



The Ohio Rural Letter Carriers' Association Official Publication

OHIO RURAL LETTER CARRIER

Association Year 2023-2024 Issue Number 3

The Health of your Union

Your personal health and the health of your union go hand in hand and have many similarities when you stop to think about it. While caring for yourself, you should not wait until you have a major problem, such as a stroke or heart attack, before you do something to address the situation. The best way to prevent a major event is to keep up with your health, such as proper diet, exercise, adequate sleep, etc. The same can be said when talking about your union. You should not wait until you have a major problem before getting involved with the union. Put in the time to keep your union healthy, such as going to district meetings, state conventions, and national conventions, donating to PAC, checking the national website, and reading the newspaper articles to educate yourself and help prevent a major problem. If you keep up with the small stuff, you can help prevent or reduce the risk of big problems occurring later. Just as you need to invest time for yourself to stay healthy, we need to invest time in the union to keep it "healthy" and running smoothly.

There are a few updates that I wanted to bring to your attention. You will see a general wage increase that goes into effect on 11/18/23 (pay period 25), and the increases will appear on your 12/8/23 paycheck. Also, open season for health insurance is from 11/18/23 to 12/11/23, so I hope everyone had a chance to review their health insurance benefits and make any necessary changes. In 2025, the post office will begin their own branch of health care insurance, but we are still waiting to hear the details on this. By the time you guys are reading this article, the new MDD scanner functions will hopefully be in place. This was done to assist us as rural carriers and reduce the number of common scanning errors such as clock in/out, start load vehicle/end load vehicle, out and return to lunch, etc.

On October 19th, H.R. 5995: The Federal Retirement Fairness Act (FRFA), more commonly known to rural carriers as the "buy back bill," was introduced. This would allow carriers with any temporary position after 12/31/88 the opportunity to buy back credit for their service. At our last RRECS training, we collected signatures to support HR 5995 and are making an end of the year push to inform Congress and ask them to co-sponsor. This will affect not only USPS employees but all federal employees who started as non-career workers. You will find a form letter on the national website that you can just sign your name and mail in or use as a reference to create your own letter and mail it to your representative.

I look forward to seeing you all at the spring district meetings. Please take care of yourselves throughout this busy season and remember we are public servants to our community, providing an essential service to our rural family. Happy Holidays!

Sincerely, your president,

Timothy Barker

Tim Barker
President

PAC RAFFLE

TICKET INFO PAGE 7



**HAPPY
NEW YEAR
2024**

State Convention

INFO this issue!



Table Of Contents



Page 1	President Tim Barker
Page 3	Worship Corner
Page 4	VP Aitchison
Page 5-6	Secretary-Treasurer Report
Page 6	Committeeman Garner, Million Mile Award
Page 7	State Convention & PAC Reverse Raffle
Page 8	New Members & Retirees

Page 9	District Meetings
Page 10-11	Board Meeting Minutes
Page 11	Teresa Slaughter
Page 12	PAC Fred Schmits II
Page 13	Buyback Grassroots Letter
Page 14-15	NSS District Representative
Page 16	Upcoming Events



Send change of Address for all Association mailings to:

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WORSHIP CORNER



Rita Beedy
State Chaplain

Comfort

Hello fellow Rural Carriers! I'm writing this on the weekend of Thanksgiving, (I'm late) and I'm thinking of Black Friday shoppers. I can't imagine being out there. I don't think I have ever been out on this weekend to shop. When the kids were little there was no such thing as Black Friday... (we're older folks) and when I worked the weekends as an RCA I never had the time.

Then I became "real", regular and had weekends off, but didn't care to go out at all! I think it has changed some though, with all the online shopping people do now. What is it, "Cyber Monday" now when everyone gets EVERYTHING sent to them? And then there is Amazon.....

As you read this, Christmas may be long past, and winter is here with all her snowing and blowing.

My prayer is that you persevere and remain the great Rural Carriers you are.

I'm praying you got to enjoy some family time and weren't too worn out.

I'm also praying for your safety as you're out in the dark of winter.

I want you to remember how valuable you are, how strong we are, to stay safe, and take care of yourselves!!

Hugs and Prayers!

"This is my wish for you: Comfort on difficult days, smiles when sadness intrudes, rainbows to follow the clouds, laughter to kiss your lips, sunsets to warm your heart, hugs when spirits sag, beauty for your eyes to see, friendships to brighten your being, faith so that you can believe, confidence for when you doubt, courage to know yourself, patience to accept the truth, Love to complete your life."

— Ralph Waldo Emerson

HUGS AND PRAYERS,

Rita



State Chaplain Rita Beedy with her bingo prize during our Fall Booster!



Michael Aitchison
Vice-President

Working Together

During the recent District meetings, as I was listening to the Stewards' presentations on RRECS and RREDP (rural route evaluated dispute process), I was reminded of a proposal that was offered in 1992. It, too, was concerned with the grievances that resulted from the route evaluation time study, otherwise known as the mail count.

