



The Ohio Rural Letter Carriers' Association Official Publication

OHIO RURAL LETTER CARRIER

Association Year 2023-2024 Issue Number 4

Spring has Sprung!

2024 **State Convention**

Coupons included in this issue.

Hotel reservation Information
page 9

Amish Country Theater / Comedy Show
ticket coupon page 10.

Book Grants
pages 33 & 34

Auxiliary and Junior registration
page 35

WIN ME!



**PAC reverse raffle &
4x4 coupon on page 15**

FREE LUNCH

**Non-delegate registration,
member's free lunch
with registration and banquet
coupon on page 11**



Table Of Contents



Page 3	Worship Corner
Page 3	2024 State Convention Announcement
Page 4	President Barker
Page 5	A challenge Issued
Page 5	Nomination for State Delegates
Page 6-7	Secretary-Treasurer Report
Page 8	In Memory of Ray Nichols
Page 9	2024 State Convention
Page 10	Amish Theater
Page 11	Convention Coupons
Page 12-13	Board Meeting Minutes

Page 14	A Couple of Things
Page 15	Do You Really Want Your Sub Time Credited?
Page 16-17	NRLCA DR Report
Page 18	Constitution Change Form
Page 19	Resolution Form
Page 20-31	Ohio Constitution
Page 32	Welcome New Members & Happy Retirement
Page 33	Retirees Book Grant
Page 34	Auxiliary Book Grant
Page 35	Auxiliary Report / Juniors Coupon
Page 36	Editor's message and Upcoming events

Established in 1929 by H. I. Carpenter. Published in Ohio. Entered as Non-Profit mail at the Post Office in Youngstown, Ohio. Non-Profit Postage is paid in Youngstown, Ohio.
Subscription Price - \$10.00 per year. Contributions may, at times, be opinions expressed by the writers and do not necessarily reflect the views or opinions of the State Officers or Editor of the Ohio Rural Letter Carriers' Association.

OHRLCA State Board

President

Timothy Barker
4395 Cook Road
New London, Ohio 44851
Phone: (419) 901-0900
president@ohrlca.org

Executive Board

Lisa Heaton
705 Drury Lane
Troy, Ohio 45373
Phone: (937) 215-0262
lisa.heaton@ohrlca.org

Nathan Acker

194 Long Trail
Ostrander, Ohio 43061
Phone: (740) 361-8934
nathan.acker@ohrlca.org

Teresa Slaughter

5670 Cottage Hill Road
Nashport, Ohio 43830
Phone: (740) 624-2734
teresa.slaughter@ohrlca.org

Diana Garner

1 Sutton Brooke Ct
Middletown OH 45044
513-594-1478
djgarner4@gmail.com

Vice-President

Michael Aitchison
7805 Lafayette Plain City Rd
Plain City, Ohio 43064
Phone: (614) 623-5878
maitchison@ohrlca.org

Secretary/Treasurer

Penny Koren
104 Clay Road SW
Dellroy, Ohio 44620-9757
Phone: (330) 735-2727
secretary@ohrlca.org

PAC Co-Chairs

Mark Funderburgh
7450 N River Rd
Springfield OH 45502
937-605-4067
funge63@yahoo.com

PAC Co-Chairs

Fred Schmits II
2008 Eastview Dr
Findlay OH 45840
419-304-8036
fredschmits@gmail.com

State Editor

Kyle Parsells
4810 Elyria Ave
Lorain OH 44055
440-453-6621

State Chaplain

Rita Beedy
5318 Springfield Urbana Pk.
Urbana, Ohio 43078-9420
Phone: 937-484-3671
happy.maillady.chaplin@gmail.com

2024 Annual State Convention June 3rd through 5th, 2024

Berlin Encore
4305 State Route 39
Millersburg OH 44654

Monday, June 3rd:

Registration;
Opening Session;
State Officer Reports;
Nominations of State Officers (Nominations remain open until election on Wednesday Afternoon).
Officer vacancies include President, Vice President, Secretary-Treasurer, 4 Year Committeeman position, and any Committeeman position that may become vacant at the Convention.

Appointed positions will be State Editor, State Chaplain, and PAC Chair/Co-Chair.

Banquet in the evening;
PAC Reverse Raffle valuable items.

Tuesday, June 4th:

Last day to file Delegate Credentials by 4:30 PM.
National Officers Address;
Report of the National Delegate Election Committee;
Report of Time and Place Committee;
Selection of 2025 Convention city;
Report of Law and Resolution Committees.

Comedy Show at the Amish Country Theater.

Wednesday, June 5th:

Election of State Officers;
Unfinished Business
Only the duly elected state delegates from each District Organization may vote for the candidate for office.

*AS Per Article 6, section 3
of the OHRLCA Constitution,
The State Association will compensate
\$100 per day to each District Delegate
for each full business session day attended
during the OHRLCA State Convention,
June 3-5, 2024*

WORSHIP CORNER



Rita Beedy
State Chaplain

Hello, Dear Brother and Sister Rural Carriers !!!

Hello, brothers and sisters!
I pray this finds you well! Winter is almost over. The first day of spring is March 19 at 11:06 P.M. EDT., just in case you wondered :)

I'm so excited to be done with cold, though there will still be rain and April Showers...., but maybe no more snow. We didn't seem to have much snow where I am this year. Our grass is already starting to green up. I don't think we have ever mowed in February, but there's always a first time for everything.
I read an article (<https://www.forestholidays.co.uk/forestipedia/why-spring-is-the-best-season/>) that had 30 reasons why spring was the best season... I've put in just a few.

*The spring equinox marks the first day of astronomical spring. Following this, the days get longer, and the evenings get brighter. * Longer days. Speaking of more daylight hours and lighter evenings, this also means more chances to enjoy the outdoors. *Clocks change. That oven clock that's been an hour fast since October is finally right! *Green, green grass everywhere! Who knew there were so many shades of grass, from the bright green of meadows and the changing tones of forest clearings to the golden green hue on farmers' fields? And we can't forget the sweet smell of freshly cut spring grass that fills the air! *Spring temperatures. Spring is the flawless middle ground where you can leave the thick coat and woollies at home and, with a light jacket in case of those April showers, you don't have to worry about getting too hot in the summer heat. * Bright spring colours everywhere you look. Yellows, lilacs, blues, and greens; wherever you look, you'll see bright spring colours everywhere! This is an article from the UK, so "colors" is spelled funny. :)

Take care of yourselves!
Love and Prayers,

Rita

Our first flowers of the year!!





2024 State Convention

**Tim Barker
President**

Happy Spring, union brothers and sisters! We have made it through peak season but still have a busy time ahead. As we conclude, the mini-mail survey, spring meetings, and state convention will be here before you know it. These are the opportunities to have your voice and vote heard to propose changes to our working conditions and wages. Every member has a voice in this process.

The 2024 state convention planning is underway, and host districts and the state board are working hard to make this year's convention a big success. This year's convention will be held at Berlin Encore, located in Millersburg, the heart of Amish country, with an in-house theater and live productions. Room rates, reservations, banquet tickets, and meal reservations can all be found in this magazine; please be prompt in completing all reservations. Members of this union can serve as paid delegates at the state convention. Delegates are compensated to attend all business sessions. Becoming a delegate is simple; you only need to sign the delegate sheet at your district's spring meeting and be voted in as a paid delegate to the state convention.

You have a right to have your voice heard. One way is to submit a resolution or constitution change. If you attend your district meetings, you can work with your district and submit the change through your district, or you can submit them on your own. All proposed resolution and constitution changes must be mailed in by the deadline. If you have any ideas about improving our working conditions or wages, please submit a constitution or resolution change at your spring meeting. Many of the ideas that the union negotiates come from individuals like you. This is the power you hold as a member, and your ideas and opinions make the changes.

As a reminder, if you plan on attending the national convention as a paid delegate with voting rights representing the state of Ohio, the last day to receive your nomination is April 22, 2024. Please make sure your nomination ballot is sent to the proper address: PO Box 107, Dellroy, OH 44620.

How about a weekend away? Our neighboring state, Michigan, will hold your mid-states convention May 3-5, 2024. The convention will be held at the Delta Hotel by Marriott/ Vandyk Mortgage Convention Center in Muskegon, MI. Take some time for yourself to learn about your craft, hear from guest speakers from your national board and postal service on the latest updates on RRECS, and see the future of the USPS.

I hope to see you all at these upcoming events! A strong union is an educated union.

President,

Timothy Barker



Have You Made The Call?

**Michael Aitchison
Vice-President**

The OHRLCA President and I have been invited by the National Board of the NRLCA to attend the Legislative Seminar in Washington, D.C., slated for April 27 – May 1, 2024. This is our opportunity to lobby Ohio Congressmen on your behalf to benefit our work life. Among other topics, we will broach that of support for the Social Security Fairness Act and, most assuredly, the Federal Retirement Fairness Act. Counting sub time towards retirement has been an issue for carriers over nearly three decades. The Federal Retirement Fairness Act is the first serious attempt to legislate this issue that I know of. If you believe that sub time should count towards retirement, I ask again, "Have you made the call? The call to your Congressmen?"

Following our scheduled time lobbying for you with our Congressmen, your State Board and many other OHRLCA members will hopefully be lobbying for you when we meet in Michigan for the Mid-States Conference. The Conference, scheduled for May 3 – May 5, will allow attendees to network with carriers from the other member states and more importantly, give us face-to-face access with the National Board. The Conference, often touted as a "mini-convention," has allowed the National Board to funnel information to the states; the states can seize this opportunity to lift issues and concerns of our carriers to the National Board. If you have a problem or concern but cannot present it in person, relay that concern to someone you know who will be attending or share it with a state officer who can represent you there. Make the call.

Fortunately, all District meetings will have been held before these two events. That will allow carriers to share their issues with a State Officer and get more invested in their Union by running for delegate or maybe for a District Office. Neither of these two positions is to be taken lightly. One takes on a mantle of responsibility anytime they become the representative for others. The mantle is even brighter for those willing to take leadership roles and assume even greater responsibility by becoming officers. The time when these positions were just figureheads has passed, and they are now critical, serious positions with accountability. Will you accept the call?

Recently, there has been an attempt to decertify the NRLCA. NRLCA President Don Maston shares, "It is becoming apparent that carriers across the nation have gained an understanding of exactly what is at risk and that hollow promises from a disorganized group with no real plan is not in anyone's best interest." In this case, decertification presented a risk of loss much more significant than the opportunity for gain. To think that an outsider could provide for our common welfare was pure folly, considering that many Postal managers don't know our craft well enough to even abide by the contract. Changes one may deem necessary need to be enacted internally, following the National Constitution, Robert's Rules of Order, and utilizing those who know our craft.

There is an old saying that the squeaky wheel gets the grease. It is interesting to me how this relatively small, disorganized group of people was able to garner so much attention by "squeaking" together.

In your service;

Michael D. Aitchison



Nathan Acker
Executive
Committeeman

A Challenge Issued

As we begin this new year, I thought that it might be worthwhile to ponder what it would take to strengthen our state association, the OHRLCA. I came across a quote recently that read, "You expect good things from the New Year, you expect hope, but the New Year also has something to tell you: You create both the good things and the hope yourself, so don't expect anything, do it yourself, create it yourself, don't wait!"

If we as an association are to become stronger this year, we are going to have to do it ourselves. No one is going to do it for us, so I am issuing the following challenge to all members of the OHRLCA. - "150 delegates at the state convention this year", that's the challenge. A total that ought to be easily achieved when you consider the OHRLCA has over 4100 members. This is a total that ought to be easily achieved when you consider there are over 600 delegate spots available every year to OHRLCA members. I don't care if they're regular carriers, PTFs, RCAs, or retirees. I don't care if they're table one or table two carriers or if they drive an LLV, POV, or Metris. If they're union members, we need them there. It's not an impossible figure; last year's convention had 118 delegates with over 20 first-time attendees. If everyone does their job, this is a goal that will not only be easily achieved but also exceeded.

