



OHIO RURAL LETTER CARRIER

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February / March 2011



PRESIDENT TOM GAMBLE OHIO UPDATES

Easy ways for me to tell it's January...the beginning of a new year! First, all the presort standard and bulk rate mail, that was strangely absent during the Christmas overtime season, finally shows up from it's little vacation. Where do you suppose it goes? Second, a new Congress shows up and we start hearing about how they are going to cure every ill that effects mankind. They always fail to mention that most of them were created by the proceeding congresses. Third, we celebrate Martin Luther King Day who coined many quotable sayings including: *"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."* Fourth, we start talking about how we hope that groundhog doesn't see his shadow and we have an early spring. Fifth, we start planning our union meetings for the spring.

Well my first point is self explanatory, unless my route is the only one affected! My second point is to point out that we are always under the legislative thumb of, not only the Congress, but the Postal Service as well. Recently the Postal Service announced plans to increase it's ability to establish CDS routes. Now they have recanted that statement. Could it be that President Obama's executive order to "involve union leadership in the decision making process...before a decision is made" played a role, along with our union leadership in the reversal of this plan. The new congress has newly elected people that have already started proposing pay freezes, (for everyone but

themselves of course), eliminating cola, high 5 instead of high 3 retirement calculations and other such budget cutting methods designed to take away from employees. As you probably already know our over funding of the retiree Health Benefits problem has still not been corrected. We need to continue to lobby congress to support HR5746, or a bill like it, that would recalculate the payment to this fund. This in light of the Postal Service posting a profit for the start of 2011. Five day delivery is still not off the table. Employee reduction in numbers is still being presented as a cure all. What will the remaining workforce look like? Tax breaks for some classes of retirees but not all ? All of these issues and more, need constant attention if we are going to preserve our standard of living.

My fourth point ...Oh well, that never happens or at least I can't remember when it ever has. We always seem to end up with a long winter.

My fifth point, it's always fun to contemplate the spring meetings when we can all come out and enjoy each others company, learn what is new, support each other in our workplace issues and legislative concerns and protect the rights and privileges of Union membership. Elsewhere in this issue you will see the dates and times of our upcoming meetings, beginning with the sprin Booster Meeting on March 27th. Vice President Hirschfeld has promised a little something different for this meeting that you won't want to miss. See page 3 for more details.

(continued on page 4)

Spring Booster Cherry Valley Lodge



Sunday March 27, 2011

**Educational! Fun! Friends!
Drawing for the PAC \$1500 cash prize**

2299 Cherry Valley Road
Newark OH 43055
740-788-1200 or 1-800-788-8008

*Reservations must be made by
FEBRUARY 25, 2011
to receive the discount rate.*

Visit Cherry Valley Lodge online
www.cherryvalleylodge.com

OHIO SPRING DISTRICT MEETINGS

Make Plans to Attend!

Dates & Locations
Listed on Page 9

**Speakers include your
State Officers and
State Stewards**

**ELECTION OF
DISTRICT OFFICERS
ELECTION OF DELEGATES
TO STATE CONVENTION**

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email Cfun70@aol.com
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email mirandarodgers@frontier.com
Aberdeen, Amelia, Blanchester, Fayetteville, Felicity, Georgetown, Greenfield, Hamersville, Leesburg, Lynchburg, Martinsville, Mount Orab, Moscow, New Richmond, New Vienna, Pleasant Plain, Ripley, Sabina, Williamsburg, Wilmington

Susan Thayer (419-599-1855) – Cincinnati District Offices

email sthayer06@yahoo.com
Alvordton, Antwerp, Archbold, Berkey, Cecil, Delta, Edgerton, Edon, Fayette, Grand Rapids, Hicksville, Holland, Lyons, Metamora, Montpelier, Napoleon, Pioneer, Sherwood, West Unity, Whitehouse

Tana Humphrey (440-224-1276) – Northern Ohio District Offices

email humphrey44004@yahoo.com
Andover, Austinburg, Bristolville, Brookfield, Burghill, Conneaut, Cortland, Dorset, Farmdale, Fowler, Hubbard, Kingsville, Kinsman, Pierpont, Rock Creek, Rome, Vienna, Williamsfield, Windsor, Willoughby

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email tmwallis@neo.rr.com
Alliance, Beach City, Canal Fulton, Canfield, Columbiana, East Palestine, East Sparta, Hanoverton, Hartsville, Homeworth, Kensington, Lake Milton, Lisbon, Magnolia, Malvern, Minerva, Navarre, North Lawrence, Paris, Waynesburg

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email ladylasermom27@yahoo.com
Apple Creek, Bolivar, Canton, Clinton, Creston, Dalton, Fredericksburg, Litchfield, Lodi, Mogadore, Nova, Orrville, Richfield, Rittman, Shreve, Smithville, Spencer, Sullivan, Wadsworth, West Salem

Sharon Short (740-493-2160) – Columbus District Offices

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Bainbridge, Blue Creek, Crown City, Franklin Furnace, Gallipolis, Ironton, Kingston, McDermott, Millersport, Oak Hill, Otway, Patriot, Pedro, Piketon, Portsmouth, South Salem, South Webster, Vinton, Waverly, West Union



LOOK FOR THE OHIO NEWSLETTER IN FULL COLOR ON
THE OHIO WEBSITE AT OHRLCA.ORG.

ALSO CHECK OUT THE "WHAT'S NEW PAGE" ON THE
NATIONAL WEBSITE AT NRLCA.ORG.

2011 OHRLCA SPRING BOOSTER

SUNDAY MARCH 27TH

9:30am TO 4:30 pm



We will receive a reduced rate of \$10.00 per day for the Coco Key Water Resort.

**2011 OHRLCA
SPRING BOOSTER MEETING**

IT'S BOOSTER TIME!
Get out your thinking caps, gather your raffle tickets for the cash drawing, sharpen your listening skills and join us on March 27, 2011 for a day of growth, enrichment, fun, and excitement.

9:30 am The festivities begin with a devotional service
Interactive learning experiences
Speakers
Updates
PAC
Steward time
\$1500 cash raffle prize drawing
4:30 pm Activities will be wrapped up and members can head for home.

PAC AUCTION

There will be a Chinese PAC Auction at the booster meeting. PAC items will be on display Sunday starting at 9 am. All donated items should be presented to the PAC Chairman in the PAC room, across from the Jubilee Room prior to the meeting.

The raffle will be the last item of business. Additional raffle tickets will be available, from any board member, for purchase Saturday and Sunday until 15 minutes before drawing at a cost of \$5.00 each.

**Spring Booster
Cherry Valley Lodge
Sunday March 27, 2011**

Educational! Fun! Friends!
Drawing for the PAC \$1500 cash prize

*2299 Cherry Valley Road
Newark OH 43055
740-788-1200 or 1-800-788-8008*

**Reservations must be made by
FEBRUARY 25, 2011
to receive the discount rate**

All can qualify for the \$77 single or double room, \$87 triple, \$97 quad rates by reserving the room by February 25, 2011. Use a government ID or indicate the affiliation with the OHRLCA both will access the rate.

**We will receive a reduced rate of
\$10.00 per day for the Coco Key Water Resort.**

**Visit Cherry Valley Lodge online
www.cherryvalleylodge.com**

PRESIDENTS REPORT *continued*

Due to a printing error on the PAC letter and tickets that went out, we need everyone to make sure they know that the RAFFLE DRAWING WILL BE HELD this year MARCH 2011! Please make sure you get your tickets in to Mike Aitchison so that you can be included in the drawing. \$5.00 per ticket or 5 for \$20.00 should take away any excuse for not participating in the process; especially when there are a host of new faces on Capitol Hill, **that know little or nothing about how we work or the impact legislation can have on us and the future of the postal service!!**

Please support PAC and our raffle, we're going to need your help to keep the pressure up.