The proposed plan would consist of joint management/labor teams. The objective was to eliminate the need for grievances before the fact, utilizing education, training, and cooperation. As no plan is perfect, the proposal anticipated that some grievances might still be filed. In preparation for this eventuality, a compendium of possible circumstances along with its proper response would be produced. This would ensure that all cases with similar circumstances would be treated in the same manner. It was believed that this would end the need to fight the same fire numerous times at different locations.

The RREDP attempts to reduce/replace the grievance process with a new process, one that closely mimics it.

As the '92 proposal was a QWL/EI (Quality of Work Life/Employee Involvement) proposal from a management/labor team in what was then the Columbus District, I wondered if there were other proposals from QWL/EI that may have been manifested into something similar in today's postal world.

I found several projects centered around educating the public, and particularly businesses, on the policies and services available through the USPS in an effort to get them to utilize these services. In '92, the big push was to encourage businesses in the use of priority and express mail. Does this remind you of today's LEADS program?

Some projects dealt with communicating with the customer that they had a package delivered that day and where it might have been left due to prevailing weather conditions. Today, we have informed delivery and tracking, which almost does the same thing.

Some safety-related projects were signage and lights on our delivery vehicles, such as the U.S. MAIL rooftop sign with flashers. Today, we have the LLVs, with the NGVs having even better safety accouterments. Other projects worked with emergency services to publicly encourage residents to have visible addresses with 4" reflective numbers on both sides of the mailbox. This evolved into what is commonly known as the "911 address" signs today.

Quoting from a newspaper clipping (publisher unknown), "The Rural Carrier Academy and training is part of a national program that has had considerable involvement from the Quality of Worklife (QWL) process." Today's new hires get more training and orienting than ever before.

Many work teams took on the task of enhancing the "Brand" United States Postal Service. Working with local and district management, special cancellations were created for particular events. Fairs and festivals were attended, and occasionally, the philatelic van from the Columbus District was utilized. To introduce the Postal Service to society's youth of the day, the

Wee Deliver and Safety Town programs were presented to grade-schoolers in some areas. And we all know the importance "Branding" is to the CEOs of today, including Postmaster General DeJoy!

Thinking back over all of this, I haven't even begun to touch on the broad scope and variety of projects and proposals that came from carriers and managers across this great land we service. Time and space would not allow it.

The point is that carriers and managers working together came up with new and novel ideas, many of which you can see the fruits of today, and sadly, many great ones that should be visible today but have dropped by the wayside. Those efforts back then were admirable, worthwhile, and profitable in many ways. These are examples of craft and management being "engaged" with each other toward a common goal.

If a manager wants to "engage" me, don't waste my time by saying "good morning" and "how was your weekend?" That's not engagement, that's talking. Engage me by recognizing that we're equals, just with different jobs to do, and by working with me toward positive outcomes!

In your Service;
Michael D. Aitchison



Vice-President Michael Aitchison at the podium during our Fall Booster Presentation.



Penny Koren
Secretary-Treasurer

Secretary-Treasurer Report

OHRLCA Brothers and Sisters,

As of November 1, 2023, the Membership Analysis prepared by the National Office has Ohio's total membership at 4228. We have increased 29 members from last year. Ohio has 813 non-members. If your office has received a new RCA or ARC, recruit them to become a member of the

NRLCA. Help keep our Association strong by recruiting a non-member today. The 1187 authorization for dues withholding form is available on the ohrlca.org website.

RECENT RETIREES

No need to call - You will receive a letter instructing you how to remain an NRLCA Member. You will have 90 days after retirement to sign up as a member. If you do not continue your membership, your membership will expire. If you elect to remain a member, \$7.83 union dues will be taken out of your annuity, check each month, or you may elect to pay annually by the cash method of \$94. You must retain your union membership to continue your benefits of insurance and programs sponsored by the NRLCA. Even if you do not elect the Rural Carrier Health Benefits insurance program now, you may elect the Rural Carrier Benefit Plan in the future or add dental or vision programs. Do not let your membership lapse! Sign and return the 1187-R, authorization for dues withholding form, to keep your benefits.

OHRLCA DISTRICTS

A big "Thank You" goes to all of the Districts' Secretaries for completing and filing the LM-4 via the Internet with the Department of Labor. As per the OHRLCA Constitution Article III, Section 5 B.2, upon completion of all District reports and elections of officers, the Association made deposits into each District's Share Account. The deposits were calculated on the formula of \$10.00 per each regular and relief carrier member as of June 30, 2023.

2024 OHRLCA STATE CONVENTION

The convention will be June 3-5, 2024, at the Berlin Encore Hotel & Suites, 4365 State Route 39, Millersburg, OH 44654. The room reservation code will be forthcoming.

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 receive a nomination as an OHRLCA State Convention Delegate. The elected delegates will receive credentials

for registration for 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 that capacity.

District Meetings

The OHRLCA Districts will begin holding their 2024 Spring Meetings in February. A list of the scheduled Spring District Meetings is listed in this paper.