Now, what does it mean when I say that everybody needs to do their job? Am I talking about state stewards inviting people they meet to attend their district meetings? Am I talking about state and district officers recruiting members through phone calls, text messages, postcards, and office visits? Am I talking about members going around their respective offices and making sure that the other carriers know about their district meetings and will be attending? Am I talking about retirees calling old friends and making sure they will be attending this year? The answer is all the above. But getting people to their district meetings to sign up as state delegates is only the first step towards meeting this challenge. We will need to make sure that everyone requests the proper time off from work to attend the convention. We will need to follow up and make sure that everyone has called the convention facility and made their room reservations so they have a place to stay. We will need to act like a union of brothers and sisters and not a gathering of individuals.

If you show up to a district meeting alone, we fail. If you show up to the convention and the only person you recruited there is yourself, we fail. Let's educate more of our members this year and strengthen our union through larger meetings and greater participation. Let's start acting like a union and caring about each other enough to meet this challenge! Challenge accepted? I look forward to seeing all of you at your district meetings this spring and at the 2024 State Convention in Berlin, Ohio, and finding out!

Yours Most Sincerely,

Nathan Acker.
Executive Committeeman



Lisa Heaton
Executive
Committeeman

Nominations for State Delegates

With the upcoming spring district meetings, it is time to consider being a delegate to our Ohio Rural Letter Carrier Association state convention.

A delegate is a member who has been elected to represent your district at the state convention.

Delegates will have the opportunity to exercise the most essential of union rights, the right to vote.

As a delegate, you will be entrusted with the responsibility of voting on resolutions and constitution changes that may create a better craft for rural carriers.

You will also elect the state officers who will represent the carriers of Ohio. The officers elected will help shape the future of our union as they handle the union's finances and conduct business affecting the union's members.

It is a time to learn and to let your voice be heard.

Only requirements:

- *Member in good standing
- *Not doing management work
- *Be present at your district meeting or notify your district secretary BEFORE your meeting that you would like to be on the ballot for state delegate. This needs to be in writing.

Please consider being a delegate to the state convention.

Delegates will be paid \$100 a day to attend, for a possible \$300 for attending the whole convention.

Lisa Heaton

Executive Committeeman



Penny Koren
Secretary-Treasurer

Secretary's Report

MEMBERSHIP

As of January 25, 2024, the Membership Analysis prepared by the National Office has Ohio's total membership as 4153. Ohio has experienced a decrease of 93 members within the past year. The decrease is attributed mostly to Regular Carriers retiring and choosing not to remain a member. Currently, Ohio has 815 non-members.

This is an increase of 4 non-members compared to this time last year. 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.

DISTRICT MEETINGS

The OHRLCA Districts will begin holding their 2023 Spring Meeting in February, March and April. Each member will receive a postcard in the mail. Their District Meeting Details will be printed on the postcard.

OHRLCA STATE CONVENTION

The convention will be June 3-5, 2024, at the Berlin Encore Hotel and Suites. 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 to be a delegate to the OHRLCA State Convention. Nominee elections will be held at each Spring District Meeting. If you cannot attend your District Meeting, you may send a dated, signed request, prior to your district spring meeting, to the District Secretary requesting your name be nominated as an OHRLCA State Convention Delegate. The elected delegates will receive credentials for registration at the state convention.

What are the Requirements to be a Delegate to the State and National Convention?

1. You must be a member in good standing.
NRLCA Constitution Article III, Section 1 - Members
Member in Good Standing. A "member in good standing" is a member who has made timely payment of dues and has not voluntarily withdrawn or been expelled or suspended by the Association.
2. You cannot do management work.

OHRLCA Constitution Article III, Section 3 - Restrictions.

Inasmuch as it is an unfair labor practice under the Labor Management Relations Act (LMRA) for any employer (including persons acting in that capacity) to dominate or interfere with the administration of any labor organization, it follows those employers, while they may

be members, may not be candidates for office or serve as officers. Members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B), or Postmaster Relief (PMR) or acting in any capacity normally performed by a manager. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed union positions for a period of one year from the last day served in a management capacity.

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 Workers' 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 delegates 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.

NATIONAL CONVENTION

August 27-30, 2024
Peppermill Resort and Casino
2707 S Virginia St
Reno NV

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

NATIONAL DELEGATE NOMINATING BALLOT

The National Magazine's December through April issues include 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, 2024. 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 23, 2024, 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 2024.

If you do not receive a ballot, please contact OHRLCA Secretary-Treasurer Koren at 330-735- 2727.

MID-STATES CONFERENCE

Details is on the Michigan Rural Carrier Website: <https://mirlca.info/>
May 3-5, 2024
VanDyk Mortgage Convention Center
Muskegon Michigan

CORRECT CONTACT INFORMATION

Our member's contact information is in the NRLCA database. To receive all the mailings 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.

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.

RURAL CARRIER WHO PASSES AWAY

Please contact me of a rural carrier who has passed by. I will send the family information of whom to contact within 30 days of the death of the carrier. So, please email or call if you know of any rural carrier who passes away.

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!

Your Secretary/Treasurer



Important Numbers

National Rural Carriers' Association
703-684-5545

Office of Workers Compensation Program
David Cassidy
703-684-5545

Retirement Department
John Embleton
703-684-5545

Rural Carriers Health Insurance Program
Lynne Paller
703-684-5552

Rural Carriers' Auto / Home Insurance
800-325-1190

Atlanta Postal Credit Union
800-849-8431

USPS Shared Services
877-477-3273

Thrift Savings
877-477-3273

Office of Personnel Managemnt
888-767-6738

Clip this and post with your important phone numbers

Do you need to be off work due to an illness or injury that is not related to Wokers Compensation?

If you find you have a health issue or an injury that will require you to be off work for an extended length of time Please contact me before you use all of your earned leave.
I may be able to assist you..

OHRLCA Secretary-Treasurer
Penny Koren
330-735-2727

In Memory of Raymond Nichols



On January 15, 2024, Raymond (Ray) Russell Nichols, of Antrim, Ohio, passed away at the age of 91.

His family and friends surrounded Raymond during his last days.

Ray started as a Rural Letter Carrier in 1959 and retired in 1995 after serving his patrons for 36 years, at the Freeport and Piedmont offices. He carried a 120 mile route, one of the longest routes in Ohio. Raymond served 7 years as an officer for the OHRLCA in numerous board positions, including President of the Ohio Rural Letter Carriers Association. Ray was named Ohio's Member of the Year in 2007. After retirement from the USPS, Ray remained active to support Rural Letter Carriers, as he served as the State and National PAC Chairman from 2002 through 2007. He was a multi-talented PAC fundraiser, who personally and consistently beat the state's highest individual contributions each year, which

illustrated his personal passion and commitment to the PAC and its goals. He would travel anywhere to take your donations and would have plenty of jackets and carrier related items to sell along the way. He has also volunteered to help with the National Legislative Seminar. He regularly helped his PAC chair peers throughout the country. In 2007 Ray was recognized during the 103rd National Rural Letter Carriers' annual convention and he was inducted into the NRLCA PAC Hall of Fame. Ray believed in PAC and he always said, "You've got to spend money to make money."

Ray was a farmer. He named his farm, Midnight Acres, where he raised corn, hay, beef cattle, sheep, and pigs across the years and always planted a garden an acre in size. He was known as an avid Ford truck driver and Case Tractor fan.

He is survived by his wife, Ruth, of 66 years, their four children and their spouses: Randy (Patricia) Nichols, Robert (Lori) Nichols, Russell (Kelly) Nichols, and Rosemary (Dr. Duane) Maye; grandchildren: Sarah (Cam) Black, Dr. Eric (Tricia) Nichols, Austin (Kelsey) Nichols, Ashlee Nichols, Katie and Jon Ross Maye; great grandchildren: Raymond Nichols, Emma and Ava Black, and another great granddaughter to arrive in February; his sister, Beverly Luyster, and brother, Ronald Nichols; as well as numerous relatives and friends. He was preceded in death by his sisters, Virginia, Janet, and his parents Floyd and Ada Nichols.

Ohio has lost one of their own – “Ray, Thank You, we will miss you!”



2004 - 2005 Top Winner in Aggregate for Ohio, Raymond Nichols, \$28,551.75



Past Assistant Director of Governmental Affairs Kevin Talley (left) and National Past PAC Chair Gus Baffa (right) present Ray Nichols of Ohio with the 2007 PAC Hall of Fame award.

JUNE 3-5, 2024. MUST MAKE RESERVATION BEFORE MAY 3, 2024, at the link below:

<https://tinyurl.com/27w48kw5>

THE ENCORE HOTEL AND SUITES IN BERLIN OH.
877-219-9002 Ohio Rural Letter Carriers Block

Queen Deluxe - \$119
1 King Deluxe- \$119
2 Queen Suite - \$139
1 King Suite - \$139
1 King Jacuzzi Suite - \$159
Add \$10 for Triple Occupancy, and
\$20 for Quad Occupancy.
No charge for additional kids 18 & Under



Encore's Miniature Golf



The AMISH COUNTRY THEATER




Tuesday, June 4, 2024
7:00 PM Comedy Show
\$35 Show and Meal

Tickets are Limited. Must be ordered before April 22, 2024

**ORDER
BY
APRIL 22, 2024**

Tuesday, June 4, 2024
Amish Comedy Show at 7:00 PM
Meal at 6:00 PM \$35 per person.

**\$35 PER
PERSON**

**MAKE CHECKS
PAYABLE TO:
OHLCA**

NAME _____

ADDRESS _____

PHONE NUMBER _____ HOW MANY TICKETS _____

TOTAL AMOUNT ENCLOSED _____

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

Teresa Slaughter
5670 Cottage Hill Road
Nashport OH 43830

REGISTRATION AND PAYMENT MUST BE RECEIVED BY
APRIL 22, 2024

REGISTRATION MUST BE RECEIVED BY
May 10, 2024



FILL THIS COUPON
AND SEND IT TO:

Penny Koren
104 Clay Road SW
Dellroy, Ohio 44620

OHRLCA 2024 STATE CONVENTION

NON-DELEGATE

NON-DELEGATE REGISTRATION MUST BE RECEIVED BY
MAY 10, 2024

**NON-DELEGATE
RURAL CARRIER
REGISTRATION**

USE THIS FORM

Non-Delegate Name _____

Address _____

City _____ St _____ Zip _____

Employing Post Office _____

REGISTRATION MUST BE RECEIVED BY
May 10, 2024



FILL THIS COUPON
AND SEND IT TO:

Lisa Heaton
705 Drury Lane
Troy OH 45373

OHRLCA 2024 STATE CONVENTION

FREE LUNCH

LUNCH REGISTRATION MUST BE RECEIVED BY
MAY 10, 2024

**FREE TO
PRE-REGISTERED
DELEGATES,
MEMBERS, AND
AUXILIARY
MEMBERS**

NAME _____

ADDRESS _____

Delegate _____ Auxiliary _____ Monday _____ Tuesday _____ Wednesday _____

District _____ Phone Number _____

REGISTRATION MUST BE RECEIVED BY
May 10, 2024



FILL THIS COUPON
AND SEND IT WITH
YOUR PAYMENT TO:

Lisa Heaton
705 Drury Lane
Troy OH 45373

OHRLCA 2023 STATE CONVENTION

Monday Night Banquet June 3, 2024

BANQUET REGISTRATION MUST BE RECEIVED BY
MAY 10, 2024

**\$30 PER
PERSON**

**MAKE CHECKS PAYABLE
TO:
OHRLCA**

NAME _____

ADDRESS _____

DISTRICT _____ PHONE NUMBER _____

TOTAL AMOUNT ENCLOSED _____



Board Meeting Minutes

January 22, 2024
Zoom Meeting
9:00 AM

Present was President Barker, Vice President Aitchison, Secretary-Treasurer Koren, Committeemen Heaton, Garner, Slaughter, and Acker.

The OHRLCA State Board received one request to the Zoom Board Meeting, however the carrier was a nonmember, and the request was denied.

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. All w-2s have been sent to anyone who received a wage from the association.