Finally let me try and tie this all together by going back to my third point. Injustice can be found in a lot of places. Management can be guilty, congressional leaders can be guilty and we can be guilty. Are we letting non-members ride on our coattails? Are we allowing them access to information and privileges that we are paying for, without requesting that they join us and help defray costs? Is it time for us to put together a plan for Union reimbursement of representational costs? Reverend King's point was

that what affects one of us...will affect all of us. We are our brothers' keeper. We need to be ever mindful of this point as we begin the New Year. I hope to hear your comments at the booster meeting.

I have divided up the state into 4 regions and I am assigning a Committeeman to cover 1 region each. The purpose is to facilitate our members being able to reach an officer to answer general questions. **Grievance questions must be directed to your assigned Local, Area or State Steward.** The Committeeman will be available for general questions about the Association and how we can serve you better. Contact information is listed on the first page following the cover. The assignments are as follows:

Joyce Bower - Northwest Region - includes members in Districts 7, 9 & 14
Mike Aitchison - Southwest Region - includes members in Districts 10, 12 & 13
Barbara Pitts - Northeast Region - includes members in Districts 1, 2, 3, & 8
Floyd Edler - Southeast Region - includes members in Districts 4, 5, 6, & 11

As always I remain: Yours in Unity and In service..

Tom Gamble



**VICE PRESIDENT JANNA HIRSCHFELD
OUT WITH THE OLD/IN WITH THE NEW**

Out with the old, in with the new.....Happy New Year! 2011 is already well under way and is proving to be a year of changes. Our new Post Master General, Patrick R. Donahoe was sworn into office and is offering ideas to change and rejuvenate the postal service. Full details are to be released around the end of March. Out with the old, in with the new.....

At this point in time, our National Board is at an impasse with negotiations on a new contract. As time ticks by, day by day, we operate under the provisions of the last contract waiting for the new – whether it is gained by further negotiation talks or is awarded by an arbitrator, there will be changes. It will be out with the old, in with the new.....

The best way to effectively handle the changes that are presented by everyday life is to stay/be informed. Everyone needs to take advantage of the many opportunities that lie before all of us to stay up-to-date on all the current issues and happenings with our jobs. I encourage all of you to read the state and national magazines and then keep them as a reference. There is a lot of information made available at your finger tips in the papers. If you have access to a computer, check both the national and state websites regularly. The websites offer a venue for immediate release of information /communication from the state and national officers.

With spring just around the corner, the time is drawing near for the Spring Booster Meeting – to be held

March 27, 2011 at the Cherry Valley Lodge, Newark, OH. We will have a busy, fun-filled, informative day on Sunday starting at 9:30 am with a devotional service and ‘down to business’ around 10:15. The day will conclude around 4:30 pm. I invite all of you to come and spend a day with friends and colleagues to brush-up and expand your knowledge of your job. I did continue to negotiate with the folks at Cherry Valley Lodge...and...the **\$77.00/night room rate will apply to all** that are attending for the booster meeting. Bring your badge, if you have one, otherwise, tell them you are with the Ohio Rural Letter Carriers and **Voila!** \$77 room for 2. Just make your reservations by February 25, 2011 for the special rate. So, come a day early, bring the family, have some fun at the water park (\$10 entrance special), visit with friends and be on-site for the day’s activities on Sunday. The day will feature interactive learning and motivation, time with the State Steward to share and answer your questions and other updates as well. Unfortunately, in abiding to National Board Policy, there will not be a national representative at our booster meeting. The wrap up of the day will be the PAC drawing for the cash prize! I hope to see **YOU** there!

Spring will also bring our district meetings which are so very important. This is the mandatory meeting for the subordinate units and the time to select the voting delegates from the district for the state convention and elect the officers for the district for the next year. It is also the time to formulate resolutions and constitution changes for consideration at the convention. The OHRLCA Convention will be held July 10-13, 2011 in Mansfield, OH and the NRLCA Convention will be August 16-19, 2011 in Savannah GA.

Another opportunity for information is the Mid-States conference to be held May 6-8, 2011 in Iowa. There will be NRLCA Board members in attendance at this conference.

All of these opportunities for knowledge and interaction are coming very quickly and will be addressing the changes that come with new and challenging ideas. Please stay up to date on all the changes effecting our craft so you can effectively manage 'out with the old, in with the new'.

I am looking forward to seeing you at the Spring Booster and and the District meetings.



COMMITTEEMAN MIKE AITCHISON- JUST A LITTLE HOUSEKEEPING.....

There's an old saying, or maybe it's a phrase from a Joni Mitchell song, that says you don't know what you've got till it's gone.

I wonder if the retired rural letter carriers of Ohio have some type of insight into what that really means. In the early response to the raffle ticket sales, forty seven percent of what came in were from retired carriers, leaving fifty three percent from active carriers. I want to remind everyone to get those ticket purchases in right away, lest you forget about it and miss out on what could be a fifteen hundred dollar win! You can sell tickets to family members also. If you need to order more tickets, you can call me or drop a note in the mail.

I am looking forward to seeing what each district brings in for the PAC room at the Spring Booster Meeting. I know with a little imagination and a lot of pride in their district, we should be in for a real treat as to what they can come up with. Remember, even though we have asked for at least two quality items from each district, you are not limited to just two. Variety is the spice of life.

My wife, Tuwana, and I had an opportunity to visit with Representative Marcia Fudge of the 11th Congressional District a few weeks ago. Discussing our visit on the way home, we both came away knowing the importance of educating Congress about who we are and what we stand for. We need to keep the letters and phone calls and visits going, now more that ever before.

It appears that Ohio rural carriers have been asking for those free rate quotes from GMAC. Ohio's income from GMAC *appears* to be trending upwards again. It is too early to know definitively, but we will be watching over the next few months and I will inform you of the progress. Remember that GMAC not only offers insurance protection on your vehicles, but also for your home and recreational vehicles. There may be additional savings if you consider bundling your coverage. Call 1-888-325-7727 and mention Savings Code R-80. You can also request a free quote via the NRLCA website, or by *mailing* a rate quote request form. This is one of the forms that we have provided to the Ohio rural carriers at the district and state meetings.

COMMITTEEMAN BARB PITTS LLV UPDATE/ LITEBLUE SITE



Happy New Year to all ! I hope this finds you healthy and safe while you are out on the roads delivering the mail. I've heard some comments from my last article about the LLV, so now that I've had more experience delivering mail in it in the bad weather I must say, it takes some doing to keep it on the road, not to mention that I am freezing. Did any of you have trouble like I did getting sand bags for the back cargo space? Well, finally after having asked my supervisor numerous times they did purchase a few and believe me, they did help. Now if we could all get better thermostats in the thing maybe we would have some heat. I know, I know in the hot weather we will have to deal with no air conditioner but we'll cross that bridge when we come to it. Coveralls and heavy boots solve the problem for now even though I look like the Michelin Man.

I attended my first state board meeting a few weeks ago and believe me your elected officers work long and hard to keep the state running according to the constitution. Everything is checked and double checked before it is okayed or passed, your confidence in these hard working people is well founded.

Please be sure to read your National Magazine. Some important information found in recent issues: Flex spending has a 2 1/2 month grace period which allows you to access your 2010 funds until March 15, 2011. The December issue contains articles on: "Rules for Early Retirement"; "Using eRetire on Liteblue"; Questions and answers on the National Reassessment Process (NRB). Each December an "index of articles" is listed for the preceding year, making it easy to access information you may have missed. You can either go back to your saved magazines or access them through the National Website www.nrlca.org. Just go to NRLCA magazine and click on archived issues.