NATIONAL DELEGATE NOMINATING BALLOT

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

NATIONAL DELEGATE BALLOT NAME PLACEMENT DRAWING:

Two members of the Election Committee will pull the nominee names for placement on the ballot. The names will be placed on the ballot in the order in which they are drawn. The ballot draw will be on April 23, 2024, at 104 Clay Rd SW, Dellroy, OH 44620, at 7:00 pm. This event is open to all members.

You will receive a ballot to elect delegates to the National Convention in the middle of May 2023. If you do not receive a ballot, please contact OHRLCA Secretary-Treasurer Koren at 330-735-2727.

Continues on Page 6

RURAL CARRIER WHO PASSES AWAY

Please contact me of any Rural Carrier who passed away. 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.

TSP CONTRIBUTIONS

The New Year 2024 is fast approaching, and it is time to reassess your retirement investments. Contributing to the TSP is an absolute must for FERS employees who wish to retire and maintain their same standard of living. Many postal employees contribute 5% to their TSP because this allows them to get the full matching amount. This isn't enough. The "old" rule of "saves 10% and you'll be able to retire comfortably" is only true if you plan on working for the full 30 years. If you didn't become a regular carrier until age 40, you probably aren't planning on working until you have 30 years of USPS service, you must boost your TSP contributions. In 2024, you can contribute up to \$23,000 to the TSP program. If you are 50 or older, you can contribute an additional catch-up amount of \$7500. Catch-up contributions are made on top of your regular employee contributions; however, they do not receive any matching. To be eligible to make these special contributions, you must be on track to meet the IRS elective deferral limit. They are separate from the elective deferral and annual addition limits.

May the warm glow of Christmas be with you, and may you have a Happy and Prosperous New Year.

Proud to be a Union Member!
Secretary-Treasurer,

Dorsey Koren



President Tim Barker (middle) and
NARFE Representatives Tim and Sandy Gartner



**Diana Garner
Executive
Committeeman**

5 Things 2023 Taught me

1. Most of our life is spent chasing false goals and dreams that don't guarantee happiness. The day you realize this is the day you can start living with true freedom.
2. Who will remember you and for what, become important factors as you age. Your love and your wisdom will live on far longer than any material thing you can pass down. Share your stories with those you love.
3. Your health is important but stress, fear, and worry are far more damaging than that piece of cake or glass of wine.
4. Life is a gift. Treat it as such and always remember you are here for a reason. Share your gift with others.
5. Time spent with people who value you is time well spent.

*Looking forward to 2024...
May it be a better year for all of my union
brothers and sisters!*

Million Mile Member Award



From left to right: Tim Barker – President Ohio Rural Letter Carriers' Association
Carla B. Dedden – Rural Carrier Loveland, Ohio
Andrew Glancy – Acting Poom, Ohio 2, Area D

October 31, 2023 Carla Dedden received the Million Mile Member Award plaque, pin, and jacket honoring her over 30 years of an accident-free career.

Carla was also presented with her retirement certificate on her last day as a rural carrier at the Loveland Post Office.

2024 OHRLCA State Convention

June 3-5, 2024
Berlin Encore, 4365
State Route 39
Millersburg, Ohio 44654



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

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

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

* Alexa Show 8
* Apple Watch Series 3 GPS
* Solo Stove
* Dyson V10 Vacuum
And more items yet to come!



**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.**

Welcome New Members!