Minutes:

The minutes of the November 2, 3 and 5, 2023, board meeting were reviewed.

Membership:

Ohio's membership has lost 93 members from one year ago to date. Retirees are choosing not to remain as members.

Financial Reports:

The financial status of the Association was presented.

Committeeman Acker made a motion to reinvest the funds, from the 6-month CD that came to term in December 2023, into a high yield low term CD, the motion passed.

Committeeman Heaton made a motion to accept the Secretary / Treasurer's reports, the motion passed.

Budget:

Committeeman Heaton reported that the budget was good at this time.

Rural Carrier Insurance Market Place:

Ohio had 5 new quotes from September - November however Ohio has had No new quotes in December.

Legislative:

House Bill HR 5995, known as the sub buy back bill, has 56 sponsors, two sponsors are from Ohio. The members that attended the Fall Booster signed letters in support of HR 5995 and the letters were sent to each Congressional Representative hoping to gain more sponsors from Ohio.

PAC:

PAC will attend the District Meetings and will have tickets available for the State Convention reverse raffle. Many items have been added to the reverse raffle drawing including a 4x4 vehicle.

New Hire Orientations:

The New Hire Orientations have been moved to Mondays starting January 22, 2024. OHRLCA continues to send presenters to the new hire orientations.

Post Office Visits:

The state board members will continue to visit Post Offices and recruit nonmembers. President Barker will arrange the office, date, and time of the next visit.

Ready Set Go:

There has been 4 new regular / PTF carriers utilize the program this past month - we hope to reach more new regulars / PTFs soon.

District Meetings:

The District Meeting will be from the end of February thru mid-April. Post Cards will be sent to members with the meeting details. 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 be officers and delegates to the state convention.

State Convention:

The next Board meeting will be held at the site of the 2024 State Convention in order to complete the convention's details. The Monday night comedy show and the banquet meal were discussed. Auxiliary and Junior registrations and meal sign-ups will be handled by the Auxiliary president.

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

State Paper:

State Paper articles are due January 28, 2024, for the next issue. NARFE has inquired to place an advertisement in the state paper. The State Paper is sent non-profit postage and we are not permitted to have ads in the paper.

Committeeman Heaton made a motion, All Association Employees must have Direct Deposit for their wages, the motion passed.

Board Policy:

The Board reviewed and revised the State Board Policy. Board Policy Revised;

Pre-approval is required for non-recurring expenses over \$250 \$500 or for equipment not supplied by the Association. Revised January 22, 2024.

Direct Deposit April 1, 2023, revised January 22, 2024

Direct deposit is optional and for board members only. Direct Deposit is mandatory for all Association Employees.

Authorization forms must be completed and on file before direct deposit can be utilized.

Direct deposit will be discontinued only if written noticed is received by the Secretary-Treasurer.

Deposit will only be issued after a voucher has been received and reviewed by the Secretary-Treasurer. The Secretary-Treasurer's voucher must be received, reviewed, and approved by the OHRLCA President or Vice President before payment is processed.

Vouchers must be received in drop box, e-mail or by USPS mail on or before the last day of the each pay period.

Only one voucher per pay period

Late vouchers will not be processed until the next pay period.

A check stub will be emailed to officers provided to the employee when the direct deposit transaction is completed.

1:15 PM Vice President Aitchison had to leave the meeting for the new hire orientation at the Columbus District Office.

Mid-States Conference:

Ohio will host the 2028 Mid-States Conference, the Board members will be looking for a venue to host the conference.

The Mid-States Conference will be May 3-5, 2024, at the Delta Hotel in Muskegon Michigan.

Committeeman Heaton made a motion to send the OHRLCA State Board Officers to the Mid-States Conference and to compensate ADOP, per diem and travel for each officer, the motion passed.

Legislative Seminar:

The legislative Seminar will be April 28 - May 1, 2024.

President Barker made a motion to send President, Vice President and PAC Co-Chairs to the legislative Seminar, and to compensate ADOP, travel and per diem to all who do not receive those expenses paid for by the NRLCA, the motion passed.

3:10 PM Committeeman Garner made a motion to adjourn, the motion passed, the Board meeting is Adjourned.

Minutes submitted by;
Secretary-Treasurer, Penny Koren

Next Board Meeting:

April 10-12, 2024. 11:00 AM
Berlin Encore Hotel & Suites
4365 State Route 39
Millersburg OH 44654

USPS to Launch New MyHR Website

The USPS plans to launch a new MyHR website on January 23, 2024. MyHR is a modernized website equipping USPS employees with easily accessible, centralized, and simplified human resources (HR) information and tools. Employees will be able to access the MyHR website via LiteBlue. Organization-wide communications with full details will be distributed via USPS LINK and Stand-Up Talks (SUT) in the near future. As the USPS releases such information, members may access full details on <https://www.nrlca.org/>

Board Policy Revised

Deleted language is crossed through and new language is in red.

Equipment:

October 27, 2010 Revised January 22, 2024.

Pre-approval is required for non-recurring expenses over ~~\$250~~ **\$500** or for equipment not supplied by the Association.

Direct Deposit:

Direct Deposit April 1, 2023, revised January 22, 2024

~~Direct deposit is optional and for board members only.~~

Direct Deposit is mandatory for all Association Employees.

Authorization forms must be completed and on file before direct deposit can be utilized.

~~Direct deposit will be discontinued only if written notice is received by the Secretary-Treasurer.~~

Deposit will only be issued after a voucher has been received and reviewed by the Secretary-Treasurer.

The Secretary-Treasurer's voucher must be received, reviewed, and approved by the OHRLCA President or Vice President before payment is processed.

Vouchers must be received in drop box, **e-mail or USPS mail** on or before the last day of the each pay period.

Only one voucher per pay period

Late vouchers will not be processed until the next pay period.

A check stub will be ~~emailed to officers~~ **provided to the employee** when the direct deposit transaction is completed.





Fred Schmits II
PAC Co-Chair

A Couple of Things

My fellow Ohio rural carriers! The long and late holiday delivery season is over! The new year is here.

Please remember to buckle up and slow down with the wintry conditions when delivering your route. Be attentive to other drivers who are not! I was returning to

my Post Office at the end of my day and was so happy to be getting done a little early and **THEN Bang!!!** I was turning into the Post Office parking lot, and a gentleman did not look my way, pulling out of an adjacent parking lot and (T-boned) the left side of my Right Hand Drive Honda Odyssey. Boy, what a surprise, man. I wish I could have swerved, slammed on my brakes, been 1 minute earlier/later, or done anything to avoid it. But it happened...both uninjured...he was at fault, had insurance...police came...and I can still drive my POV and deliver my route. The lesson here is to be diligent and attentive when driving. You just never know.

2024 is a Presidential Election Year, and this shortens the 118th Congress sessions in Washington to work on the important bills we need to get to the floor and passed:

- **H.R. 5995: "Federal Retirement Fairness Act (FRFA)"** (Buy Back) - 64 sponsors - **only 2 Ohio Rep. sponsors** Mary Kaptur (Dist 10) - Toledo & The northwestern part of Ohio and Michael Turner (Dist 10) - Dayton, Ohio area. **PLEASE** copy the grassroots letter in my last state paper article and mail it to your Representative. Would you not like to **RETIRE Earlier than Later?** This is the only way to buy back our RCA time from before we became a regular.
- **H.R. 3721: "USPS Shipping Equity Act"** H.R. 3721 would provide the United States Postal Service the authority to mail alcoholic beverages. This bill is an important step toward generating revenue for the Postal Service, expanding the agency's service opportunities and support for small businesses. It is estimated that private carriers make over \$3 billion for the shipping of beer, wine, and liquor alone. It's a **MONEY maker** for us folks. Seventeen cosponsors - Only 1 - Ohio Rep Greg Landsman (Dist 1) Cincinnati to Springfield, Ohio area. There is a letter on the NRLCA website, under the Legislative Update, **Shipping Equity Act Form Letter** that you can print off and mail to your Representative.

Lastly, my goal is to **increase** our Ohio PAC contributions; one of the ways to contribute to PAC via District meetings, State Convention, or the Fall Booster, where PAC has merchandise to purchase, bid on silent auction items, or buy a ticket for yearly grand prize items.

The other way to contribute money is via Payroll Allotments or Electronic Fund Transfers (EFT). I have written about this before. Please make a contribution, whether it is \$5 or \$100, or any amount via an allotment or EFT. Every little contribution helps PAC. If you contribute, thank you for your donations and continued support.

Attend your Spring District Meeting, get involved; one gets a meal and updates about our union from our Stewards (contract renewal time), and meet your district officers and fellow rural carriers. I look forward to meeting you at a District Meeting. Please come talk to me or let me know about a potential article idea you want me to cover.

Fred Schmits,
Ohio PAC Co-Chair

Support NRLCA-PAC

Sign up for Electronic Fund Transfer

A monthly deduction from your checking account on the
5th of each month

(Unless the 5th happens to fall on the weekend or a Holiday)



Questions?
Please contact **Nicole Dunn**,
Assistant to the Director of
Governmental Affairs
ndunn@nrlca.org
703.684.5545 Ext. 216

I hereby authorize my bank to deduct from my checking account the
monthly sum of:

\$45 \$25 \$20 \$15 \$10 Other: \$ _____

Date: _____

Name (print): _____

Signature: _____

Social Security Number: _____

Employee ID Number: _____

State: _____ **Zip Code:** _____

Please attach a voided check

Send to NRLCA-PAC

1630 Duke St, Floor 2
Alexandria, VA 22314

By making a NRLCA-PAC Electronic Fund Transfer Authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Rural Letter Carriers' Association or employment by the Postal Service nor part of union dues and that NRLCA-PAC will use the money it receives to contribute to candidates for federal office as permitted by the law.

You are also making this Electronic Fund Transfer authorization understanding that the NRLCA-PAC contributions are not tax deductible, and your selection shall remain in full force and effect until you cancel by notifying the NRLCA-PAC in writing.

**EFT Form as shown. This form can be printed from the
NRLCA website (www.nrlca.org) or from the
OHLCA 2023 Fall Paper found on www.ohrlca.org!**



Mark Funderburgh
PAC Co-Chair

**Do you want your
sub time credited
toward retirement?**

Listen up, all you procrastinators!
If you would like a chance at the
prizes in the raffle this year, you will
have to get your money in before the
convention, as the drawing will be on the first day of convention
at the Banquet. If you are coming to the convention, you will be
able to purchase tickets the first day until the close of business.

Tickets are \$25.00 each or Five (5) for \$100.00.

This year, we have a top prize for the reverse raffle of a NEW
2023 Honda Rancher ATV, red in color. This is a brand-new
machine, just a year old. This is worth over \$7500.00.

Also, we have other prizes as well: an electric bike, a big-
screen TV, a Solo fire pit, an Apple watch, and an iPad, just to
name a few.

On Sunday night at the convention, we will

be playing bingo for gift cards starting at 6:30 p.m. It is
always a good time. So come out and join us for bingo and
camaraderie with your fellow brothers and sisters. We come
to convention as strangers and leave as family.
I look forward to seeing everyone at the district meetings and
getting your money to help all rural carriers in Washington,
D.C., discuss issues that affect everyone: retirees and full
and part-time employees.
God bless this Country, this State, and this Union.