You, like Some RCA's in my office may have had some trouble getting on the site to bid on jobs or to see what was available. You have to log on to liteblue.usps.gov, you will need your employee ID and your USPS pin. Access E job bidding, enter bid cluster and then the district, it will pull up the job number and click on number and it will bring up the info on the job. There was some concern that the girls wanted to know information about the job before they bid, you can withdraw your bids up until the bid goes down, but not after.

I will leave you with this little saying, that "a smile and a kind word goes along way". Till I see you and meet you at the booster meeting.

**MEETING REMINDER
THE LAST DAY FOR DISCOUNT ROOMS FOR
BOOSTER IS FEBRUARY 25. THE SPRING DIS-
TRICT MEETING SCHEDULE IS ON PAGE 9.**


STATE STEWARD CARLA DEDDEN

YES!!! We made in through another Holiday Season!!! With the NRLCA contract not settled upon the writing of this article, no Mail Count will be conducted by the USPS for rural routes this winter. Spring District meetings are scheduled for the months of March, April, and May. At the your District meeting, the Steward System will be represented by either Erik Hirschfeld, Delbert Hutchisson, or myself. We will be at these meetings to inform you with a presentation and to answer any and all questions. Please attend your District meeting and run for a District office. The UNION needs your voice. Also, there is a Spring Booster Meeting scheduled on March 27th at Cherry Valley Lodge in Newark, Ohio. I will have a presentation scheduled for the meeting and will have a Q & A at the end of my presentation. HOPE TO SEE YOU AT THE MEETINGS!!!

Traffic Safety and Accident Reporting

There have been many accidents recently involving postal-owned vehicles due to the lack of proper maintenance (bald tires, faulty brakes, automatic transmission cable malfunction, etc.). In order to ensure that all the Rural Carriers in Ohio are kept safe, a carrier must fill out a PS 4565, Vehicle Repair Tag, (see page 7 for copy) for any deficiencies in a postal-owned vehicle. This is a three-part form. The second part of this form is to be returned to the carrier upon receipt by a Postmaster or Supervisor with their signature of receipt (located right above the part of the form that says "To Be Completed by Supervisor"). If you do not get this form signed, discuss with management and inform them that you have a right to the second copy of this form with their signature of receipt to prove that you have notified them of the vehicle problem. If they will not give you your copy, contact a Steward. If the immediate issue with the postal-owned vehicle would put you in an unsafe working condition out on the route, refuse to use that postal-owned vehicle. If management orders you to use the unsafe postal-owned vehicle, fill out a PS 1767, Report of Hazard, Unsafe Condition or Practice and call a Steward immediately. Management must supply you with a safe postal-owned vehicle to perform your duties.

As a USPS employee, you are subject to the same traffic laws and regulations as other motorists. Rural boxes must be placed so that they may be safely and conveniently served by you without leaving your vehicle. Customers must remove all obstructions, including snow that hinder or prevent delivery. Use Notice 38, Approach to Curbside or Rural Mailbox (see page 16 for copy) and Form 4056, Your Mailbox Needs Attention, to notify customers to correct any deficiencies. Form 4056 must be signed by your Postmaster or Supervisor.

Seatbelts must be worn at all times when operating a postal-owned or leased vehicle. If a right-hand drive (RHD) vehicle is used on the route, seat belts must be worn at all times and the carrier must be positioned di-

rectly behind the steering wheel whenever the vehicle is being operated. Carriers driving RHD vehicles equipped with both shoulder and lap belts may disengage the shoulder belt only in those situations when the shoulder belt prevents their ability to delivery or collect mail from curbside mailboxes. The lap belt must be worn at all times the vehicle is being operated. IF YOU HAVE A STEERING WHEEL DIRECTLY IN FRONT OF YOU WHILE DELIVERING MAIL, A SEAT BELT MUST BE WORN.

When operating a privately-owned left-hand drive (LHD) vehicle, seat belts must be worn and the carrier must be positioned directly behind the steering when traveling to and from the route, between Postal Service units, and during any deviations from the established line of travel beyond one-half mile for delivery, including travel between routes when service is provided on more than one route. When using a privately-owned LHD vehicle on the route, the rural carrier may operate the vehicle without use of a seat belt and/or without being positioned directly behind the steering wheel provided the carrier determines it is safe to do so.

Only authorized passengers on official postal business are permitted to ride in postal-owned or employees' privately-owned vehicle (POV) when used in postal operations. All passengers must use seat belts. Management gives the authorization of this passenger. When traveling to and from the route and entering or crossing intersecting roadways, all vehicle doors must be closed. When operating a RHD vehicle on delivery routes and traveling in intervals of 500 feet (1/10 mile) or less between delivery stops, the sliding door on the driver's side may be left open.

Report all vehicle accidents to your Postmaster or Supervisor immediately. A Vehicle Accident Report Kit, Item 087-H, must be carried in your vehicle when it is used for official business. Please follow all instructions in the kit. Remember, a vehicle accident is considered anything you as a carrier would strike with your postal-owned vehicle or your POV while on official business or if your vehicle was struck by anyone or anything while on official business. Also, report all accidents other than vehicle to your Postmaster or Supervisor immediately. Obtain a Form CA-1, Federal Employee's Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation, from your Postmaster or Supervisor any time you are injured on the job. Complete and return it to your Postmaster or Supervisor within 48 hours of the time of injury.

Delivery Unit Optimization (DUO) or Delivery Unit Relocation (DUR)

This process has now been initiated in the Districts. Each District is keeping me informed on the DUOs. I plan to make a visit to each of the DUO offices within the first two weeks of the DUO process to make the transition easier for all of the carriers. Remember, all the carriers that move into the receiving office will follow the procedures of the receiving office. All seniorities will merge in the office between the regular rural carriers. The matrix

for the RCAs will remain intact but merged together. There will be no bumping on the matrix. All RCAs will also have their seniorities merged.

National Re-Assessment Program (NRP)

The NRP process is still going strong in the State. This program will re-access any employee who is on limited duty or has been injured on the job and is receiving OWCP benefits. REMEMBER, you are entitled UNION representation at any of your meetings through the NRP process. Also, as I have stated in previous articles, follow all your restrictions. DO NOT work outside your restrictions at work or at home.

Interventions in Offices

If you and your fellow rural carriers are having issues in your office with management on an ongoing basis, the Union is willing to set up an intervention with management, the POOM, the carriers, and an upper-level Steward to help the working relationship between all. Contact me if you have one of these situations in your office (513) 683-6661.

Hiring Request Form Instructions

There has been a change in the internet for Postmasters to request to hire. Management must go to the Blue page and type in their District, "Cincinnati" or "Columbus" or "Northern Ohio". Management must then choose the tab marked "Human Resources"; then on the left choose the "Complement" tab; then click on "Shared Reports". The hiring request form is the one marked New EA Hiring Request Form. Please share this information with your Postmaster for those of you that do not have a primary leave replacement assigned to your route. REMEMBER, if you do not have a primary leave replacement assigned to your route, put this in writing to your Postmaster; sign and date the letter; and keep a copy. If management has not hired you a sub within 120 days, please contact your Steward to file a grievance.

STEWARDS!!!STEWARDS!!!STEWARDS!!!

The next scheduled training for newly-elected Local Stewards will be March 19th and March 20th. The training will be held at Cherry Valley Lodge in Newark, Ohio. If you wish to run for Local Steward, download Form 10 on ohrca.org and post in your office. This form must be posted for 15 days. Please post no later than February 23, 2011. Send the completed form and the posting notice to me immediately. I will then schedule you for training. The following training for newly-elected Local Steward will be July 23rd and 24th also at Cherry Valley Lodge in Newark. THE UNION IN THE STATE OF OHIO HAS A GREAT STEWARD SYSTEM. Come and join our TEAM!!!!!!