KEYANA SHORTRIDGE	TREVENY ROBINSON	BEN SHINKLE	KYMBERLY CARDER	MADISYN BROWN
CHRISTOPHER HENTHORNE	REGAN MCNULTY	JOSHUA WHITE	WILLIAM CLARK	KYLIE CAMPBELL
RONNIE HINES JR	GAGANDEEP KAUR	TYLER BRUCE I	JORDAN JONES	SHANDAYSHA CARMON
LYNDSIE SIMS	KITTIE ALTVATER	STEVEN BUENING	JAZMINE KINNISON	JENNIFER CENTNER
JEREMIAH BARKER	ROBERT ANDREWS	AUSTYN BUNN	MATTHEW KRISBY	HAYDEN DALE
RANDI BRICKFIELD	CODY BENNETT	RYAN CAMPBELL	MATTHEW MCCREERY	ASHLEY GARCIA
GERALDINE FRENCH	VENESSA COPPESS	ROBIN HARRIS	AARON MILLER	MARY HALL
BRIAN GORMAN	BRANDON DUNN	KELLY OBENAUF	ROY RIDDELL	VERNA HARPER
PATRICK JACOB	DODGE ESTLE	LISA TEAL	JUSTIN SHILT	ANDREW KEIL
DAVID MCCORD	BRITTANI FALB	ZELMA WHITE	BRANDON SIEFERT	MEGAN KLUVER
STEPHANIE MILLICAN	TINA FINNEY	AMY SMITH	COURTNEY ARMENTROUT	SHERRY KOHLENBERG
JODI SHIRK	BRENTON FISHER	COURTNEY FIELDS	HALEY CHADWELL	DAVID PEREZ
DAVID YOUNG II	MARIA HAAS	ADAM LIBBY	DELLA BOLIN	ANDREA RARA
ALYSSA MULLINS	CORI HERBST	HARRY BAILEY III	ALAINA DAVIS	DUSTIN SENTLE
IVY KNAPP	KETKI PATEL	MIRANDA DEARDORFF	MINDY DELVER	MORRIS SHEHADEH
ADAM BURCHETT	RYAN RENEKER	EMILY ENGLISH	JACKSON EDDINS	MELANIE SIMON
GAGE DEROSSETT	HALEY SCHRECK	RUBY FLYNN	ANTONIO GONZALES JR	SASHA SMITH
JEREMY DICK	CHELSEA SMITH	CHRIS FOSSUM	ERIC HARPER JR	LISA WRIGHT
MATTHEW DUNFEE	LOGAN SPENCER	KAREN LAYCOCK	EDWARD HIVELY II	TIARRA DOHME
RENA GHIRARDI-MIHALC	THOMAS WALKER	JUSTIN LOCKARD	MD HUQ	NATALIE GILDAY
MARCUS GRANDERSON	DANIEL WEGMAN II	DAVID MCDANIEL	SETH KLINE	KENNY MCNABB
ADAM HELTON	MICHAELA JENNINGS	ELIZABETH MOORE	ASHLEY MALENA	JASON DUNN
RANDY JOHNSON	SARAH MINTURN	GINA ORTIZ	MICHAEL MOORE	DENVER GOOD
TRACI JOHNSTON	TAYLOR NEWELL	DANIELLE RYAN	JENNIFER MOORE-BINION	BETTY RAMOS
GARY LUCAS	JENNIE RENNER	TYLER HOOLIHAN	ADAM MORRISON	EMILY RODRIGUEZ
DANIEL NORMILE I	MARK ROJAS	KRISTEN BRANHAM I	JASMINE OSMAN	MHAIRI SCOTT
LAQUITA RAMSEY	ALEXA SAMS	JAKE BRUMMETT III	CARLO PITTALUGA	CORY AWWAD
JON REYNOLDS	MELISSA SENSAT	COLLIN CAMPBELL	MIA SPRATT	MISHAEL DEMPSEY
				HOLLY ELLIS

Our Union gains it's strength from it's members. Help make our Union Stronger!

Recruit a non-member today and receive an incentive paid from the NRLCA directly to you.

Incentives are \$15 for Relief Carrier and \$50 for Regular and PTF Carrier.

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

Cynthia Baker
Rebecca Baughn
William Chicote
Jane Clapper
Deborah Davis
Carla Dedden
Angela Delacruz
Elaine Fortney

Napoleon
Lewis Center
Mount Gilead
Canton
Rootstown
Loveland
Athens
Attica

Trina Hake
Benita Jones
Danny Lautzenheiser
Lucretia Moore
Gregory Ring
Gloria Schulte
Cynthia Vickers
Marjorie Walls

Montpelier
Kingston
New Philadelphia
Norwalk
Mount Orab
Harrison
Chillicothe
Saint Clarisville

OHRLCA 2024 District Meetings

Below are your 2024 OHRLCA District's Spring Meeting Schedule.

District 1 Thursday, March 28, 2024. Dinner at 5:30 PM and the Meeting at 6:30 PM. Roby Lee's, 425 Ridge Rd, Newton Falls OH 44444. Members' Buffet Meals \$15.00 each. RSVP by March 21st to Matt Burke 216-382-3031 papertong@yahoo.com

District 2 Thursday, April 4, 2024. Dinner at 5:30 PM and the Meeting at 7:00 PM. Mulligans' Pub, 4118 Belden Village St NW, Canton OH. Order from menu. Questions call Scot Sample 330-224-0199.

District 3 Thursday, March 21, 2024. Meal 6:00 PM. Business Meeting. 7:00. 5:00 – 6:00 pm Steward Time. Dover Memorial Hall, 410 N Wooster Ave, Dover OH. Park at rear of building, enter thru back door. Add'l parking in church parking lot next door. Bring a covered dish to share, No Cost for the meal, it is free if you RSVP by March 18th to Patsy Anderson, (740-630-7306) ponyexpress52@yahoo.com.

District 4 Saturday, April 6, 2024. Monroe County to host the meeting. The meal is at 5:30 PM and the meeting to follow the meal. at Lori's Restaurant, 17020 McConnellsville Rd., Caldwell, OH 43724. We will order from the menu, however, to plan how many to expect please RSVP by April 22nd to Rebecca Roe 740-567-3102.

District 5 Saturday, March 9, 2024. Dinner at 6:00pm and meeting at 7:00 – 9:30pm. LaRosa's Family Pizzeria, 966 East Main St, Jackson Oh 45640. NRLCA Steward will be at the meeting. RSVP by March 1, 2024, to Ron Ellis 304-654-1938 - leave a message.

District 6 Saturday, March 16, 2024. Dinner 6:30PM and the Meeting at 7:30 PM. Virtues Golf Course, One Lone Drive, Nashport OH 43839 Free meal to members. \$25 GIFT CARDS WILL BE GIVEN AS DOOR PRIZES. RSVP by MARCH 9TH th to Teresa Slaughter 740-624-2734 or Amy Stanton 740-624-3224.