Mark Funderburgh



- * KitchenAid - Professional 5QT, Mixer
- * Power XL Air Fryer
- * 65" LED - Smart 4K UHD TV
- * Apple - iPad
- * Electric Bike

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 2024 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 3rd at Convention



**FILL THIS COUPON
AND SEND IT WITH
YOUR PAYMENT TO:**

Mark Funderburgh
7450 N River Rd
Springfield OH 45502

OHRLCA 2024 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.**



OHIO NRLCA STEWARD DIRECTORIES

(August 2022)



Ohio 1/Ohio 2 Districts

District Representative:					
Name	Address	City	State	Zip Code	Phone Number
Catherine Funderburgh	PO Box 96	Clifton	OH	45316	C: 937-471-0491 O: 937-265-5477
Assistant District Representatives:					
Name	Address	City	State	Zip Code	Phone Number
OH 1 Lori Todd	PO Box 1281	Salem	OH	44460	O: 234-284-5233
OH 1 Scot Sample	PO Box 941	Uniontown	OH	44685	O: 330-224-0199
OH 2 Ronald Kelhoffer	PO Box 862	Springboro	OH	45066	O: 937-902-5310
OH 2 Misty Gamerdinger	PO Box 6036	Chillicothe	OH	45601	O: 740-503-0295
Area Steward					
Robert Scherer	Chesapeake, Crown City, Gallipolis, Piketon, Portsmouth, Ripley, South Webster, West Union, and Wheelersburgh				PH: 740-250-3123



Ohio 1 and Ohio 2 Steward Report

Catherine Funderburgh
District Representative
Ohio 1 and Ohio 2 Districts

Working Off The Clock:

Carriers think that working off the clock will hurt no one. That is NOT true. The NRLCA is getting ready for contract negotiations, with wages always being on the table for discussion. The Postal Service will discuss what they call the "bump," meaning the average number of hours that the rural craft is working

under their evaluations. In other words, those 5, 10, 15, 30 minutes or more that are not recorded daily will hurt every rural craft employee regardless if they are a union member or not. Not to mention that this is against Federal Labor Law. Record all hours worked correctly. Another point to remember is that if you are injured on duty while working off the clock, you will not be covered under OWCP. Just think about whether you can go a year or more without a paycheck. Is it worth it? I think not, as none of us are independently wealthy.

Contract Negotiations:

Negotiations are set to begin in March of 2024, as our current contract expires in May of 2024. Check the NRLCA for updates. This is how negotiations work: The Postal Service and the NRLCA present items

that they wish to discuss. If either party says no, the item is off the table. Our National Officers have fought for several items that we have requested (resolutions) over the years, and this is why most of them have not materialized. For instance, in the last several negotiations, the Postal Service has wanted to get rid of the high option. The NRLCA says no, and the issue is dropped. The only way it could be brought up again is if the negotiations reach an impasse. At that point, both parties present their arguments, while an arbitrator decides our contract.

Interim Adjustments:

The NRLCA has NOT agreed that there would be no interim adjustments since we have new evaluations every six months. If you have growth on your route and are below a 48K route evaluation (48 being the highest on the pay scale that we can go), then we should be filing a grievance on this matter. Remember, the proof is on the NRLCA. We will need to know when each new delivery started. The best way is to document it on your daily trip sheet (4240) or on a calendar /sheet of paper. With the proper documentation, we will have a successful chance for a good outcome. As a reminder, in accordance with Article 9.2.C.10, an adjustment must be a minimum of sixty minutes. Being one minute away from the next step increase and adding a few boxes will not be successful.

RADAR Reports and RRECS:

In accordance with the Angela H. Curtis Letter dated 8/11/2023, management must pull and post the RRECS Volume Report

(found in RADAR) for their office once per delivery day and post in a prominent location within the delivery unit. If management is not fulfilling their responsibilities, contact your steward and file a grievance immediately. The Angela Curtis letter may be found under What's New, 8/17/2023 on the NRLCA.org website.

Updating Mapping:

All carriers need to ensure that their mapping (DPM/LTM) along with their Edit Books has been updated by no later than February 29, 2024. This includes dismounts, distances, Traffic Control Points (TCP), mileage, active boxes – centralized and regular, collection compartments, and any other changes that have occurred on your route. It has been found that box/door locations have moved mostly because the carrier has not been scanning at the proper location. As a reminder, if you are taking a parcel to the door, the scan needs to be started at the door. Not starting the scan a few boxes back or while walking/driving up the driveway, as this will move the box and door location on the DPM. If management is not allowing you to update your mapping, contact the steward for your office and file a grievance. Under no circumstances should you allow management to update your mapping for you. Mapping is crucial to your route evaluation and your paycheck.

Route Length and RRECS: Some routes come up short on mileage. Please ensure that the Line Of Travel Manager (LTM) is correct for your route. We must drive the line of travel every day as described in the LTM. If we are taking shortcuts, it will show in the RRECS program. This may result in a loss of mileage on the 4241-A and 4241-M. The main culprit for the mileage difference from the LTM is due to deliveries that are closed on Saturdays. For instance, if your route length is 10 miles shorter on Saturdays – it will be reflected in the route length. The mileage is averaged over the course of the 301 delivery days and will reduce the mileage total on the 4241-A and 4241-M.

Dismount Distances and RRECS:

The dismount distance is averaged over the course of 6 days. Some routes have dismounts that are only serviced five days a week. The engineers designed RRECS to reflect what we do on a daily or weekly basis. The footage is added up per day and then divided by 6 days. For instance, the route has three 6-day dismounts amounting to 500 feet daily (6 X 500 = 3000 weekly feet) and one dismount 5 days a week amounting to 400 daily feet (5 X 400 = 2000 weekly feet) 3000 + 2000 = 5000 divided by 6 days would give the route 833 daily feet. Not 900 daily feet (500 + 400). The Postal Service corrected this item with the October evaluation and explained why there was a drop in the daily dismount distance compared to the May evaluation.

Newspapers and RRECS:

Several routes in Ohio receive newspapers that are dropped off at the back dock and these papers were not received at the plant. Question number 222 on the NRLCA website under RRECS Q&A answers this question. "If mailings are not WSS, the engineers included this type of mailing as part of the 19% credit that does not go through the plant." What that means is that the route is credited with a 19% bump that is based on the national flat average, and the carrier does not receive any additional credit. If the papers came from the plant, they have been counted. If the newspapers are on the Postal One Report, they have

been counted. I have received several disputes over this issue, and unfortunately, my hands are tied with the language, which is why these disputes are all no actions.

Cased DPS Letters and RRECS: It has always been the carrier's discretion as to whether they choose to case their DPS letter mail. However, just like in previous evaluations, we are not compensated to case our DPS letter mail. RRECS is no different. There were a lot of disputes, such as I case my DPS mail every day, and I received no credit for it. Under RRECS/4241-A - DPS letter mail is credited under street time – verify the mail. There are three ways to have time for DPS Letter Mail – Office time. One way is being a withdrawal office, which allows for time to retrieve the DPS letter mail trays. Secondly, is having a second run of DPS Letter mail for the day. Thirdly, having less than 2400 pieces of DPS mail on any given week. Please realize that this would be a minuscule amount of time. For example: 2400 pieces of mail times .00294 = 7.056 / 52 weeks only equals to .1357

Vehicle Stops and RRECS: There were several disputes over a drop in vehicle stops. A lot of this was due to updating the DPM by grouping boxes that had less than five feet between each box. By adding the creep time and the credited stops, the stop count was the same on the previous 4241-A.

Village Post Office and RRECS:

A few routes in the two districts deliver mail to CBUs, the addresses of which are all PO Box numbers. This is one example of a Village Post Office. Carriers receive actual time to service these boxes during a Mini Mail Survey (MMS). There is no credit for CBUs as the route receives actual time.

Office Walk Distances and RRECS: In the first MMS, every walk distance was a round trip. That has changed as some measurements are only a one-way trip. This explains why the footage has dropped from the May evaluation. An example is the location of the Service/Safety Talks. Just like in previous counts, we were only credited for a one-way trip due to the Step 4 out of O Fallon, MO, which clearly states that the service/safety talks were only timed to walk to the location and hear the safety talk. No time was given to return to our cases. That's the reason why the walk distance is only a one-way walk distance.

Service/Safety Talks: for the last two evaluations, the service/safety talks were recorded under miscellaneous time during the MMS. The NRLCA is currently in discussions with Postal Headquarters, and it may or may not continue to be counted this time in the MMS.

My wish is for everyone's route to continue to go up in evaluation, which helps our paychecks along with retirement.

Your Union Sister,

Cathy Funderburgh

OHIO CONSTITUTION CHANGE

The following Constitution change was adopted as a resolution at the 2024 Annual Convention of the Ohio Rural Letter Carriers' Association. It is hereby submitted to the Constitution Committee of the 2024 State Convention in Berlin, 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 2024 Annual Convention of the Ohio Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2023 State Convention in Berlin, Ohio for consideration and appropriate action.

ISSUES

Check one:

- | | | |
|-----------------------------------------------|-----------------------------------------|---------------------------------------|
| <input type="checkbox"/> AUTOMATION | <input type="checkbox"/> MAILCOUNT | <input type="checkbox"/> VEHICLE |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> WORK RULES |
| <input type="checkbox"/> EMA | <input type="checkbox"/> RETIREMENT | |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> TIME STANDARDS | <input type="checkbox"/> 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 _____

Date _____

OHIO RURAL LETTER CARRIERS' ASSOCIATION CONSTITUTION AND BY-LAWS

Adopted June 13, 2023, North Canton, OH

TABLE OF CONTENTS

PREAMBLE

ARTICLE I NAME

ARTICLE II PURPOSE

ARTICLE III MEMBERS

- SECTION 1. MEMBER IN GOOD STANDING
- SECTION 2. CLASSIFICATIONS
- SECTION 3. RESTRICTIONS
- SECTION 4. AFFILIATION
- SECTION 5. DUES
- SECTION 6. FAMILY PLAN
- SECTION 7. MEMBERSHIP YEAR

ARTICLE IV SUBORDINATE UNITS

- SECTION 1. SUBORDINATE UNITS
- SECTION 2. ELECTIONS
- SECTION 3. OFFICERS
- SECTION 4. TRUSTEESHIP

ARTICLE V OFFICERS & APPOINTEES

- SECTION 1. OFFICERS
- SECTION 2. DUTIES
- SECTION 3. ELECTION
- SECTION 4. SALARIES
- SECTION 5. EXPENSES
- SECTION 6. APPOINTEES
- SECTION 7. REMOVAL
- SECTION 8. VACANCY IN OFFICE

ARTICLE VI MEETINGS

- SECTION 1. STATE CONVENTION
- SECTION 2. SITE SELECTION
- SECTION 3. DELEGATES
- SECTION 4. QUORUM
- SECTION 5. ORDER OF BUSINESS
- SECTION 6. SPECIAL AND BOOSTER MEETINGS

ARTICLE VII NATIONAL CONVENTION DELEGATES

- SECTION 1. DELEGATES
- SECTION 2. COMPENSATION OF STATE-PAID NATIONAL DELEGATES

ARTICLE VIII STATE BOARD

- SECTION 1. MEMBERS
- SECTION 2. DUTIES
- SECTION 3. MEETINGS

ARTICLE IX COMMITTEES

- SECTION 1. CONVENTION COMMITTEES
- SECTION 2. SPECIAL COMMITTEES

ARTICLE X STEWARD SYSTEM

ARTICLE XI APPEALS

- SECTION 1. STATE
- SECTION 2. NATIONAL
- SECTION 3. ADMINISTRATION

ARTICLE XII PARLIAMENTARY AUTHORITY

ARTICLE XIII AMENDMENT OF CONSTITUTION

PREAMBLE

Whereas every State Association of the Rural Letter Carriers when regularly organized by a convention of representatives from not less than 3 district Associations within the territorial limits of a State, regularly assembled, possess the inherent power to form a constitution not to conflict with the National RLCA as the fundamental law of its action, and to enact such rules and prescribed regulations.

Therefore, in accordance with these principles the OHRLC Association does hereby ordain, establish, and promulgate the following constitution and rules of order for the government of the Association within its jurisdiction. The State Association will establish district associations as will ensure the prosperity thereof and promote the general good of the Association. The government of the OHRLC Association shall consist of two independent co-ordinate departments; viz.: a legislative department and an executive department.

The legislative department of this state government shall be composed of its officers and such delegates from each District or Subordinate unit as are hereinafter provided for.

The Executive Department of this State Association shall be composed of its elective officers.

ARTICLE I Name

The name of this Association shall be the “Ohio Rural Letter Carriers’ Association.” The Ohio Rural Letter Carriers’ Association (OHRLCA), by its Secretary-Treasurer, maintains custody and control of the State Association name as well as any State Association logo or symbol. Unauthorized use of the State Association name, logo, or symbol shall be addressed by the filing of an internal union charge or legal action or both.

