athens Co. on October 13, 1936. She was a

1954 Chauncey-Dover graduate who served her country during the Korean War in the US Airforce. She retired as a rural letter carrier and PAC Chairman, was a member of the Baltimore VFW Auxiliary, Past Commander of the American Legion of Millersport, a past Baltimore Village Council member, member of the Basil Garden Club, National Rural Letter Carriers Association, Buckeye Boys State, and devoted 35 plus years as the founder of the Baltimore Food Pantry. Ruth's amazing personality, deep hearted commitment, and values will be forever cherished by her family, friends, and the surrounding community. No one person will know all the lives that Ruth has touched.

She will be greatly missed.



Carol J. Bisel

With heavy hearts, we announce the death of Carol J. Bisel of Shelby, Ohio, born in Plymouth, Ohio, who passed away on

January 18, 2023 at the age of 75. Family and friends are welcome to leave their condolences on this memorial page and share them with the family. In place of flowers memorial donations may be made to First Presbyterian Church of Plymouth.

THE OHIO RETIRED RURAL LETTER CARRIERS' BOOK GRANT

The **Ohio Retired Rural Letter Carriers** are proud to announce that they will be offering their "Ohio Retired Rural Letter Carrier's Book Grant" in the amount of two or more \$100.00 grants.

Caretaker of these grants will be:
The Retired Rural Letter Carriers' of The Ohio Rural Letter Carriers' Association.

ELIGIBILITY AND RULES

Eligibility and rules for the Ohio Retired Rural Letter Carriers' Book Grant are:

1. Parent or grandparent must be a member of the Ohio Rural Letter Carriers' Association, and in good standing.
2. Application must be postmarked no later than May 31, 2023.
3. Applicant must be presently attending classes or has just completed the first year of an accredited college or trade school.
4. The Grant must be applied toward applicants educational expenses.

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PHONE NUMBER: _____

NAME OF COLLEGE OR TRADE SCHOOL WHERE APPLICANT IS (OR WILL BE) ATTENDING:

FIELD OF STUDY: _____

NAME OF PARENT/GRANDPARENT: _____

APPLICANT'S E-MAIL ADDRESS: _____

Send your completed application to:

President Gayle Sweet
Ohio Retired Rural Letter Carriers
1385 Russellville Road
Winchester, Ohio 45697-9013

APPLICATIONS
WILL BE REVIEWED AND
GRANTS WILL BE AWARDED
BEFORE JANUARY 2024

THE OHIO RURAL LETTER CARRIERS' AUXILIARY BOOK GRANT

Now is the time to consider applying for the **Ohio Rural Letter Carriers' Auxiliary** Book Grant. This book grant is available for Auxiliary Juniors under the age of 22 by May 20, 2023. We hope to award \$500 book grants to at least three applicants.

ELIGIBILITY AND RULES

Eligibility and rules for the Ohio Rural Letter Carriers' Auxiliary Book Grant are:

- You must be a high school graduate or presently attending a trade school, college, or graduate school in good standing.
- Your parents or grandparents must be current members of the Ohio Rural Letter Carriers' Association or Auxiliary.
- Your application must include the following information:
 1. Your name, address, phone number, birth date and year born.
 2. Name of parents or grandparents and post office where they carry/carried mail.
 3. Name and address of the school where you have been accepted/attending and your area of study.
 4. Short description of your plans and ambitions or educational goals.
 5. Listing of high school/college and community activities, or participation in the Juniors program.
 6. ONE letter of recommendation from one of the following:
 - A) Your high school or post secondary counselor
 - B) Your classroom instructor or teacher
 - C) Your local minister or faith affiliate
 - D) Your supervisor of volunteer work done
- Rules 1 through 5 may be submitted in letter form on an 8.5" x 11" sheet of paper.

Send your completed application by May 20, 2023 to:

President Sandy Schwartz
OHLCA Auxiliary
10 Eastmoor Court
New Bremen, Ohio 45869-1101

RECIPIENTS OF THE
BOOK GRANTS WILL BE
ANNOUNCED AT THE STATE
CONVENTION IN JUNE.

Ohio Auxiliary 2023

REGISTRATION MUST BE RECEIVED BY
May 15, 2023



OHRLCA 2023 STATE CONVENTION

Auxiliary and Juniors Registration

REGISTRATION MUST BE RECEIVED BY
May 15, 2023

**AUXILIARY
AND JUNIORS
REGISTRATION**
USE THIS FORM

**FILL THIS COUPON
AND SEND IT TO:**

NAME _____

ADDRESS _____

Sandy Schwartz
10 Eastmoor Court
New Bremen, Ohio 45869

Phone Number _____
Auxiliary _____ Juniors _____



Ohio Auxiliary News

Sandy Schwartz
Auxiliary President

Hello Everyone,

Well, it has been a crazy winter! One terrible storm before Christmas, unseasonably warm weather, (where records were set), and rain! We definitely are seeing a climate change! Please help your carriers be prepared for all of our strange Ohio weather!

It is still important that as Ohio Auxiliary members, we encourage our rural carriers to be aware of preventable skin cancers. Lives can be saved by encouraging people to check their skin for the warning signs and sharing the facts about dangers of unprotected sun exposure to one's skin. Share the facts, share the dangers about skin cancer....check your skin from head to toe. Many times you can SEE skin cancer! Look for anything that has changed, looks unusual or is new. By keeping three simple words in mind, you could be saving your own life. The lifesaving words are, NEW, CHANGING and UNUSUAL. Be aware.

Please remember to apply for national and state scholarships and book grants. Also it is a good time to work on our 2023

State Auxiliary District Meeting Assignments:

Districts 4, 10 and 12
Robert Wix

District 6, 11 and 13
Diana Hausfeld

Districts 7, 8, 9 and 14
Sandy Schwartz

District 1, 2 and 3
Jodi Burke

Junior Contest essays and posters. This information was in the last Ohio Rural Letter Carrier Newsletter.

Sincerely,

Sandy Schwartz

President
Ohio Rural Letter Carriers'
Auxiliary

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UPCOMING EVENTS

See Front Cover for
Scheduled Events

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Postal Buddy



Postal Carrier Don Fifley is shown with one of his buddies, "Jaeger," during his mail route in East Palestine.

Courtesy of Morning Journal Newspaper

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