District 7 Thursday, March 14, 2024. The meal is at 6:15 PM and the Meeting is at 7:00 PM. American Legion, 307 Park St, Cardington OH 43315. Meal will be free to members. RSVP to Carla Daniels 740-504797 carladaniels60@icloud.com

District 8 Thursday, March 28, 2024. Meal 5:00 PM Meeting 6:00PM. Des Dutch Essenhaus, 176 N Market St, Shreve OH. Cost for dinner is \$16.00/pp for soup & salad bar. Text RSVP by March 24th to Whitney Kurtz at 330-347-4196

District 9 Wednesday, March 20, 2024. 6:00 PM Meal, 7:00 Meeting. American Legion Post 3, 120 W Front St, Findlay OH 45840. Enter thru the front door banquet hall is upstairs. Come and visit with friends and support your PAC. Learn what's new, know your rights and talk to stewards. Encourage the best in yourself and others – we are all in this together. RSVP by March 18th to Michelle Lewallen 419-822-7228.

District 10 Tuesday, April 2, 2024. Dinner at 6:00 PM and the Meeting at 6:30 PM. Free Meal for members only. Der Dutchman, 445 S Jefferson Route 42, Plain City OH 43064. Gift Cards will be drawn as door prizes. All First Time Attendees will receive a gas gift card. RSVP by March 24, 2024, to Debbie 937-206-5244 robanddebwix@aol.com

District 11 Tuesday, April 9, 2024. Dinner at 6:00 PM and the Meeting 7:00 PM. Ponderosa Steak House, 545 S High St, Hillsboro OH 45133. Order from the menu. First time attendees' meals will be paid. Gift card will be given away as door prizes. RSVP by April 3rd to Emilee Rogers, call or text 937-205-8642 or e-mail emileedarthurs@yahoo.com

District 12 Tuesday, March 26, 2024. Dinner at 6:00 PM and the Meeting at 7:00 PM. Monroe Community Center, 6 East Ave, Monroe OH. Meal is Free. First time attendees will receive a \$25 gift card. Gift cards as door prizes. RSVP by March 10th to District 12's President Diana Garner 513-594-1478, djgarner4@gmail.com or District 12's Secretary Carla Dedden 513-683-4664, Carla.dedden@aol.com

District 13 Tuesday, February 27, 2024, Meal at 6:00 PM and the Meeting at 6:30 PM. Tipp Center, 855 N 3rd St, Tipp City OH 45371. A meal will be provided free. RSVP by February 20th to Laura Diltz 937-524-6445.

District 14 Thursday, February 22, 2024, Dinner 5:45 PM and the Meeting 6:30 PM. Downtown Restaurant, 301 N Defiance St, Archbald OH. Enter on Holland St. The meal is free. Bring PAC ideas. RSVP by February 16th to; Debra Towers text or call 419-237-3071.

State Delegate 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 receive a nomination as an OHRLCA State Convention Delegate. You can not become a delegate to the convention after your district meeting.



Board Meeting Minutes

Embassy suites
5100 Upper Metro Pl
Dublin OH
November 3, 2023, 11:00AM

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

Vouchers: The entire Board reviewed and approved all the vouchers submitted for payment.

Minutes: The minutes of the of the August 26-27, 2023, were reviewed.

Committeeman Heaton made a motion to accept secretary-treasurer's report, the motion passed.

Treasurer Report: The Association's Detailed Financial Position was reviewed by the entire board.

Budget: Committeeman Heaton reported the cost of new hire recruitment is expensive. Currently our expenses are within the budget no changes are needed at this time.

NRLCA Auto/Home Insurance: This past month Ohio had no insurance quotes. The NRLCA Auto/Home Insurance Representative Foran will not be attending the Fall Booster.

District Meetings: The Fall District Meetings are completed. The LM-4s and 990Ns are filed. Several of the districts have not submitted their reports and have not reimbursed the association for the postage cost for mailing the meeting notices.

Spring District Meetings:

The list of Spring District Meetings was reviewed. The list of the district meeting are printed in this issue of the State Paper.

Fall Booster:

The board reviewed the agenda of the booster meeting. If speakers were not available in-person, we offered the zoom service for their presentation. Joni Montroy will present retirement to our members. The Rural Letter Carriers' Health Benefit Plan representative will address the attendees via zoom. Other speakers will be NARFE and Blue Cross / Blue Shield. The NRLCA Stewards will do a presentation and take questions from our members.

PAC: PAC items will be available during the Booster Meeting. The rifle raffle will be held on Sunday at the end of the booster meeting.

Mid-States Conference: May 3-5, 2024 hosted by the Michigan RLCA in at the brand-new VanDyk Mortgage Convention Center, Muskegon, Michigan Room rate \$139/nt.

State Paper:

The paper will go to print after events from the fall conference are added. The next date for State Paper Article will be January 28, 2024.