All existing Local, Area, or Assistant State Stewards, there will be Enhancement Training classes held on Sundays in the months of May and June on non-holiday Sundays. You MUST attend this Enhancement Training to remain a Steward. I will be scheduling six of these across the State of Ohio.

SEE YOU AT YOUR DISTRICT MEETING!!!!!!!!!!!!!!!!!!!!!!

U.S. Postal Service VEHICLE REPAIR TAG		Date
Vehicle No.	Mileage	Type of Vehicle <input type="checkbox"/> Postal <input type="checkbox"/> Leased
Mechanical irregularities must be reported immediately on this form to the dispatcher or supervisor when vehicle is checked in. Initials are required for valid tag report.		
Check repairs needed and explain under remarks		
Accident	Springs	
Engine	Windshield Wipers	
Body	Radiator	
Brakes	Differential	
Horn	Clutch	
Steering	Lights	
Transmission	Tires	
Carburetor	Other Repairs (Specify)	
Glass		
Indicate Possible Trouble (If not corrected on first tag, Supervisor to consult garage foreman or contractor)		
Missing	Grab	Leaks
Heats Up	Fade	Slips
Pull	Broken	Short Out
Remarks		
Name of Station Branch		
Driver's Check-In Time (Hour) <input type="checkbox"/> a.m. <input type="checkbox"/> p.m.	Driver's Signature	
Driver's Receipt for Reporting Defect (Signature of Lessor or Supervisor)		
TO BE COMPLETED BY SUPERVISOR		
Person Notified	Notified <input type="checkbox"/> VMF <input type="checkbox"/> Lessor	Date
Signature of Supervisor	Time Notified (Hour) <input type="checkbox"/> a.m. <input type="checkbox"/> p.m.	
Person notified vehicle repaired for service		Date
Time Notified (Hour) <input type="checkbox"/> a.m. <input type="checkbox"/> p.m.	Vehicle Defect Report Required <input type="checkbox"/> Yes <input type="checkbox"/> No	
Signature of Supervisor Reporting Vehicle Ready for Service		Date



**SECRETARY/TREASURER
PENNY KOREN**

With the New Year comes new changes in the Social Security Tax. If you have received additional take home pay and wondered why. The answer is the percent of Social Security Tax withheld from the employees' portion of the tax. It has been reduced by two (2) percent. The Social Security system's finances are not expected to be harmed because the trust fund will be reimbursed for the full amount of the tax break from the general fund of the Treasury. However, this change also means that the Social Security trust fund will no longer be completely funded directly by citizens contributions. This pretty much ends the claim that Social Security is self-financing or that it doesn't contribute to the budget deficit.

MEMBERSHIP

As of January 19, 2011 the Membership Analysis prepared by the National Office has Ohio's total membership of 4,537. The same report dated June 30, 2010 showed a total membership of 4,597, a loss of 60 members in 6 months. A review of the rest of the states on the list indicates similar trends to those in Ohio. If your route is in need of a relief carrier, request that a RCA be hired as your relief. The Post Office is under no obligation to honor your request but we need to keep requesting RCAs.

State Convention

July 10 - 12, 2011

Holiday Inn 116 Park Ave N, Mansfield OH 44902

Plan to attend the State Convention, come and exercise of your Union Rights. Listen to the concerns of fellow members, stand and speak, let your voice be heard on the issues. Attend the State Convention as a delegate and vote on the issues. How do you become a delegate to the State Convention? Be nominated during your District Meeting.

District Meetings

At your District meeting District Officers are nominated and elected and delegates representing your district are nominated and elected to the Sate Convention.

"According to our State Constitution both of these elections are to be by secret ballot."

The elected delegates from your district will represent your interests on actions taken at the State Convention. If you wish to be a delegate to the State Convention from your District and cannot attend the meeting, be sure to let your District Secretary know so that your name can be considered when elections for District delegates are held. **NAMES CANNOT BE ADDED TO THE DELEGATE LIST AFTER THE DISTRICT MEETING HAS ENDED.**

I hope that every member will plan to attend their District meeting that is listed on the next page. You are a member of the district that includes the county in which your employing office is located. Check which counties are in your District as listed below to determine which District you are a member of and eligible to be a delegate to the

State Convention representing that District.

District 1 - Ashtabula, Geauga, Lake, Portage, and Trumbull.

District 2 - Carroll, Columbiana, Jefferson, Mahoning, and Stark.

District 3 - Belmont, Coshocton, Harrison, and Tuscarawas-Holmes.

District 4 - Guernsey, Monroe, Morgan, Noble, and Washington.

District 5 - Gallia, Athens-Meigs-Vinton, Jackson, and Lawrence.

District 6 - Fairfield, Hocking, Licking, Muskingum, and Perry.

District 7 - Ashland, Crawford, Delaware, Knox, Marion, Morrow, and Richland.

District 8 - Cuyahoga, Lorain, Medina, Summit, and Wayne.

District 9 - Hancock, Lucas, Ottawa, Erie-Huron-Sandusky, Seneca, Wood, and Wyandot.

District 10 - Champaign-Union, Clark-Madison, Franklin, Hardin, and Logan.

District 11 - Adams, Brown, Fayette, Highland, Pickaway, Pike, Ross, and Scioto.

District 12 - Butler-Hamilton, Clermont-Warren, Clinton, Greene, and Preble.

District 13 - Allen, Auglaize, Darke, Mercer, Miami-Montgomery, and Shelby.

District 14 - Defiance, Fulton, Henry, Paulding, Putman, Van Wert, and Williams.



OHRLCA 2011 SPRING DISTRICT MEETING SCHEDULE OFFICER / STEWARD ASSIGNMENTS

District 1 April 2, 2011 Best Friends Restaurant, Interstate 90 and State Route 534, Geneva OH. Dinner 5:30, Meeting 6:30 pm
Order from the menu. Contact Dawn Green 440-759-2777 for additional information.

District 2 April 21, 2011 American Legion Post 395, 395 W California Ave, Sebring OH. Meeting 6:00 pm Order from the menu. RSVP to Barbara Pitts by 4/18 at 330-533-6274.

District 3 April 30, 2011 Manor Restaurant, Strasburg, OH. Dinner 6:00 pm. Cost of \$5.00 for district member, RSVP to Maria Woodward by 4/23 at 740-942-4979.

District 4 April 9, 2011 Lori's Restaurant, State Route 78, Caldwell OH 6:00 pm order from the menu. RSVP to Judith McIntire by 3/23 at 740-458-1464

District 5 April 8, 2011 Gallipolis Golden Corral, State Route 7. Dinner 6:00 pm

District 6 April 16, 2011 Zanesville Bible Methodist Church 935 Grove Rd, Zanesville, take Maple Ave to Grove Rd. by Donatos. Meal at 6pm cost is \$5.00 RSVP to Sandy Cox Heaton at 740 408-3958 or Ruth Crutcher at 740 862-4082

District 7 March 31, 2011 Buehlers Grocery Store The Mill Restaurant, 1055 Sugarbush Dr. Ashland OH Dinner 5:45 pm district members eat free contact Darlene Foos at 419-564-2796

District 8 April 13, 2011, Weymouth County Club 3946 Weymouth Rd (Rt 3), Medina, Oh Dinner 6:00 pm Cost of the meal \$15.00. If RSVP by 4/6 the cost of the meal is \$10.00. RSVP to Barbara Perkins at 440-647-5341