It shall have a seal of approved design and description by which all instruments shall be authenticated, issued by or under the authority of the State Association which seal shall be in the custody of the State Secretary-Treasurer.

ARTICLE II Purpose

- A. The purpose of this Association shall be fraternal and for the study and adoption of the best methods of performing the duties of the Rural Delivery Service; to seek to improve the condition of all its members and always co-operate with the U.S. Postal Service for the advancement of the Rural Delivery Service.
- B. This State Association acknowledges its allegiance to the National Association and recognizes the jurisdiction of the latter body with reference to petitioning the Congress or consulting and negotiating with the U.S. Postal Service, its membership dues and representation to the National Convention. In all other matters appertaining to its affairs, this Association is supreme and has the supreme right.

ARTICLE III Members

Section 1. Member in Good Standing. A “member in good standing” is a member who has made timely payment of dues and has not voluntarily withdrawn or been expelled or suspended by the Association.

Section 2. Classifications

- A. Bargaining Unit Member. Membership is open to the following rural carriers:
 1. Regular Carriers (Designation Code 71), including regular carriers who are in Injured-on Duty/Leave Without Pay (IOD/LWOP) status and assigned to (980989) rural routes.
 2. Part-Time Flexible Rural Carriers (PTFs, Designation Code 76).
 3. Substitute Rural Carriers (Designation Codes 72 and 73).
 4. Rural Carrier Associates (RCAs, Designation Codes 78, 74, 79).
 5. Rural Carrier Reliefs (RCRs, Designation Code 75).
 6. Auxiliary Rural Carriers (Designation Code 77).
 7. Assistant Rural Carriers (ARCs, Designation Code 70-5). Rural Carriers in the Armed Forces of our country provided they were members when their duty began.
- B. Bargaining Unit Members in good standing are entitled to all voting rights and to hold both elective and appointive office at all levels of the Association. Retired Member.
- C. Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary Treasurer by providing proof of prior membership and the current year’s dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights except for Ratification of National Agreements.
- D. Associate Member. Associate membership is open to Rural Carriers who were members in good standing and are now either working in other nonmanagerial Postal Service jobs or have left the service and are not receiving an annuity. Failure to pay dues for one full membership year terminates Associate membership. Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.
- E. Retired Associate Member. Retired Associate membership is open to Associate Members who have retired on an annuity. Eligibility for Retired Associate membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired Associate membership. Retired Associates may not apply for reinstatement. Retired Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.
- F. Honorary Member. Honorary membership may be bestowed by the Association at the National Convention upon recommendation of the National Board. Honorary Members shall not be entitled to vote or to hold elective or appointive office in the Association.

Section 3. Restrictions. In as much as it is an unfair labor practice under the Labor Management Reporting and Disclosure Act (LMRDA) for any employer (including persons acting in that capacity) to dominate or interfere with the administration of any labor organization, it follows that employer, while they may be members, may not be candidates for office or serve as officers. Members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or acting in any capacity normally performed by a manager.

Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed union positions for a period of one year from the last day served in that capacity. These restrictions apply to State, Local, and Subordinate Unit Union activities.

Section 4. Affiliation. Members working in organized states shall affiliate with the state association representing the office from which the route originates. The state association shall determine affiliation with the district or subordinate unit, in which they work.

Section 5. Dues. Annual State Per Capita dues shall be defined as follows per membership classification plus the National per capita dues as defined in the National Constitution.

- A. Regular Rural Carriers and Part-Time Flexible Carrier \$216.00.
- B. Leave Replacement Carriers (Substitutes, RCR, RCA, ARC and Auxiliary) - \$79.00
- C. Retired Members - \$25.00
- D. Associate Members - \$240.00
- E. Retired Associate - \$216.00
- F. All revenues received by the State Association shall be used as directed by the Executive Board with the following exception: No portion of the principal received from the Joe Kindler Estate shall be used by the Executive Board unless so authorized by a two-thirds (2/3) vote of the delegates seated at the Annual State Convention.
- G. All revenues received by the Association from the Auto-Home Owner Insurance program shall be applied toward promoting the program within the State. Areas of promotion shall include, but not be limited to, the mileage and per diem of the State Officers to attend District or subordinate Meetings within the jurisdiction of the Ohio Rural Letter Carriers' Association as directed by the President for such meetings, the salary and expenses incurred by the Auto-Home Owner Insurance Representatives including National Delegate expenses as set forth in Article VII, Section 2 for the elected delegates, and for promotional advertisements in the State Publication.

Section 6. District Unit Dues Per Capita.

From the State identified dues amounts listed for each membership classification, each organized District Unit shall receive per capita amount of \$10.00 per Regular, Part Time Flexible, and Relief Carrier. The amount paid to each District Unit will be based upon the National Members posted as of the fiscal year ending, June 30th. To qualify for this remittance, the District Officers must attend the State Provided District Officers Training. The District Unit must hold at least one meeting during the year to elect Officers and transact business. The District Unit must submit the required reports to the State Secretary-Treasurer. District Units who do not meet the requirements forfeit the right to the capita dues due them.

Section 7. Family Plan

In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designed as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.

- A. Regular and PTF Carriers; \$5.00
- B. (Substitutes, RCA, RCR, Auxiliary and ARC) Rural Carriers; \$0.00
- C. Retired Rural Carriers; \$5.00
- D. Assistant Rural Carriers; \$0.00

These amounts shall be deducted pro-rata from NRLCA State Association dues by the NRLCA and remitted to the National Auxiliary quarterly.

Those members who have signed an authorization for deduction of dues Form 1187 and those who have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer no more than twenty (20) days and not less than ten (10) days prior to the beginning of each NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise.

Section 7. Membership Year. The fiscal year of this Association and all its subordinate associations shall begin July 1st and end June 30th.

ARTICLE IV. Subordinate Units

Section 1. Subordinate Units.

- A. Fourteen (14) Rural Carrier Districts shall be formed of various counties; as follows (numbers in parenthesis indicate charter numbers.):
 - District 1 Ashtabula (24), Geauga (28), Lake (62), Portage (26), and Trumbull (31).
 - District 2 Carroll (83), Columbiana-Mahoning (97), Jefferson (86), and Stark (22).
 - District 3 Belmont (78), Coshocton (2), Harrison (36), and Tuscarawas-Holmes (95).
 - District 4 Guernsey (9), Monroe (65), Morgan (59), Noble (57), and Washington (76).
 - District 5 Gallia (48), Athens-Meigs-Vinton (93), Jackson (71), and Lawrence (88).
 - District 6 Fairfield (60), Hocking (87), Licking (14), Muskingum (20), and Perry (11).

District 7 Ashland (12), Crawford (32), Delaware (42), Knox (43), Marion (4), Morrow (49), and Richland (3).

District 8 Cuyahoga (39), Lorain (13), Medina (1), Summit (40) and Wayne (18).

District 9 Erie, Hancock (38), Huron, Lucas (77), Ottawa (53), Sandusky (94), Seneca (81), Wood and Wyandot (34).

District 10 Champaign-Union (91), Clark-Madison (90), Franklin (8), Hardin (52), and Logan (21).

District 11 Adams-Brown (98), Fayette (58), Highland (69), Pickaway (72), Pike (84), Ross (45), and Scioto (70).

District 12 Butler-Hamilton (99), Clermont-Warren (96), Clinton (66), Greene (56), and Preble (75),

District 13 Allen (15), Auglaize (46), Darke (19), Mercer (54), Miami-Montgomery (92), and Shelby (47).

District 14 Defiance (5), Fulton (67), Henry (73), Paulding (63), Putman (68), Van Wert (33), and Williams (10).

- B. The State Board shall be authorized to grant charters and establish guidelines for the support of all subordinate units.
- C. Each subordinate unit shall adopt a Constitution and /or By Laws as their needs suggest; but all such laws must harmonize with the code of laws of the State Association.
- D. Each Rural Carrier District Association shall hold a spring meeting each year, for the election of District Officers and delegates to the State Convention, for legislative, social, educational, and membership purposes. Selected dates will be reported to the State Secretary/Treasurer as a matter of record and to facilitate the participation and scheduling of State Officers. All members shall be notified at least 15 days prior to the meeting, of business to be acted upon. Notification of the meeting to be by mailed notice, the "Ohio Rural Carrier" and OHRLCA.org. The State Secretary/Treasurer shall send post cards out to district members for each district's spring meeting. All districts shall provide the necessary information for the post cards upon request of State Secretary.
- E. Any subordinate unit failing to comply with the provisions herein set forth, shall be barred from any compensation as provided in Article 3 Section 5 except by unanimous consent of the convention.

Section 2 Elections

- A. Nominations of candidates for Subordinate Unit Officers shall be held at the spring meeting.
Officers shall consist of President.
Vice President, Secretary/Treasurer, or Secretary and Treasurer or any other office the subordinate unit creates. Any member in good standing may nominate candidates for office. Nominee's present will signify their acceptance of the nomination. Nominees not present must present their acknowledgement, in writing, to the chairman at the time of nomination as prescribed by federal law.
- B. No member of the Subordinate Unit shall be eligible to accept nomination, or hold office, that is not in good standing or that accepts a management position after their election. The provisions of section (E.) will apply to those required to step down.
- C. The election of Subordinate Unit Officers shall be by secret ballot among the members in good standing eligible to vote for officers. Any tie vote shall be handled by procedures in the Subordinate Union Constitution.
- D. All delegates to the State Convention will be elected from a list of nominees; subject to the same rules prescribed of officers in (A) above. Should the number of nominees exceed the Constitutionally allotted number of delegates for the District Unit, the vote shall be by secret ballot to elect the allotted number of delegates. If the opposite is true, (without objection) the vote may be by majority acclamation, as directed by the chair.
- E. The Subordinate Unit President shall make appointments when necessary to fill vacancies in elective positions until the next spring meeting.

Section 3. Officers.

- A. All Rural Carrier District officers shall be elected at the spring meeting, to take office at the start of the fiscal year, July 1st the District Secretary shall make an immediate report of such election to the State Secretary-Treasurer. No member who has transferred to another postal craft shall be elected or reelected to a district office.
- B. The President of each Rural Carrier District Association shall have direct charge of all organization, and membership work in the district, under the supervision of the State President and State Secretary-Treasurer. The District Secretary shall be the assistant organizer. They may be paid from the General Fund such compensation as the Executive Board may direct.
- C. Removal. The State Board may suspend an officer of a subordinate unit for misconduct or neglect of duty in office, pending a hearing before a committee of three members within 30 days of suspension. The members shall be selected as follows: one member selected by the State Board, one selected by the suspended officer and a chairman selected by the other two members. No state officer shall serve on the committee. The committee shall report its findings and recommendations within 30 days to the State Board. The officer has no right to appeal.

Section 4. Trusteeship

- A. Purpose. The State Board may place any subordinate unit in trusteeship for any of the following reasons:
 1. To uphold the principles of this Constitution.
 2. To prevent or correct corruption or financial mismanagement.
 3. To ensure performance of collective bargaining agreements or duties of a bargaining representative.
 4. To restore democratic procedures.
 5. To otherwise carry out the objectives of the Association.

- B. **Authority.** The trustee shall assume immediate control of the subordinate unit with full authority over all officers and property. The trustee shall act in compliance with title 3 of the LMRDA and in such capacity for the duration of the trusteeship or 18 months, whichever occurs first.
- C. **Hearing.** A trusteeship hearing shall be held before a committee of three members within 30 days of imposing trusteeship. The members shall be selected as follows: one member selected by the State Board, one selected by the Board in trusteeship and a chairman selected by the other two members. The committee shall have sole discretion regarding the conduct and procedures of the trusteeship hearing. Only Bargaining Unit Members may serve on this committee. No member of this committee shall be chosen from the subordinate Unit in trusteeship, or from the State Board. The committee shall report its findings and recommendations to the President as soon as practical following the hearing. The State Board shall determine whether to continue or to terminate the trusteeship.
- D. **Termination.** The affected subordinate unit may petition the State Board to terminate the trusteeship at six-month intervals following the decision of the State Board. The board of the subordinate unit in trusteeship may appeal the decision of the State Board as provided in this Constitution. The State Board may terminate a trusteeship at any time.