New Hire Orientations:

Each week the association sends presenters to the new hire orientations to speak about union membership and its benefits. The association pays the cost of the presenters' daily wage and their mileage for attending. The OHRLCA is brainstorming for a more cost-effective procedure to accomplish this task.

Ready Set Roll:

Committeeman Acker presents what to do when you become a career employee. The NRLCA is pleased with our program and would like to roll it out to the other states.

Ride Along:

US Congressmen have requested to ride along on a route for an entire day with a regular carrier. President Barker is arranging the ride-a-long in the spring of 2024.

President Barker made a motion to do recruitment of non-member rural carriers at their post office, the motion passed.

The entire OHRLCA Board will visit the Urbana Post Office for recruitment on Monday November 6, 2024.

Hostile Work Environment: Many carriers have reported hostile work environments these problems were addressed with the NRLCA District Representative.

2024 State Convention:

June 3-5, 2024, Room rate is \$119 - \$149/ nt
Berlin Encore Hotel & Suites
4365 State Route 39
Millersburg OH 44654
Reservation details is listed in this issue.

Committeeman Acker made a motion to spend \$3500 to purchase items for the State Convention Reverse Raffle, the motion passed.

Committeeman Ackers made a motion to adjourn until Saturday, November 4, 2023, at 9:00 AM, the motion passed.

Saturday, November 4, 2023, at 9:00 AM
The Board Meeting Resumes.

The entire OHRLCA Board was trained in the NRLCA's Officer's Resource Manual. This training must be completed every year by the entire state board members.

Adjourned at 3:00 PM for the board to set up the ballroom for the Saturday evening Welcome Reception.
Sunday, November 5, 2024
Board Meeting resumes.

Fall Booster:

The State Board recapped the events of the Fall Booster. The Fall Booster was a success! There was a wealth of information shared with the members. The retirement seminar had over 110 in attendance. The zoom presentation of the NRLCA Health Benefit Insurance was excellent. Members asked questions during the zoom presentations, the sound and visual was perfect. Members gained great knowledge from NARFE and the Blue Cross Blue Shield representative. The NSS Steward presentation was very innovative and informative. Gift cards were presented to members who answered the most of steward's questions. Great Job Stewards!

7:00 PM Committeeman Heaton made a motion to adjourned until 7:00 AM on Monday November 6, 2024, the motion passed.

Monday November 6, 2024, 7:00 AM the board met and proceeded to the Urbana Post Office for recruitment of non-members.

Committeeman Acker made a motion to adjourn the Board meeting, the motion passed.

Monday November 6, 2024, 9:30 AM Adjourned.

Next OHRLCA Board Meeting:
Zoom Meeting.
January 22, 2024, 9:00AM

Members may request an invite to the zoom meeting by contacting Secretary-Treasurer Koren.



Teresa Slaughter
Executive
Committeeman

Remembering Our Earliest Carriers

These pictures of our earliest Rural Carriers in our area, give me one more reason to be thankful this year. As we all know, our aging fleet is sometimes a challenge for us, but they do give us more protection than our predecessors had. As the cold weather moves in remember to be prepared; carry an extra set of gloves, socks and a hat. Take a heavier jacket than you may need, you never know when the temperatures will drop, you can always take them off, but you can't put them on if you don't have them.

I wish a safe and happy holiday season to all of you,

Teresa Slaughter

Tom Milhouse of Hebron, OH



Blue Rock



Zanesville, Ohio



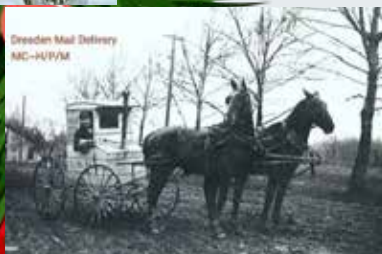
1st Parcel Post Star Rt.



Blue Rock



Dresden Mail Delivery
 NC-14/PM



Chandlersville, Ohio





Winners of PAC

Henry Golden Boy Pony Express Rifle

Above: Lori Todd

Below: Terri Clemens



**Fred Schmits II
PAC Co-Chair**

What a Fall!

Hello, my fellow Ohio rural carriers! This fall has been an adventure: 7 district meetings, fantastic meals, homemade soup, and many new faces that I have met bringing Legislative and PAC merchandise to raise money for our Betterment. The Fall Booster was well attended, PAC Bingo was fun for all, and we raised a bunch of PAC money with silent & live auctions and new PAC merch.

We received great information recently about a new bill, H.R. 5995. This bill was just introduced, and it will allow rural letter carriers to "buy back" their time as non-career employees (RCA time). This bill has nine cosponsors, and we need 290 total cosponsors to get this bill to the floor. Now, this is your part to help yourself and us. On the next page is the "Buyback Grassroots Letter" from our national board. To find out who your HR Rep is, go to Google or any internet search engine and type www.house.gov. Once you're on the House Of Representatives webpage, in the upper right-hand corner is a "Find Your Representative" lookup (How Cool!). Just type in your zip code and Click the RED Lookup Box. Your HR Representative will appear below on the page. Sign and mail this to your local Representative.