District 9 April 6, 2011, Fort Ball Pizza Place 110 N Washington St, Tiffin, Oh 6:00 pm Contact Brenda Klotz 419-397-2674

District 10 April 20, 2011, Dutch Kitchen, 8690 State Route 42, Plain City OH. Dinner 6:00 pm Prepay \$7.50 by 4/18 or at the door \$15.00 RSVP to Diane Cox 4780 Stoney Creel Rd, Urbana, Oh 43078

District 11 April 7, 2011, Bob Evans 50 Morningside Dr, Waverly OH. Dinner 6:30 pm Order from the menu. RSVP to Misty Gamberdinger 740-663-4127

District 12 May 3, 2011, Golden Corral 1532 Main St, Hamilton, OH Dinner 5:30 pm meeting 6:30 pm contact Cathy Funderburgh 937-265-5007 for additional information. **(PLEASE NOTE NEW DATE AND LOCATION)**

District 13 April 14, 2011, Broad Street Grille 1510 W Michigan St, Sidney OH Dinner 6:00 pm order from the menu , meeting at 6:30 Additional information will be sent late March

District 14 April 7, 2011, Kissner's Restaurant, corner of Clinton and 5th St, Defiance OH Dinner 5:30 pm RSVP to Sue Thayer 419-599-1855

2011 OHRLCA SPRING DISTRICT MEETING ASSIGNMENT LIST

<u>District</u>	<u>Date</u>	<u>Location</u>	<u>Officer</u>	<u>Steward</u>	<u>Auxiliary</u>
1	April 2	Middlefield	Pitts	Hutchisson	Satterfield
2	April 21	East Liverpool	Hirschfeld	Hirschfeld	Ortz
3	April 30	Strasburg	Pitts	Hutchisson	Satterfield
4	April 9	Caldwell	Edler	Dedden	Wilson
5	April 8	Athens	Gamble	Dedden	Armbruster
6	April 16	Zanesville	Koren	Dedden	Wilson
7	March 31	Galion	Koren	Dedden	Ortz
8	April 13	Wellington	Gamble	Dedden	Satterfield
9	April 6	Findlay	Bower	Hutchisson	Hausfeld
10	April 20	Plain City	Aitchison	Dedden	Armbruster
11	April 7	Winchester	Edler	Hirschfeld	Armbruster
12	May 3	Beaver Creek	Aitchison	Dedden	Schwartz
13	April 14	Sidney	Hirschfeld	Hirschfeld	Hausfeld
14	April 7	Defiance	Bower	Dedden	Schwartz

Winter Board Meeting Holiday Inn Mansfield January 5-6, 2011

Wednesday, January 5, 2011, 8:05 am the board met to complete vouchers. 8:45 am, The meeting was called to order by Vice President Hirschfeld. Minutes of the October 26 - 28, 2010 were read and approved. President, Tom Gamble, Vice President, Janna Hirschfeld, Secretary-Treasurer, Penny Koren and Committeeman Mike Aitchison, Floyd Edler, Joyce Bower, Barbara Pitts were Present.

Treasurer Report

Second Quarter of Financial Position was not yet received from the accountant. A copy will be sent to each board member when available. Committeeman Edler made a motion to accept the report of the treasurer, the motion carried.

Vouchers

Vouchers were reviewed and approved. An example of a new, redesigned voucher was presented. Suggestions to allow for more detail and additions will be added to the voucher and reviewed at our next meeting. More discussion on filing procedures will be carried over to the next meeting.

A reading of the Department of Labor requirements pertaining to expenditures of union funds prompted the board members to refer to the State Constitution for compliance. Expenditures not referenced in the State Constitution will be addressed in Board Policy. Board Policy was established for expenditures claimed on vouchers.

Credit Cards

Credit card itemized charges were reviewed and a motion was made by Committeeman Bower to approve the itemization reports, the credit card itemized charges were approved as presented. **Inventory** The Board reviewed the inventory sheet. A new data base will be established and updated as needed.

Officers Training

The NRLCA has created a new Officers Training Manual, it is being printed and will be distributed to the State Board in the near future. Training of State Officers is required each year. Since the vacant Committeeman position is now filled the board will begin training after receiving the new manual.

Web Site

The OHRLCA.org web site contract will expire in February. Additional information is needed before making a decision to renew the contract or to make a change in the server.

State Editor Report

4504 copies of the November - December issue for a cost of \$ 2508.03. The issue was mailed December 3, 2010, due to Christmas overtime and the 7 - 14 day nonprofit window of delivery the paper was not received as quickly as

usual. A note was made to discuss an earlier mailing of this edition or mailing under a different postage rate next year, to avoid a similar slowdown. It was reported many members had not received the last few issues of the State Paper. The problem was linked to the printer and new software. The software performed an additional address check with the USPS and 100 members addresses were considered non deliverable. The printer has agreed not to perform the additional check for the next issue. Next state paper deadline is January 20, 2011. Vice President Hirschfeld made a motion to accept the editor's report the report was accepted.

State Steward Report

Ohio has 74 new regular carriers because of routes being released after FSS implementation.. Other routes are being held in the Northern Ohio District awaiting FSS implementation.

There are 57 open grievances at the state level at this time. A complete list of all grievance activity was distributed, all grievance has been recorded on a National Database by the State and Assistant State Stewards. Steward Training is scheduled March 19-20, 2011 at Cherry Valley Lodge.

Committeeman Aitchison made a motion to accept the State Steward's Report, the report was accepted.

7:00 pm Recess

Thursday January 6, 2011 8:00 am call to order

Provident Guild

Delinquent members were notified of cancellation of benefits. Some delinquent members are sending payment.

GMAC

GMAC has an increase in the number of policies for the State Ohio. Rates may be lowered as a result.

PAC Report

As of the NRLCA PAC November 2010 report Ohio is in 13th place in the nation. Letters containing 25,645 raffle tickets were sent to all Ohio Rural Carriers by pre sort first class mail costing \$ 4092.46. Over 150 letters have been received, by the PAC Chair, with stubs for the drawing. 1100 additional raffle tickets are available for purchase.

State Convention

The agenda of the State Convention is being revisited. A new voting ballot is being researched to assist in easier handling and counting. Possible red and green voting cards are being considered in lieu of voice votes. Committee guidelines to be comprised. The cost of securing an independent parliamentarian, to assist with Parliamentary Procedure during the business meeting, will be obtained and presented at the next board meeting. Utilizing the Time and Place Committee to secure sponsors for the convention was discussed.

Executive Session 2:55 - 3:35 pm

Budget

The Budget Committee submitted a budget and recommended that a Budget should be created at the beginning of each fiscal year.

Board Policy

A motion was made by Committeeman Edler to adopt board policy on vouchers and approved leave, the Board Policy was adopted. (see below)

New Business

An Umbrella Insurance Policy for liability coverage and equipment was presented for consideration. Concerns and consideration will be addressed at the next board meeting.

Committeeman Pitts made a motion to adjourn. Meeting adjourned 4:55 pm

Next Board Meeting

Cherry Valley Lodge 8:00 am March 26, 2011

Minutes submitted by Penny Koren - Secretary-Treasurer

**Board Policy Established January 6, 2011
Approval of Payment of Expense Vouchers**

All vouchers requesting ADOP must include a copy of an approved PS Form 3971 for proof of the loss of a days pay.

All vouchers requesting an ADOP must include a copy of a recent pay stub to verify pay rate.

All vouchers requesting ADOP must be documented as for the reason the day was taken.

All vouchers requesting ADOP must be submitted within 30 days of occurrence.

All travel expenses must be documented with, when, where and why travel was necessary. Travel miles will be compensated according to Google Maps using the most direct route.