ARTICLE V Officers and Appointees

Section 1. Officers. The officers of this Association shall be elective, consisting of a President, Vice President, Secretary/Treasurer, and four Executive Committeepersons. The President, Vice President, Secretary-Treasurer shall be elected for a term of one year. The four Executive committeepersons shall be elected for a term of four years; and shall serve until their successors are elected and qualified. All the officers shall be in good standing in some District Association or subordinate unit. No member shall be elected or reelected as a State Board Officer who is appointed as a National Steward District Representative, or Full Time Assistant District Representative. No member who has transferred to another postal craft shall be elected or reelected to a state, district, or subordinate unit office.

Section 2. Duties.

- A. During the interval between the annual sessions of this State Association, the President shall administer all its business with the advice of the Executive Board. The President shall preside at all meetings of the State Association and of the Executive Board; appoint all regular committees; have direction and supervision of the State Officers; sign all warrants drawn on the State Treasury, and all charters of subordinate associations. The President may suspend with the sanction of the Executive Board, any subordinate charter for good cause, for a limited period or until next annual session of the State Association; and may decide all questions of law, subject to appeal to the Law Committee, during the interval between the annual sessions of the State Association. The President shall report in writing to the State Association at its annual session, all official acts during the preceding year, with such suggestions and recommendations as may be deemed necessary; a copy of such recommendations shall be filed and referred to the proper committees. The President shall cause to be published in the Official Organ, the names of all committee members, together with a tentative program of the State Convention; and shall approve and be custodian of all bonds filed by the other officers.
- B. The Vice President shall be Ex-Officio member of the Executive Committee and shall act as chairperson. The Vice President shall also be the chairperson of the Spring Booster meeting and the Fall State meeting.
- C. The Secretary-Treasurer shall be a full-time position. The Secretary-Treasurer shall keep a correct journal of all the proceedings of this Association and of the Executive Board; read, or cause to be read, the journal of all Executive Board meetings; file and preserve all books, papers, and documents belonging to said Association and conduct its correspondence under the direction of the President. The Secretary-Treasurer shall keep a record of the name, number, and location of each Subordinate Association and shall require the secretary of each county or other subordinate association, to furnish such information as is necessary to maintain an accurate and complete roster of all regular and retired carriers in Ohio, together with their mail addresses and such other information as may be advisable for a complete record. The Secretary-Treasurer shall keep a correct financial account between this Association and the Subordinate Associations; receive all moneys due this Association and receipt for the same, depositing them promptly, have printed such official stationery and blanks as may be necessary and issue checks for payments of such printing, for Social Security Tax and for expense of printing the "Ohio Rural Carrier" without the approval of the Executive Board. At each annual meeting the Secretary-Treasurer shall furnish a full report, in writing, of all business transactions during the year and at the expiration of the term of office, or when called upon by the Executive Board, deliver to this Association or successor in office, all property belonging to this Association. The Secretary-Treasurer may, with the President's approval, select an assistant from the executive board. Also, the Secretary-Treasurer have custody of the seal of the State Association and shall attach and affix the same to all warrants and charters issued by the authority of the President of the Executive Board of this Association. The Secretary Treasurer shall have the Constitution and By-laws printed and shall furnish them to all members; shall close the books and make a final report to the Association before the final adjournment each year; keep a complete list of all members of this Association; furnish a complete financial and membership statement to the Official Organ for publication not later than thirty days after each annual meeting. Before entering upon the duties of office, the officer shall furnish, at the expense of the Association, a satisfactory bond in the sum of \$1,000.00 and shall be protected by an indemnity bond sufficient to secure the Association against any

loss caused by theft or bank failure. The Secretary Treasurer, with the approval of the Executive Board, shall employ an accounting firm for a quarterly review of the Association financial records. This firm may also be employed to complete the required government reports.

- D. The Executive Committee shall consist of the four elected State Committeepersons. They shall act as Trustees of the Association. Its duties shall be of an advisory and supervisory nature and to take charge of any office vacated for any cause, not otherwise provided for, and see that such offices are properly filled by some suitable person; to act as mileage and per diem committee and other matters requiring action as directed to do so by the Executive Board or the Convention.

Section 3. Election.

- A. Candidates for election as officers of this Association shall be nominated the first business day of the convention. Such Candidates shall identify the district unit in which they hold membership. These nominations shall remain open until the time of the election.
- B. The officers of this Association shall be elected annually, except as hereinafter provided, and installed in their respective offices at the close of each annual convention and shall assume the duties of office upon installation.
- C. The election of State Officers shall be by ballot. When there is more than one candidate for the same office, it shall require a majority of all votes cast to elect. When there are more than two candidates for the same office, after the second ballot, the candidate receiving the least number of votes on each ballot shall be dropped until an election has been accomplished.

Section 4. Salaries.

- A. The officers shall receive such compensation as this Association shall from time to time prescribe.
- B. The President shall receive a salary of \$1500.00 per annum.
- C. The Vice President shall receive a salary of \$1000.00 per annum.
- D. An active regular rural carrier who is serving as the Secretary-Treasurer on a full-time basis shall receive an annual salary at a table one, 46-hour step 12 route. The salary shall be payable on a biweekly basis. Annual Leave: All annual leave requires the approval of the State President.
- E. Sick Leave: 13 days per Association fiscal year. Sick leave days will be carried over from year to year. Any unused sick leave at end of the employee's tenure as Secretary-Treasurer will be handled in accordance with the method used by the retirement system in which the employee is enrolled. The State Board shall set aside annually an amount equal to the value of any unused sick leave at the end of the fiscal year. Payment of Postal Service's share of benefit costs: The State Association shall assume and pay those costs of benefits normally paid by the Postal Service for such employee such as retirement, health insurance, life insurance, etc
- F. A retired rural carrier craft member who is serving as the Secretary-Treasurer shall receive an annual salary of a table one 46-hour evaluated route in Step 12. The salary shall be payable biweekly. 1) Annual leave: 26 days per Association fiscal year. All annual leave requires the approval of the State President. Any unused annual leave shall be rolled over to the next year with maximum of 55 days.
2) Sick Leave: 13 days per Association fiscal year. Sick leave days will be carried over from year to year. The unused sick leave will be paid out at end of the employee's tenure as Secretary Treasurer
The State Board shall set aside annually an amount equal to the value of any unused sick leave at the end of the fiscal year. The Secretary Treasurer may participate in the NRLCA sponsored 401K.
- G. Each Committeeperson shall receive a salary of \$600.00 per year.

Section 5. Expenses.

- A. All elected State Officers who are required to fulfill the duties of their office, shall be paid an Association Day of Pay (ADOP). (An ADOP is equivalent to the rate of pay at table one 46-hour at step 12 less statutory required deductions). This should also pertain to unscheduled workdays or a Holiday. Leave permitted would be Annual, X-Day, (pre approved by management) or LWOP. This is to be on an as needed basis, subject to the approval of the Executive Board. The Editor shall receive his/her daily or hourly rate of pay less statutory required deduction, subject to the approval of the President with review by the Executive Board.
- B. The President, Vice President, Secretary-Treasurer, Executive Committeepersons, Editor of the "Ohio Rural Carrier", Auto Insurance Representative, and the PAC Chairman shall receive a mileage allowance of the IRS allowed rate per mile each way over the most direct route, hotel room expenses and per diem to cover the cost of meals not otherwise provided for in the amount of \$40.00 per day for an overnight stay or attending the State Convention, \$20.00 per day for association business that requires travel of at least 100 miles. In cases where one person holds more than one state office, whether elective or appointive, remuneration for per diem, mileage, and office allowance shall be limited to one office. The per diem will not exceed \$40.00 per day.
- C. All elected State Officers, and the appointive positions of Editor and PAC Chairman, shall receive an office allowance equal to \$23.00 per pay period, except for the full-time secretary-treasurer.
- D. The full-time secretary-treasurer shall receive an office allowance equal to \$300.00 per month.
- E. **Section 6. Appointees.**

- A. The appointive officers shall be appointed by the President within ten days after the President's election and installation. All appointive officers shall provide a written report of their activities to the Convention body at the State Convention to be included in the printed Officers' reports.
- B. The President shall appoint an Auto Insurance Representative who shall have sole charge of all property and records of the office. Such person shall make a complete report of the financial and activities of the Auto Insurance Plan at each Annual meeting of the Association and shall, at the expiration of such appointment or when called upon by the Executive Board, deliver to the Association or successor in office, all money and property belonging to the Association. The Auto Insurance Representative shall receive a salary of \$100.00 per annum.
- C. The President may appoint a PAC Chairman(s) and Legislative Chairman(s) who would be responsible for raising PAC funds and being knowledgeable on political issues and be a source of information for the membership. Such person(s) shall make a complete report of financial and other activities at each Annual meeting of the Association. At the expiration of such appointment or when called upon by the Executive Board.
- D. The President may appoint a Provident Guild Representative, New Hire Orientation Representatives and Career Carrier Conversion Presenters.

Section 7. Removal. The State Board may suspend with pay a state officer for misconduct or neglect of duty in office, pending a hearing before a committee of three members within 30 days of suspension. The members shall be selected as follows: one member selected by the State Board, one selected by the suspended officer and a chairman selected by the other two members. No state officer shall serve on the committee. The committee shall report its findings and recommendations within 30 days to the State Board. The state officer has no right to appeal.

Section 8. Vacancy in Office.

- A. Upon the death, absence, resignation, disqualification or disability of the President, the Vice President shall assume the duties of the President.
- B. Upon the death, resignation or permanent disability or disqualification of any of the state officers (except as provided above) during the interval between the annual sessions of the Association, the Executive Board shall appoint some eligible member to fill the vacancy until the next annual session except in the event the vacancy occurs within sixty days preceding the State Convention, the vacancy shall be filled by election at the Convention.

ARTICLE VI Meetings

Section 1. State Convention. The annual sessions of this Association shall convene on a date to be chosen by the Executive Board and announced in our Official Organ not less than sixty days prior to such meeting at such place as this Association shall from time to time determine. The State Secretary Treasurer shall notify all members, at least fifteen days prior to the opening of the State Convention of the time and place and the nomination and election procedures.

Section 2. Site Selection.

- A. The method of selection of the location of the annual State Convention shall be as follows: The location to be rotated among 5 areas of the state divided as follows:
 - 1. Area 1 consisting of Districts 1, 2, and 8.
 - 2. Area 2 consisting of Districts 3, 4, and 6.
 - 3. Area 3 consisting of Districts 5, 11, and 12.
 - 4. Area 4 consisting of Districts 7 and 10.
 - 5. Area 5 consisting of Districts 9, 13, and 14.
- B. The Executive Board is to provide to the Time and Place Committee the guidelines a proposed hosting city must meet to be considered.
- C. The Association shall vote on a location and the top two selections be proposed to the Board to negotiate and select the one that best meets our requirements and is the most cost effective for holding the Convention.

Section 3. Delegates.

- A. No member shall be nominated or be a State Delegate who from the time of nomination through the end of the convention holds a position in management (either permanent or temporary) in the Postal Service; in any other postal craft; or any other job which competes with the Postal Service and/or this Association. This policy is defined as follows:
 - 1. When a rural carrier craft member is serving in a managerial or supervisory position such as an OIC or 204B, the member is prohibited from Union participation. The member may not be nominated or serve as a State Delegate.
 - 2. However, there are many instances where a member may be utilized by Postal Management to assist in the rural craft that equally benefit the rural craft and Postal Management. In those instances, where the individual is not in a managerial/supervisory position, the individual will not be prohibited from any

Union participation. (Such examples may include, but are not limited to, assisting with route adjustments, mail count, academy trainers, automation team member, safety teams).