With the upcoming Holiday season coming, stay safe and be careful delivering everything we have to our Clients.

Fred Schmits, II
Ohio PAC Co-Chair



Support HR Bill 5995 to purchase your sub time:

On the Letter below fill in your Congressional Representative's Name, sign at the bottom, cut these instructions off and mail it to your congressional representative!

Dear Representative

I am writing as a rural carrier and constituent of your district to voice my strong support for the Federal Retirement Fairness Act. I urge you to cosponsor H.R. 5995, a bipartisan bill introduced by Representatives Kilmer, Connolly, Bacon and Valadao. The Federal Retirement Fairness Act would “amend title 5, United States Code, to provide that civilian service in a temporary position after December 31, 1988, may be creditable service under the Federal Employees Retirement System..”

Many federal employees, including Rural Carriers, start their careers as temporary employees. The Postal Service has a classification of Rural Letter Carriers called Rural Carrier Associates (RCAs). RCAs are part-time carriers who do not receive retirement benefits until they acquire full time career status. Most rural carriers start out as an RCA and on average it takes about six years for them to become a Regular Carrier, but it is not uncommon for it to take 10-plus years to become a regular career employee. The current retention rate of RCAs is extremely low, with approximately 60% leaving the Postal Service. This results in the Postal Service spending millions of dollars for the training/hiring process. Retention of RCAs would benefit the Postal Service by reducing overtime payments to RCAs and Regular Carriers attributed to the lack of RCAs.

Under this act, federal employees that gave their time and effort for years before achieving permanent status would be able to make catch-up retirement contributions so they may retire on time. This is not a new idea. Before the Federal Government changed to a new employee retirement system in 1989, temporary employees could make catch-up payments.

Please support H.R. 5995 so that the Federal Government can return to a fair retirement benefits system for all employees. We need your support to end the penalization of temporary employees who bring so much value to organizations such as the Postal Service. cosponsoring this legislation, you will help ensure that the government can attract and retain quality talent as well as ensure that our valued employees are not still struggling to achieve normal retirements.

Thank you for your continued dedication and attention to this issue. Please feel free to contact me if you have any questions or concerns about my request.

Sincerely,



OHIO NRLCA STEWARD DIRECTORIES



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 Wheelersburg				PH: 740-250-3123



Ohio 1 and Ohio 2 Steward Report

Catherine Funderburgh
District Representative
Ohio 1 and Ohio 2 Districts

USE OF SICK LEAVE AND FMLA

What is FMLA? The Family Medical Leave Act was created in 1993 and is a federal law. Under that federal law, the employer is required to provide unpaid job protection leave to eligible employees.

Who is eligible for FMLA? Any employee who has worked 1,250 hours in the previous

12 months is eligible and has been employed for at least 12 months with the Postal Service.

How many weeks/hours am I allowed to use without fear of losing my job? You may use a total of 12 weeks over the course of the entire leave year. Is the time used for dependent care part of the 12 weeks, or is it separate? It is included in the 12 weeks. Will I be allowed to use more days than I am allowed? Yes, when taking a parent/child/spouse to the doctor. For instance, the round trip to the doctor only took 3 hours. I would notify management that it was 3 hours. The 3 hours would be charged towards the 12 weeks of dependent care instead of 8 hours. Remember, sick leave in the rural craft is charged in one-day increments (8 hours).

Are there any cases in which I would be allowed more than 12 weeks? Yes, a spouse, child, parent, or next of kin would be allowed 26 weeks for a covered (active or discharged in the last five years) service member who has a serious injury or illness.

Who is a dependent? ELM section 512.2 allows for a son/daughter, spouse, or parent. Are my mother-in-law and father-in-law included as a dependent? No, they are not included.

FMLA is granted for what reasons? FMLA is granted for any condition that may involve hospital care, chronic conditions, multiple treatments, pregnancy, or on-the-job injury.

What type of leave am I allowed to use? You may use sick, annual, leave without pay, continuation of pay (on-the-job injury), or a combination.

Will my leave increase if I have FMLA? No, it will not increase your annual or sick leave. It only guarantees time off from work without fear of losing your job or benefits. I called off and said it was FMLA, but management told me that I needed a doctor's note.

Do I have to bring in a note? Yes, just like any other absence, management can require you to bring in a doctor's note, especially if it is in conjunction with a holiday, your scheduled day off, or vacation days.

When can I schedule a doctor's appointment? Doctor's appointments are to be scheduled after work hours or on your day off. However, not all appointments can be scheduled after work hours, and management can request that you bring in a doctor's note.

I am off on extended leave. Can management make me provide medical documentation every month? Yes, you must provide documentation every 30 days or within 15 days of being requested for documentation.

What is acceptable documentation? It should advise the employer of the nature of the serious health condition, such as the carrier was incapacitated for work. What if I am injured on the job? Under continuation of pay or OWCP, this will count towards the 12 weeks of FMLA.

How do I get approval for FMLA? The employee submits Department of Labor Form WH-380-E, FMLA Certification of Health Care Provider for Employee's Serious Health Condition to HRSSC. How do I submit it to HRSSC? The mailing address is P.O. Box 970400, Greensboro, NC 27497-0400. The phone number is (877) 477-3273.