All vouchers requesting reimbursement for overnight lodging must include an explanation of why lodging was necessary.

All vouchers with union related meal expenses included must include who had the meal, why it was purchased and the cost of each meal. No alcoholic beverages will be paid for by the Association.

Vouchers for Steward expenses are to be approved by the State Steward and the President of the Association.

Vouchers for other than steward expenses are to be approved by the Executive Committeemen and the Vice President.

Only expenses that are presented with a receipt will receive reimbursement.

**Board Policy Established January 6, 2011
Leave Approval**

Request for leave for full-time Association's Employees must be submitted on an OH-3971 (request of absence). Stewards will obtain approval from the State Steward or the State President.

The Secretary-Treasurer will obtain approval from the State President. The approved OH-3971 will be presented to the Secretary-Treasurer for recording and filling.

**NATIONAL DELEGATE
NOMINATING BALLOT**

The National Magazine's February, March, April and May issues will 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 submit (must be mailed) to my office no later than by May 31, 2011. Upon receipt of the nominating ballot, I will send a confirmation notice to the nominee. **IF THE NOMINEE DOES NOT RECEIVE A CONFIRMATION NOTICE, PLEASE CONTACT ME.**

MAILING LISTS

Department of Labor regulations related to using the Association mailing list to promote a candidacy for an elected state office or position.

"A union must honor all reasonable requests by a candidate to distribute campaign literature at his expense to all members in good standing, whether the distribution is by mail or some other means. The union may not censor the contents of campaign literature it is requested to distribute.

It must treat all candidates fairly. If its distribution of campaign literature for one candidate is without charge, then its distribution for all candidates must be without charge. Treating all candidates the same by refusing to honor any and all reasonable requests for distribution of campaign literature at the candidates' expense is not permitted, however. To avoid charges of unequal treatment among candidates, the union should inform all candidates in advance of the conditions under which it will distribute literature and should promptly advise them of any change in those conditions."

To comply with the last sentence of the above paragraph the board has established that any candidate wanting a mailing to be made should prepare the mailing for entry into the mail stream. Once it is prepared it should be forwarded to the State Secretary-Treasurer's office where labels will be prepared and affixed for either the entire state membership or a specific requested area, based on county lines, desired to be covered and the labels will be affixed. The cost will be the cost of the labels and the cost to affix them to the mailing. If you have questions, please contact me.

Penny Koren, Secretary-Treasurer
104 Clay Rd SW
Dellroy OH 44620-9757
330-735-2727

**103 ANSWERS TO THE QUESTION
"WHAT HAS THE UNION DONE FOR ME?"**

1. Creation of PTF rural employees so that some relief personnel are career employees with benefits.
2. No Layoff clause.
3. RCAs earn leave while serving on auxiliary route or on vacant regular route over 90 days.
4. Prohibition from working regular carriers on Sundays.
5. Payment at the overtime rate for rural carriers forced to work their relief days. This is a very controversial provision and USPS officials are claiming they were hogswoggled by the NRLCA with all the tremendous cost this is causing them now.
6. Cost of living increases that are rolled in immediately without a bifurcated base salary and basic salary structure.
7. Exclusion of FLSA exempt overtime from 56 hour limits per week and 2080 hour limits per year.
8. Computation of Christmas overtime as it is earned rather than paid as a lump sum the following year.
9. Pay for duties assigned outside of and over and above the weekly evaluation and regular evaluated functions.
10. Payment for auxiliary carriers working over evaluated time for Christmas overtime.
11. Four week mail counts every other year.
12. Carrier option for opting in/out of mail counts.
13. Route adjustment target policy from 42H to 48 standard hours to 52 standard hours.
14. Mandatory payment of overtime for carriers working relief days when an X day is not granted in the same pay period as the relief day worked during the Christmas period.
15. End of route and unit reviews as a means of determining workload adjustments.
16. Mandatory auxiliary assistance for overburdened routes where actual time exceeds 57:36 in six days with relief carrier time or 48 hours in five days.
17. Casing option for DPS.
18. Ability to put names on case labels for CLASS labels.
19. Improvements in the L route profile for centralized boxes from .82 minutes per box to 1 minutes per box.
20. Universal stamp stock credit for all routes.
21. Salary and work guarantee for regular carriers and relief carriers for evaluated time on assigned route.
22. Very small increases in Equipment maintenance allowance.
23. Separate entitlement for pay for training and training presentations.
24. Free Saturday leave for H and J route carriers.
25. Right to Saturday relief day for most carriers.
26. Full relief and leave day provisions for regular carriers to prevent mail being backed up for a carrier when the return from a leave or relief day.
27. Changing hourly conversion target for auxiliary to regular routes.
28. Rights of carriers on limited duty injured on duty.
29. Transfer rights for RCAs and regular carriers.
30. Creating primary, second, and tertiary entitlement for relief work.
31. Expanded definition of retreat rights for carriers relocated.
32. Protocol for carriers involved in mutual transfers.
33. Virtual elimination of conversions of rural routes to city routes.
34. Virtual elimination of substandard routes.
35. Prohibition of other craft employees on limited duty from performing rural carrier craftwork modified grievance procedure.
36. End of suspension issued for discipline and before that a hold until after step 2 of the grievance procedure.
37. Heightened responsibility of management to provide documentation for grievance files.
38. Letter of Warning retained for only one year as opposed to other crafts where they are retained for two years.
39. Specified progression for issuance of discipline.
40. Paid day of reflection for employees one step away from removal in the discipline procedure.
41. Requirement that review and concurrence for employees issued discipline be in writing. Eliminating a common loophole to prevent managers from losing their temper and firing people.
42. Prohibition from suspension for relief employees.
43. Compensation for grievant and steward or auxiliary assistance for time spent handling, writing, and meeting on a grievance.
44. Priority parking of rural vehicles over non-delivery.
45. Right to a rural bulletin board.
46. Changes in USPS contribution for health benefits.
47. Waiver of liability for accident damages in the course of duty to USPS vehicles.
48. Right to take lunch in segments and to travel a reasonable distance off line of travel for a lunch stop.
49. Right to notice if schedule changes are to be made.
50. Right to full EMA even when acts of God prevent carriers from completing route.
51. Carriers right to be notified in advance of route adjustments and afforded an opportunity to submit comments in writing.
52. Prohibition from assigning regular carriers to work on other routes.
53. Right to require USPS to hire a sub for each route.
54. Elimination of multiple probationary periods.
55. Right of relief employees to move to a vacant route assignment.
56. Contractual entitlement to assigned work on primary, secondary and tertiary route assignment for relief carriers other than TRCs.
57. Specified procedures for offering vacant routes assignments to relief carriers.
58. Dual assignments to an auxiliary route and regular relief assignment for relief carriers.
59. Right of relief carriers to a relief day when working J and K routes over 6 days.
60. Right to work evaluated hours of a route for the week rather than being pulled off the route at 40 hours.
61. Sunday work for relief carriers.
62. Specified payment for relief carriers working auxiliary assistance on other routes or making Express Mail runs or other duties at the hourly rate.
63. Specified minimum 1 box per mile for conversion HCR routes.
64. Right to DPS reviews and automatic retroactive adjustments if the reviews indicate a pattern of errors or problems with DPS.
65. Retreat rights for substitute carriers.
66. Time limit waivers for processing grievances where there is a notice of proposed removal and a notice of removal issued to a carrier with veteran's preference rights.