- B. Each Rural Carrier District Association shall be represented at the State Convention by one delegate, to be known as, Delegate-at-Large. The President of each Rural Carrier District shall, by virtue of the office, serve as this delegate and the District Secretary shall be the Alternate, in the absence of both the President and Secretary, the Vice President shall be the delegate.
- C. Quota. Each District Association shall be entitled to one delegate for each seven (7) members or major fraction thereof. All delegates must have submitted their credentials and / or state provided photo identification to the Credentials Committee by the close of business on the second day of the Convention.
- D. Alternates. Each District Association shall elect an alternate for each delegate and in case of inability of the delegate to attend the Convention, the alternate shall attend and have all rights and privileges of a regular delegate.
- E. Election. (1) District Associations shall elect their delegates to the State Convention no later than 60 days prior to the State Convention. The District Secretaries shall report the names of all delegates and alternates, on blanks furnished by the State, to the State Secretary/Treasurer no later than 55 days prior to the State Convention. The State Secretary/treasurer shall report the names to the State President, so the President may select the various committees. The committees, together with a tentative program, shall be published in the State paper.
- F. Voting may be by voice, show of hands, rising or ballot. When using voice, hands, or rising vote, all regularly seated delegates shall be eligible to vote. When voting is by ballot, each District President (or District Secretary, if no President is present, in the absence of both, the Vice President) shall be entitled to one vote, provided, that where a District is represented by less than a full delegation, the delegates present may vote the entire District vote.
- G. The State Association will compensate \$100.00 per day to each District Delegate for each entire business session day attended during the OHRLCA State Convention.

Section 4. Quorum. Regular representatives of not less than 3 district Associations, nor less than twenty-five delegates in addition to the officers shall constitute a quorum for the transaction of business, but a less number may meet and adjourn from time to time.

Section 5. Order of Business. The order of business may be arranged in any suitable manner by the President, Executive Board, or Convention, except where this law directs otherwise.

Section 6. Special and Booster Meetings.

- A. Special sessions may be called by the President upon the written request of not less than 3 district Associations, provided that no special session shall be called without thirty days' notice to all district Associations in good standing.
- B. The Rural Carriers Association shall hold a State Booster meeting or meetings. The location and date of the meeting(s) will be determined by the Executive Board. The State Vice President shall be the Chairperson of the Booster meeting(s).

ARTICLE VII National Convention Delegates

Section 1. 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. For a state to receive credit for cash pay members, dues must be received no later than the close of business on the first day of the Convention.
- 2. Only Bargaining Unit Members and Retired Member 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 from the time of nomination through the end of the convention holds any position in USPS management or a job which competes with the USPS or this Association, shall be ineligible to be nominated or serve as delegate for a period of one year from the last day served in that capacity.

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 shall be published in the February, March, April, and May issues of The National Rural Letter Carrier.
- 2. Nominations must be received in the office of the State Secretary 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 to be eligible to vote for National Delegates.
2. The State Secretary shall prepare a ballot listing the candidates for National Delegate. The list of nominees shall be placed on the ballot by drawing each name. Two members of the election committee will pull the nominee names at random and the order they are drawn is the order they shall appear on the ballot. 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. Ties will be broken by a random drawing of those candidates involved, by the election committee, prior to the final report being given.
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. Those individuals serving as Delegate-at-Large or National Paid Delegate shall be reimbursed the difference between National paid allowance and State paid allowance if the National allowance is less than that received by State Delegates.
8. The State Secretary shall prepare credentials for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention and send the credentials to the National Secretary-Treasurer. The state's seal shall be embossed on the face of credentials. The Delegate-at-Large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.
9. Delegates-at-Large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.
10. The number of candidates to be voted upon by each member shall not be more than the total number of delegates to which the State Association was entitled to the previous year. Appropriate instructions shall be on each ballot stating the number of delegates to be elected and the name and mailing address of the designated post office box at which *the ballot* must be received prior to the cut-off date. Delegates and alternates shall be declared in the order of their finish. In the case of a tie vote for any candidates which may be used to fill delegate position(s), the order of finish shall be determined by the delegate's name placement on the ballot by the Election Committee before they are relieved of their duties.
11. The results of the National Delegates Election to be published in the state paper following the state convention and those that served as delegates are published following the national convention.
12. In the event there are not enough delegates present at the National Convention for the number of State votes, those votes not represented by a delegate shall be cast according to the majority vote of those delegates present at the Convention session.

Section 2. Compensation of State-Paid National Delegates. This State Association at each annual meeting shall determine the number of National Delegates, within its quota, for that year, plus two (2) alternate delegates in the order of votes received, and shall make provisions for their expenses as follows: Delegates and the two (2) alternates delegates (not including Delegate-at-large and National paid) attending the National Convention shall be paid mileage from Columbus, Ohio to the National Convention city, not to exceed 1500 miles, at the rate twice the current IRS allowed rate for one way travel by the most direct route over Federal State Highways, as determined by the State Board. Per Diem shall also be paid at the rate of \$250.00 per day for five (5) days. A delegate may be excused by the chairperson of the delegation to attend committee meetings or other business pertaining to the National Convention to which they may be assigned. Those delegates determined to be alternates at the State Convention who are changed to regular delegates at the National Convention, shall receive a prorated allowance for each half day they attend the National Convention session, provided they attend entire Tuesday afternoon session. The next five (5) registered alternates not being compensated by mileage and per diem that attend all four (4) sessions at the National Convention will be

compensated \$100 per day by the State Association. The five (5) alternates will be determined by their order of votes on the OHRLCA National Delegate election result list.

ARTICLE VIII

State Board Section 1. Members.

- A. The Executive Board shall consist of the President, Vice President, Secretary-Treasurer, and four Executive Committeepersons. They shall have one vote each in the State Convention except for the election of Officers. They shall examine all bills and approve or disapprove the same and act as trustees of the Association. They shall have charge of all property of this Association. At the expiration of the term of office or when called upon by the Executive Board they shall deliver to this association or successor in office all property belonging to this association.
- B. The immediate past president of the Ohio Rural Letter Carriers' Association may be retained in an advisory capacity for assistance to the President as an Ex-Officio member of the Executive Board for a period of one year. There will be no compensation. Per Diem and expenses, the same as Executive Board members may be allowed. The said individual as an Ex-Officio member of the Executive Board will have no voting power.

Section 2. Duties. The Executive Board shall maintain a publication to be known as "The Ohio Rural Carrier" which shall be distributed to the members upon such terms as the Board may decide. For this purpose, they may use any unexpended balance in the treasury of this Association and shall turn over to the Association Secretary-Treasurer all receipts arising from this source. They shall employ an Editor, selected from the membership, at a salary of \$1200.00 per year, and shall in general supervise the work. Such person shall keep an accurate account of all receipts and expenditures and shall render same to the Executive Board immediately prior to the State Convention.

Section 3. Meetings.

- A. The President shall direct the Editor of the "Ohio Rural Carrier" to publish in the paper not less than thirty days in advance of any scheduled OHRLCA Executive Board meeting with time and dates and places of such meeting.
- B. The President shall direct the Editor of the "Ohio Rural Carrier" to publish a condensed version of the minutes of all OHRLCA Executive Board meetings within sixty days of such meetings.
- C. All State Board Meetings are open meetings to any member of the Association who wishes to attend. The State Board may vote to go into Executive Session for a specific reason.

ARTICLE IX Committees

Section 1. Convention Committees.

- A. Credentials Committee shall be composed of three members who shall be appointed in advance from the list of regularly named delegates then in the hands of the President. At least one of this committee shall be on hand the evening before the Convention and in conjunction with the Secretary Treasurer, shall receive credentials and distribute delegates' badges; they shall make a partial report to the Convention before adjournment of the first session. The Credentials Committee shall have at least one carry over member from the immediate previous year. If this carry over member is not present on the first day of the Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee.
- B. The Law Committee shall be composed of five members appointed in advance from the list of regular delegates in the hands of the President. They will only consider all signed and dated matters or recommendations pertaining to the laws of this Association that are received by mail, at the Secretary-Treasurer's office five (5) days prior to the opening session of the Convention. These proposed changes must be in the possession of the Committee prior to the meeting of the committee. Proposed amendments submitted after this deadline will not be considered by the Law Committee but may be considered under new business at the discretion of the maker. These recommendations will be read at one session of the Convention. The Law Committee shall have at least two carry-over members from the immediate previous year. If these carry over members are not present on the first day of the Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee.
- C. The Resolution Committee shall be composed of five members appointed in advance from the list of regular delegates in the hands of the President. They will only weigh and consider all signed and dated resolutions that are received by mail, at the Secretary-Treasurer's office five (5) days prior to the opening session of the Convention. These proposed changes must be in the possession of the Committee prior to the meeting of the committee. Proposed resolutions submitted after this deadline will not be considered by the Resolution Committee but may be considered under new business at the discretion of the maker. They will make reports in the same manner and at the same sessions as the Law Committee. The Resolutions Committee shall have at least two carry-over members from the immediate previous year. If these carry over members are not present on the first day of the Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee.
- D. An Election Committee, composed of seven members, or more, shall be appointed in advance from the list of regular delegates then in the hands of the President. If an unusual number of ballots are received, or if an unusual circumstance

should arise, the President may make additional appointments after the opening session of the Convention as the needs may require. The Election Committee shall conduct the vote tabulation for National Delegates in accordance with Article VII, Section C, Paragraphs 2, 5, 6 and 10.

Section 2. Special Committees.

- A. The Auditing Committee, composed of five members, shall be appointed in advance from the list of regularly named delegates in the hands of the President. They shall examine the books and accounts of the Secretary-Treasurer and report their findings immediately after the report of the Secretary-Treasurer has been read. The Auditing Committee shall have at least two carry-over members from the immediate previous year. If these carry over members are not present on the first day of the Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee. Time and Place Committee.
- B. The Time and Place Committee shall be composed of five members from the area in which the annual convention will be held in three years will be appointed by the President prior to the close of each annual convention. This committee will report their recommendations at the next annual convention following their appointment.
- C. Outstanding Member of the Year Committee. The Chairman shall receive letters of nomination from the membership. The nomination letters must have the name and achievements of the member nominated for the award. The nomination letters must be received by the date on the published announcement. The Chairman will read the letters of nomination to the convention body. The convention delegates will vote for the member to receive this prestigious award.

ARTICLE X Steward System. Refer to the NRLCA Constitution Article IX.

ARTICLE XI Appeals

Section 1. State

- A. A member aggrieved by any action of a state association or officer shall have the right to appeal to the State Board.
 - 1. Appeals must be filed and mailed individually, in writing, and be filed with the State President via first class mail within 30 days of having knowledge of said action.
 - 2. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committeeman and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned via first class mail within 20 days of receipt of the President's request.
 - 3. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days from receipt of said letter to respond in writing and provide documentation to the State President via first class mail.
 - 4. The State Board shall review the Charging Party's letter of specificity, documentation, relief sought and the response of the Charged Party. The State Board is authorized, in consultation with the Executive Committeeman, to take the necessary action to resolve the issue within 30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.
- B. A Party not satisfied with this decision, or any other action of the State Board on said appeal, shall have the right to appeal to the National Board.
 - 1. This appeal must be in writing and be filed with the President of the National Association via first class mail within 30 days of receipt of the State Board's decision.
 - 2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.
 - 3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.
- C. A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.
 - 1. This appeal must be in writing and be filed with the National President via first class mail within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, shall be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.

2. Within 15 days of receipt of said appeal, the President shall notify the Parties that the appeal has been received and shall be forwarded to a National Appeals Committee.

3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties and to the President of the state association at least 24 hours before the report is presented to the National Delegates.

Section 2. National

A. A member aggrieved by any action of the National Association or Officer, representative or steward thereof shall have the right to appeal directly to the National Board.

1. Appeals must be filed and mailed individually, in writing, and be filed with the National President via first class mail within 30 days of having knowledge of said action.

2. Within 15 days of receipt of the appeal, the National Board shall retain the appeal for investigation, forward the appeal to the National Appeals Commission or, if received within 90 days of the first business session of the National Convention, refer the appeal to the Appeals Committee. The President shall notify the Charging Party(s) of the appeal's receipt and disposition, and if necessary, request that the Charging Party provide a letter outlining the specific charge and any relief sought. The letter of specificity, along with complete documentation, must be returned via first class mail within 20 days of receipt of the National Board's request.