How long do I have to submit the paperwork? You have 15 days after receiving the request or returning to work. How long does it take to be approved? You should know if it has been approved or not within a week or so.

What should I do if I am denied FMLA? If it is denied, then re-apply and provide additional information relevant to the case.

Do I have to get it approved every year? Yes, you may be required to provide new medical documentation in each subsequent leave year.

Am I allowed to have more than one FMLA case in a year? Yes, but the total maximum time off for all cases is still 12 weeks. I have been off work due to a serious injury.

Can management require me to have a fitness for duty exam before I return to work? You must provide documentation that you are able to perform your job without any limitations. Yes, management can require you to get a second opinion from the person that they designate and pay for it. I did not use all 12 weeks last year, but I may need them this year. Is that allowed? No, unlike annual/sick leave, the unused weeks do not carry over.

Is management allowed to issue me discipline if I use FMLA? No, if you have approved FMLA and you have not used your 12 weeks, then it cannot be used against you for discipline. When in doubt, always protect yourself, as you do not know what the future may hold for you. If you have an extended absence from work and the reason may be protected under FMLA, then request the paperwork, follow through by filling it out and submitting it to HRSSC. Simply providing a doctor's note does not protect you from discipline. FMLA will.

INJURED ON DUTY: Did you know that if you are injured on the job, then you may be covered under C.O.P. (continuation of pay) for 45 calendar days? This is done by checking the box on the CA-1 form. This benefit does apply to all leave replacements as well. Leave replacements would be paid what their work hours averaged over the previous 12 months or since the appointment if less than one year.

OWCP: Regular carriers that are under OWCP are placed in protected salary commonly known as "E code." E Code means that your salary remains frozen at the time of the on-the-job injury. What does that mean? For instance, if your route evaluation would increase in evaluation, then you will not receive the salary increase. However, if the route decreases in evaluation, then you will not be taking a pay cut at that time. Where the problem lies is when you return to full duty, and management forgets to take you out of "E code." Eventually, EAGAN will catch the error, and you may receive a huge letter of demand.

How do I protect myself? Upon your return to full duty, request management to rescind the E code and document it.

Injured off Duty: It is heartbreaking when you receive these calls. A carrier is injured off duty and does not have enough leave to cover the necessary time off to heal. The carrier can request donated leave, but realistically, few district employees are going to donate their annual leave. The carrier can request advanced sick leave, but that is at the management's discretion.

What would you do if you found yourself in this situation, sitting at home with no paycheck? The best solution might be having short-term disability insurance, and it might be worth your time to check it out.

Off on Extended Leave: Article 12.3.B.5 clearly states that if you are going to be off on extended leave, then you should request in writing to your Postmaster/OIC that you wish to be notified of any bids for the rural craft. This written notification should include your name and mailing address as I would send it to my Postmaster by certified return receipt and keep a copy of the letter along with the return receipt for documentation if needed.

Mailing Address: Did you know, in accordance with the ELM section 665.5, that Employees must keep the installation head informed of their current mailing address? Any changes in mailing addresses must be reported to the installation head on PS Form 1216, Employee's Current mailing address, through "Self-Service" on the Postal Service Blue page (liteblue) or through approved methods, including PostalEase. You should notify the State Secretary/Treasurer, Penny Koren, so that you are receiving information in a timely manner.

Retiring and Letters of Demand: At the beginning of each leave year, regular carriers are advanced annual leave for the year with the understanding that the carrier will be working the entire year. If you are retiring before January 1, 2025, then you will need to pay attention to the portion on your paycheck stub that says earned annual leave. Do not use more leave that you have not earned, or it will generate a letter of demand in which you will have to repay those days back to the Postal Service. When you retire, you no longer have the benefit of the grievance procedure.

I hope that each and every one of you has a safe, healthy, and Happy New Year! May all of your dreams come true in 2024.
Your Union Sister,

Cathy Funderburgh

UPCOMING EVENTS

December 2023 – April 22, 2024

**Nomination for Delegate to the
2024 National Convention**

January 22, 2024

Next Board Meeting

Zoom Meeting

Contact Secretary-Treasurer

Koren for an invite

January 28, 2024

State Paper Articles are Due.

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 Mortgage 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

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

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

Medicare Part B special enrollment period.

Medicare eligible postal annuitants and family members who are not already enrolled in Medicare Part B will have a six-month special enrollment period, beginning April 1, 2024, to enroll in Part B penalty-free.

Learn more at www.opm.gov/healthcare-insurance/pshb/.

Published in NARFE December 2024 Issue page 56.



**Kyle Parsells
State Editor**

A Word from the Editor

I hope everyone is doing well through this heavier part of the year. I know there is a lot of pressure to get done quickly during peak season, but I would like to suggest to prioritize your safety above your time. As always, if anyone has any suggestions for the paper, you can email me at editor@ohrlca.org.

All suggestions are welcome and I wish everyone a safe holiday season!