67. Specified appeal process for veteran preference carriers exercising MSFB rights and grievance rights.
68. Procedures to place long term injured rural carriers into dummy routes to protect their status and allow routes to be posted for the carriers who have been carrying the routes long term.
69. Rights of relief employees and protections when they are injured on duty to allow bids for new routes.
70. RHD vehicle purchase incentive.
71. Right of rural carriers to purchase excess RHD vehicles prior to other employees or the general public.
72. Right to safe work environment, correction of unsafe conditions and changes in safety reporting and monitoring of safety hazards.
73. Increased time for parcel delivery.
74. Increased time for scanners and signature confirmation.
75. Right to leave sharing procedures.
76. Pre-tax payment of healthcare premiums.
77. Sick leave for dependent care.
78. Carrier rights when vehicles are assigned to rural routes.
79. CLASS label procedures and compensation.
80. Automation waivers for routes identified as targets for automation and rebuild rights for routes impacted by automation.
81. Excess payment for overburdened routes for relief carriers working routes over 57:36 and for which the routes were flagged.
82. Prohibition from USPS citing overturned discipline, keeping it in employee files or referencing it in subsequent discipline.
83. Rights of regular carriers to be hired as RCAs.
84. Rights of retired carriers to be employed as relief employees.
85. Rights of regular carrier to first option when the assigned RCA on the route is scheduled to work elsewhere (particularly another office).
86. Clearly defined the policies for determining and maintaining rural delivery territory as rural territory.
87. Eliminated the right of city carriers, clerks and managers to bid on rural route vacancies.
88. Negotiated wage structures so that a 48 hour evaluated route (40-K) exceeds the median income in 48 of 50 states (excluding Connecticut and New Jersey).
89. Negotiated compensation so that carriers on annual leave or on sick leave are paid overtime while sick or on vacation on routes evaluated over 40 hours..
90. Negotiated a compensation package unique in that rural carrier overtime built into evaluated pay is credited and computed for retirement and for determination high three.
91. When rural carriers are finished they are finished and do not have to complete their full workday or they finish before their scheduled time.
92. Rural carriers have the right to represent themselves in the grievance procedure at the initial step 1 informal level.
93. Created a unique database of step 4 decisions, arbitrations and all related rural references and CDs for stewards to better represent rural craft employees.
94. Implemented and standardized training for stewards and officers to provide better representation.
95. Advocated and assisted in sponsoring landmark legislation for IRS deductions of work-related expenses, for inclusion of new employees immediately into the TSP etc., that still needs some adjustments but that no other special interest group was able to accomplish.
96. Created and sponsored a group vehicle insurance plan that for most states offers a very competitive rate for premium auto in-

urance and in some cases home insurance.

97. An organization that is answerable and accountable to the membership every year as opposed to other crafts which hold conventions every other year.

98. A work system and compensation system which minimizes supervision and the daily hassles that other crafts go through

99. Constructing a standardized mail count guide that eliminated most of the mail count interpretation arguments.

100. Preserved withdrawal time when USPS nationwide tried to eliminate it.

101. Doubling of rural routes over the last fifteen years when rural routes had been relatively stable for decades before that

102. The official joint grievance file being the union file without a separate USPS file.

103. Right to back pay plus interest when an arbitrator orders back pay.

Give this to those non-members who are always saying "What has the Union done for ME?"



**103 ANSWERS TO THE QUESTION
"WHAT HAS THE UNION DONE FOR ME?"
COMMITTEEMAN
JOYCE BOWER
FLOYD EDLER**



We hope that if you have benefited by joining the union, please pass this on to a non member in hopes that they will see the benefits as well. See the web site ohrlca.org for a membership application form or call our Secretary/ Treasurer Penny Koren for more information. 330-735-2727 pennykoren@yahoo.com

CONGRATULATIONS NEW RETIREES

Theophilus Belcher	Columbus
Michaela Brooks	Kenton
Carl Browning	Gallipolis
John Downing	Bloomington
David Dunfee	Portland
Thomas Frost	North Jackson
Gerald Gallagher	Zanesville
Barbara Griffith	Newark
Jack King	Wapakoneta
Beverly Lowe	Delaware
William Pauly	Loveland
Sharon Porter	Columbus
John Sutton	Chardon
Teresa Tucker	Cleves
Douglas Williams	Mount Orab

WELCOME NEW MEMBERS

Amiee Butler	Ironton
Lisa Gerhart	Wellington



IN MEMORIAM



MARK EDWARD BAYES

Mark Edward Bayes, beloved father, brother, grandfather and friend went to be with his best friend Jesus on Sunday, December 5th, 2010. Mark was born on January 1st, 1956, the son of the late Francis and Peggy Smith Bayes. He joined a circle of 3 big sisters who were amazed and delighted at this very "different" addition to their family. Another sister would complete the family four years after Mark's arrival, and the five siblings formed a tight loving circle throughout Mark's entire life.

Mark delighted in making people laugh. He was a master yarn spinner and prankster. Starting in his middle school years and continuing through much of his adult life, he acted and directed in countless plays. He was the author and star of the play "Willy's Wishes," which was received to great success in our area. He was a 1974 graduate from Waverly High School of which he was Vice President. Mark was a retired rural mail carrier with many years of service out of the Chillicothe PO.

His survivors include his wife, Robyn (Brown) Bayes of Waverly, who he married June 1, 1975; their daughter, Jennifer Bayes of Waverly; his two beloved grandchildren, Alexa Burdick and Cole Edward Maxson, both of Waverly; four sisters, Mrs. Ramona (Steve) Woods, Mrs. Ruby (Les) Neufarth, Miss Robyn Bayes, all of Waverly, and his baby sister, Mrs. Tami (Rick) Hunt of Portsmouth; also surviving are seven nephews and two nieces and several great nephews and great nieces, along with many aunts, uncles, cousins and friends.

Funeral services were held on Thursday, December 9, 2010, at the Botkin Funeral Home in Waverly, with ministers Carl Dunn and Dale Reed officiating. Burial was in Waverly's Evergreen Union Cemetery.

ROBERT P. KENNEDY

Robert P. Kennedy, born Aug. 29, 1946, passed away Sunday evening, Dec. 5, 2010. He was the first of his family to rejoin his parents, Agnes and Robert Kennedy. He was a 1964 graduate of Alliance High School and a 1969 graduate of Kent State University. Following college, he served in the Army Security Agency and graduated with honors from the Defense Language Institute in Monterey, Calif. He then returned to Ohio and had a 34-year career as a Hartville rural carrier. After retiring as senior carrier, he returned to the USPS and served another five years as a substitute carrier.

Robert was an avid reader and an accomplished painter, and enthusiastically learned to play the cello in recent years. Robert served as president of Stark County Rural Carriers Association and instructor for the Massillon Training Academy for the U.S. Postal Service. He was a member of the American Legion Post 548 in Louisville, Ohio. He was elected as a write-in candidate for Hartville City Council. In addition, he was a member of Spirit of Love Charismatic Prayer Community of Schenectady, N.Y. This group carried Robert in their hearts and prayers. Robert also felt a deep spiritual connection with Grace United Church of Christ, pastored by the Rev. Roger Mize.

Robert wished a special thank you to Richard and Janet Fortune of New York for opening their hearts and providing a safe and loving home during the many travels to Boston, Mass., over the past couple of years. A special thanks to his compassionate mother-in-law, Anne Bikali, whose gentle hands provided untiring care for him.

Robert is survived by his brother, James (Sandra) Kennedy; sisters, Nancy (Robert) Whitaker and Pat Thomas; daughters, Erika (Sam) Ozenghar and Kirstin Poling; and four loved grandsons. Robert had the most trouble leaving his beloved wife, Anne, behind in this world. She fought for him with more spirit, courage and energy long after he could not anymore. She loved him dearly.

Funeral services were held on Thursday, Dec. 9, 2010, at Stier-Israel Funeral Home in Louisville, with the Rev. Roger Mize officiating. Burial was at Forest Hill Cemetery, Canton.