3. Upon receipt of the letter of specificity, the National President shall cause a copy to be forwarded to the Charged Party for response. The Charged Party shall have 20 days from receipt of said letter to respond in writing and provide documentation to the National President via first class mail.

4. Should the National Board retain the appeal, it shall investigate, render a decision, and notify the Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) in writing within a reasonable period of time.

5. Should the National Board forward the appeal to the National Appeals Commission, the commission shall complete an investigation and report its findings and recommendations in writing to the National Board within 30 days. Upon receipt, the National President shall cause the Party or Parties to be notified that the Commission's report is before the National Board. The National Board shall render a decision and notify the Party or Parties in writing within a reasonable period of time.

6. Should the National Board refer the appeal to the Appeals Committee, the appeal shall be handled in accordance with the provisions that follow.

B. A Party not satisfied with a decision rendered by the National Board shall have the right to appeal to the next National Convention.

1. The appeal must be in writing and be filed with the National President via first class mail within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, shall be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.

2. Within 15 days of receipt of the appeal, the President shall notify the Party(s) that the appeal has been received and shall be forwarded to a National Appeals Committee.

3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties at least 24 hours before the report is presented to the National Delegates.

Section 3. Administration

At every level of appeal, members shall be afforded the rights of due process and the right to appeal an adverse decision to the next level. The National Board shall have full authority to intervene to protect the members of this Association.

Correspondence shall be by certified mail, return receipt requested. Timeliness shall be determined by postmark. Costs of the state investigation and action shall be borne by the state association; costs of the National Appeals Commission and Appeals Committee shall be borne by the National Association. No legal proceeding may be initiated until the appeal procedures provided herein have been exhausted.

ARTICLE XII

Parliamentary Authority Parliamentary authority for the conduct of business shall be "Robert's Rules of Order".

ARTICLE XIII. Amendment of Constitution

This constitution can be amended by submitting the amendment in writing at an annual convention and passed upon after one reading during a session and after it shall be concurred in by a vote of two-thirds

Welcome New Members!

BELINDA AEBISCHER
 RACHEL AGUERO
 MICHAEL BARBE
 REBECCA BARBER
 BROOKE BLON
 BARBARA CALVELAGE
 ZACHARY CAMPBELL
 TONYA CARROLL
 DANIEL CHESSER
 HARMONY CLARK
 MATTHEW CLARKSON
 ELAMIE COHEN
 JONATHAN COLE
 SHRIKA CRAWFORD
 JOSIAS CRUCETA I
 HAYDEN CUNDIFF
 GAGE CUNDIFF
 BRAEDEN CURTIS
 RANDY DALTON
 CHARLES DEVANEY
 HEATHER DOSECK
 DENNIS DOSECK
 RAE ELLERBUSH
 TONIA FEINSTEIN
 SEAN GABEL
 SUE GERHARDSTEIN
 JUSTIN GORDON

JOANNA GRAHAM
 LISA GREATHOUSE
 BROOKS GROTE
 SURAJ GURUNG
 MOLLY HARROD
 PENNY HAZELTON
 ANDREW HOFFMAN
 GARRETT HOSICK
 HIROKO HUNTER
 LAMIN JAITEH
 DAVID JEFFERSON
 EDDIE JOHNSON
 JEREMY JONES
 BRADLEY KELLER
 KAITLYN KELLY
 TEAGAN KENNEDY
 BONITA KNOWLTON
 KENZIE KREBS
 WALKER KREBS
 CINDY LATER
 SETH LEASE
 PAULA LEMASTERS
 STEVEN LEWIS
 ERIC LUKAS
 TIFFANY LUNDQUIST
 MICHELLE LUNSFORD
 ELLEN MAULSBY

HAYLEY MINER
 JP MORRIS
 JEAN PAUL MORRIS SR
 CHRISTOPHER MURRY JR
 JOSH NEIDERT
 JASON NEWMAN
 CHRISTOPHER NOWICKI
 DEVON NUNGESTER
 KELLY O'BRIEN
 TOIJA OWENS
 NICO PICCIANO
 MADDISON POOLE
 ZACHARY POPPINO
 KODY POWERS
 MATTHEW PRICE
 SUMMER RAMEY
 GADEA RAMIREZ
 PAMELA REESE
 CYNTHIA RICHARDSON
 BREE RIDDLE
 LEVI RIDER
 ABBIE RIGDON
 HARTLAND RUBEN
 CLAY RUSSELL
 ROBERT SCHOEFFLER
 NICKI SCOTT
 COLTON SHEARROW

THOMAS SHRADER
 SHAWN SMITH
 ALEXANDRIA SMITH
 TARA SOUZA
 ASHDEN STARK
 GARY STEGAMAN
 STEPHON STEWART
 WILLIAM STITT
 SHAUN STIWALD
 KATIE STONER
 MITCHELL SUBLER
 DREW TAYLOR
 KAITLIN TENNISON
 DANA THOMAS
 JACKSON TOFTE
 CHRISTOPHER TRUMAN
 TINA VANDERPOOL
 KASSIE WAGNER
 IVY WARNIMONT
 TYLER WATKINS
 BARBARA WHEELER
 STACI WICKMAN
 BRITTANEY WILLIAMS
 ISAAC ZAFUTO

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

Dana Adams West Chester
 Melinda Carpenter Quaker City
 Sara Carr Sebring
 Roberta Englehart Antwerp
 Marilyn Hammond Reynoldsburg
 Peggy Hill Blacklick
 Robert Johnson West Milton
 Jessica Karl Attica
 Trisha Lacy Hamilton
 Elizabeth Miller Caldwell

Roberta Sabo Fremont
 Tamara Sadler-Mix Lisbon
 Thomas Schimley Orwell
 Carl Schroeder Delphos
 Jennifer Shirk Kenton
 Dennis Skowronski Richfield
 Linda Thompson North Lima
 Deborah Todd Kilbuck
 Melissa Williamson Hopedale

THE OHIO RETIRED RURAL LETTER CARRIERS' BOOK GRANT

We are pleased to announce that we gave 22 Book Grants applications \$100 for the 2023-2024 Association year.

A huge thanks to all who donated funds to make this possible. Our Secretary-Treasurer, Becci Morris, issued the checks on August 27, 2023.

Thank You to all for your support for our youth.

Joyce Bower
President - Ohio Retired Rural Letter Carriers

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 15, 2024.
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 _____

COLLEGE/TRADE SCHOOL WILL BE/ ARE ATTENDING _____

FIELD OF STUDY _____

NAME OF PARENT/GRANDPARENT _____

Send your completed application to:

President Joyce Bower
Ohio Retired Rural Letter Carriers
7456 County Road 107
Gibsonburg, OH 43431-9531

APPLICANTS WILL BE
REVIEWED AND ANNOUNCED AT
THE RETIREE MEETING AT THE STATE
CONVENTION IN JUNE 2024

OHIO RURAL LETTER CARRIERS' AUXILIARY BOOK GRANT

Now is the time to consider making application for the Book Grant to be awarded by the Ohio Rural Letter Carriers' Auxiliary.
We are hoping to award three \$500 Book Grants

RULES FOR APPLYING ARE AS FOLLOWS:

- 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.

Submit your application by **May 20, 2024**
to the Auxiliary President:

Jodi Burke
4822 Delevan Drive
Cleveland, Ohio 44124-1016

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 1/2 X 11" sheet of paper.

WINNERS WILL BE ANNOUNCED AT THE STATE CONVENTION IN JUNE

AUXILIARY NEWS

OHRLCA 2024 STATE CONVENTION

Auxiliary and Juniors Registration

REGISTRATION MUST BE RECEIVED BY
MAY 10, 2024

**AUXILIARY
AND JUNIORS
REGISTRATION**

**REGISTER ONE
PERSON PER
FORM**

REGISTRATION MUST BE RECEIVED BY
MAY 10, 2024



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

Jodi Burke
4822 Delevan Drive
Lyndhurst OH 44124

NAME _____

ADDRESS _____

Phone Number _____

AUXILIARY _____ JUNIOR _____ AND JUNIOR'S AGE _____

PLEASE NOTE: Due to liability concerns, guests will no longer be allowed to participate in Juniors' functions. Only Ohio Rural Letter Carriers' children and grandchildren, 6 - 21 years of age may participate in the Juniors Program. The Junior's dues of \$5.00 per year and is payable at registration.

OHRLCA 2023-2024 AUXILIARY BOARD

President Jodi Burke
4822 Delevan Dr
Cleveland OH
216-382-3031
goofyjl@yahoo.com

Vice-President Sandy Schwartz
10 Eastmoor Court
New Bremen, Ohio 45869
Phone: (419) 305-3800
skschwartz@nktelco.net

Secretary/Treasurer Diana Hausfeld
P.O. Box 105
Minster, Ohio 45865
Phone: (419) 628-2433
diana@nktelco.net

Board Member Ron Frey, Jr
126 E Park St
Ft Loramie, Ohio 45845
Phone 937-507-2687

Board Member Secretary
Jerrica Shalosky
180 Henry St
Ostrlander, OH 43061



**Jodi Burke
Auxiliary
President**

Winter Greetings!!!!

Hard to believe that State convention is only 4 months away. Information on making reservation for the June 3-5 convention were in last month's issue. So call or register online before May 3rd. Come and join us for some fun. Places that we may be visiting: Guggieberg Cheese Factory, German Culture Museum, and Main Street Fudge

and popcorn.

This year's project is Hero Company. Hero company was formed to fund service and companion animals for Veterans suffering from PTSD. Around on this page is some pictures of the project items we are selling to raise funds for them. My father served in the Army and my nephew is currently serving. My nephew has received several other service coins over the past 8 years and my father collects coins, so I was very excited to purchase these coins for them. As we are visiting the district meetings, if you are interested in any of the projects, let the Auxiliary member know. If they do not have any, call or email me and let me know. We are here to support our spouses and have fun with each other, come say hi to us at the district meeting and join us in June for state convention.

Thanks

Jodi Burke

Ohio District Meeting Schedule

Date	Day	Dis	AuxMember
Feb. 22	Thurs	14	Schwartz
Feb. 27	Tues	13	Hausfeld
March 9	Sat	5	Frey
March 14	Thurs	7	Burke
March 16	Sat	6	Frey
March 20	Wed	9	Shalosky
March 26	Tues	12	Schwartz
March 28	Thurs	8	Hausfeld
March 28	Thurs	1	Burke
April 2	Tues	10	Shalosky
April 4	Thurs	2	Burke
April 6	Sat	4	Burke
April 9	Tues	11	Burke

Ohio Rural Letter Carriers' Association
104 Clay Road SW
Dellroy, Ohio 44620-9757

Non-Profit Org.
U. S. Postage PAID
Permit #225
Youngstown, OH

UPCOMING EVENTS

April 10-12, 2024. 11:00 AM
OHRLCA State Board Meeting
Berlin Encore Hotel & Suites
4365 State Route 39
Millersburg OH 44654

April 22, 2024

Last day for nominations to be
 received to be a delegate to the
 NRLCA National Convention.

April 23, 2024 – 7:00 PM
National Delegate Ballot Name
Placement Drawing
104 Clay Rd SW
Dellroy OH 44620

May 3-5, 2024
Mid-State Conference
Room Rate \$139/nt
VanDyk Convention Center
Muskegon, Michigan

June 3-5, 2024
OHRLCA State Convention
Berlin Encore Hotel & Suites
4365 State Route 39
Millersburg OH 44654

August 27 – 30, 2024
NRLCA National Convention
Peppermill Resort and Casino
2707 S Virginia St
Reno NV



Kyle Parsells
State Editor

A Word from the Editor

Hello everyone! I hope you're all doing well. If you feel there is anything missing from the paper then feel free to reach out. I am always open to any suggestions. You can email them to editor@ohrlca.org and I will try to read them all.