RONALD CHARLES LUMBREZER

Age 64 died suddenly January 11, 2011 after being struck by an automobile while crossing the road in front of his home. Ron was born March 30, 1946, in Toledo, Ohio, to Zeno and Mary (Ries) Lumbrezer. He served in the National Guard. On August 27, 1966, he married Nancy Pinkelman. In 1973, Ron and Nancy bought in to Malone Insurance Agency in Metamora, Ohio. Ron and Nancy owned and operated Lumbrezer-Malone Insurance Agency until 2008. Ron was hired December 7, 1985 as a substitute rural carrier by the United States Postal Service. Ron joined the Union in 1998 after becoming a regular rural carrier. Ron enjoyed playing guitar with the Sound Garden Band for 25 years. Ron also enjoyed helping his family and friends, socializing, farming with his dad and son, gardening, and decorating his house for the Christmas season. Ron and Nancy also enjoyed spending time with family and friends at their lake cottage in Saint Helen, Michigan, where many special memories were made. Ron was a general man who cared a great deal for people. Ron was a life-long active member of Holy Trinity Catholic Parish, a member of the Catholic War Veterans Post #306 in Assumption, and the American Legion Post and Elks Lodge in Saint Helen, Michigan. Please join us in sending Ron's family our warmest Union regards

Please note that if you have news of the death of any member let Secretary/Treasurer Penny Koren know. She can then put it on the web site and send it on to the paper.

Secretary/Treasurer, Penny Koren
104 Clay Road SW, Dellroy OH 44620-9757
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The 2010-2011 Ohio Rural Letter Carriers' Association Auxiliary

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PLEASE DON'T FORGET TO ATTEND THE AUXILIARY SPRING BOOSTER MEETING

The Ohio Rural Letter Carriers Auxiliary will be looking forward to seeing you and having a well attended successful meeting on Sunday, March 27, 2011 at Cherry Valley Lodge in Newark, Ohio. There are reasonable rates on rooms if you choose to stay overnight (\$77/night) with your family. The inside water park will be available for children with a \$10 admission charge. The Auxiliary will also have a program available for our Juniors to attend and participate in.

Our humanitarian project this year is the "Program of Compassionate Friends". (TCF) The mission is to assist families toward the positive solution of grief following the death of a child. We will have more information at the Booster Meeting. There will also be project items (pins, note cards with envelopes, and visor clips) for sale to promote The Compassionate Friends.

The Americanism program is "Cell Phones for Soldiers". We will be working to help our troops stay in contact with their families by collecting old cell phones. Calling cards will be purchased and distributed to our soldiers for this purpose. Please bring your old cell phones to the meeting and we will send them in. Please have them deactivated, have them powered off, and keep the battery attached to the phone. If the battery is not attached, place tape over terminal ends.

Our spouses drive millions of miles a year and we want to encourage them to be safe while they are driving. According to the National Safety Council, 28% of all traffic crashes are caused by drivers using cell phones and texting. We will have information about this and hopefully we will have many consider signing the "No Cell Phone Zone".

We need to remind our children and grandchildren that are 21 years old and younger to participate in the Junior Contest. High school seniors and college students are reminded to apply for scholarships. National scholarships are available from any Auxiliary State officer or can be downloaded at: www.vaaux.net/nationalscholarships These must be postmarked by March 1, 2011. The Ohio Auxiliary and the Retired Letter Carrier Scholarships are due by June 1, 2011. These can be downloaded on our website: www.ohrlca.org Please note that the dates are 2010 and should be 2011. All the information is correct but the year is wrong. Again all state officers have correct forms available.

We're looking forward to seeing all carrier spouses at our Auxiliary meeting!



**Vice President
Sandy Schwartz**



RON BRIGGS CHAPLAIN "BATS IN THE BELFRY"

I have heard this expression from early childhood, but only in recent years has it been evidenced in a church service that was visited by a bat. Bats are amazing creatures (mammals that fly) and have a sort of sonar capability which enables them to avoid crashes plus capture about one thousand insects on an average summer night.

We would do well to pray for wisdom and direction each day in order not to 'crash' and to live useful, productive lives. The same Creator who equipped the bat with extraordinary skills is willing to help ordinary folks accomplish remarkable acts of kindness and helpfulness. One winter day several years ago I carried a parcel to the door of an elderly widow who was standing outside her house. In tears, she said she had lost her house and car keys in the deep snow and did not know what she would do. She had 2 bags of groceries at her feet and I decided to look into those sacks rather than searching in the snow. Sure enough the lost keys were in with some of her food items!

Event Calendar

March 26, 2011 8:30 am
State Board Meeting
Cherry Valley Lodge
2229 Cherry Valley Rd SE
Newark, Ohio

March 27, 2011
Spring Booster Meeting
Cherry Valley Lodge
2229 Cherry Valley Rd SE
Newark, Ohio

May 31, 2011
Deadline for the Nominating Ballots to National Convention

July 10-12, 2011
OHRLCA State Convention
Holiday Inn
116 Park Ave W Mansfield,
Mansfield Ohio 44902

August 16-19, 2011
NRLCA National Convention Savannah GA

Deadline for the April/May issue is March 20, 2011. Please have all articles to Editor Sandy Laramie by then. sj43147@insight.rr.com

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4. Select Change of Address. Your residence and mailing address will appear.
5. click on edit and make your change

In order to receive mailings from the National and State Association you will need to send your change of address to: Penny Koren, Secretary-Treasurer, 104 Clay Rd SW, Dellroy OH 44620-9757 — pennykoren@yahoo.com



Spring Booster
Cherry Valley Lodge
Sunday March 27, 2011

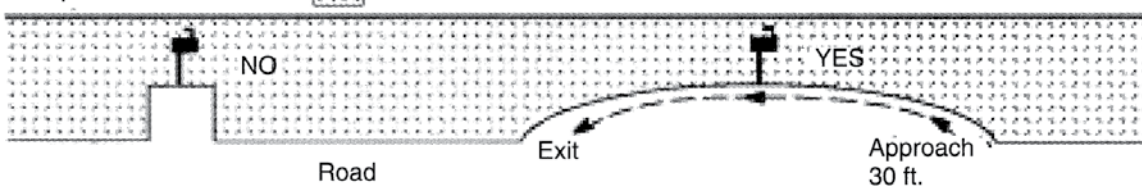


Approaches to Curbside Mailboxes

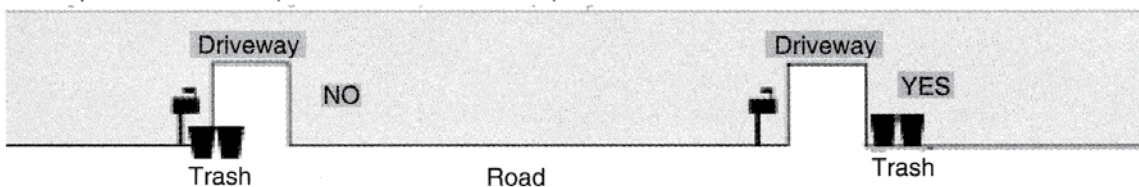
Dear Customer,

The Postal Service depends on you to meet postal requirements regarding delivery and collection of mail to curbside boxes. *Please keep the full approach and exits to your mailbox clear*, as illustrated in the examples below. Removing trash cans, snow, vehicles, and any other objects from the area allows the carrier to deliver your mail safely and efficiently without exiting the vehicle. Your cooperation in this matter is sincerely appreciated. If you have any questions, please contact us. Thank you. Your Postmaster

Example: Snow Removal



Example: Obstructions (trash cans, vehicles, etc.)



Notice 38, April 2000