New Year’s Greetings to all of you! I do hope you all had a wonderful holiday season and 2013 has had a great beginning in your life.

As 2013 gets underway, there are a couple of things to keep in mind. Regular carriers need to watch their paystubs for the application of the ‘cost of living adjustments’ (COLA) for January 2012, July 2012, and January 2013. In the arbitrated contract, the 2012 adjustments were deferred until the January 2013 adjustment. If there is an upward adjustment, it will be effective with the second full pay period after the release of the January 2013 index. (Consumer price index). For more information on the calculation of the COLA, see page 348 of the Special Contract Issue, August 2012 of The National Rural Letter Carrier.

Mail count is just around the corner, or maybe underway by now. This is a three week count and the national officers indicated this was the ‘best’ time and length for a count according to data at hand. I do wish you all good luck with your counts and remember to contact your stewards for answers to your questions and if the need is there to help file a grievance to ensure the proper evaluation for the work that you do.

April will be a very busy month for the state association as members from across the state have the opportunity to attend district meetings. (Thirteen of the fourteen districts will meet in April, with one in March.) It is at the spring district meeting that the officers for the district are elected and the slate of delegates representing each district at the State Convention is approved. It is also a time to discuss/propose resolutions and constitutional changes from the district. This is the time for your voice to be heard at the ‘grassroots’ level and a wonderful opportunity to meet and share with your fellow carriers. I encourage all of you to take the time and attend your district meeting this spring. The meeting information is located in this magazine for your convenience.

One last item to keep in mind…..The Executive Board has arranged for a Retirement Seminar to be held on April, 28, 2013 at the Metropolitan Hotel in Newark, OH. There will be sessions offered by Joni Montroy of Key Retirement Solutions for CSRS and FERS employees. This will be an excellent opportunity for carriers who are nearing retirement to gain pertinent information on the process and to determine if they are adequately prepared for the big step of retirement. Carriers who still have considerable time before taking that step will also gain insight into the preparation long-term for their retirement. It will be a costly venture for the association and we need an adequate number of carriers to take advantage of this opportunity to justify the expense or to consider offering a seminar like this again in the future. Tell your fellow carriers and spread the word…..this is to benefit YOU, Ohio’s best! Please see the ad in this issue of the paper for more details.

It was with great sadness that the rural carriers of Ohio received the news of the passing of our State Chaplain, Ron Briggs, in late November. Ron served as our chaplain for 20 years and also as a committeeman on the State Board. He was a gentle and kind man and his presence will be greatly missed. Just one last riddle his daughter shared and I am sure any who knew him can hear him say… “What do you get when you cross a turtle and a porcupine????… A slow poke. To Lenora Briggs, his wife, and to his family, please know that we share in your loss. May Peace Be With You.

Until next time,
Janna Hirschfeld

Happy Easter

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Sunday, April 28th
Newark Metropolitan Hotel, 50 N. 2nd St.,
Newark, Ohio 43055
Joni Montroy of Key Retirement Solutions and Former
USPS Human Resource Specialist
CSRS—FERS—Benefits
Thrift Savings—Life Insurance
CSRS 9:00 am - 11:00am  FERS 12:00 pm to 4:00 pm
Rooms available at hotel for
$70.00/night + tax with code ORLCA13
There will be limited seating, so mail in your reservation
today. Please include a $10.00 fee to cover the cost of printed mate-
rials. Seating will be on a first come, first served basis and in order
to assure sufficient space for attendees; seating preference will be
given to those who have not yet retired, but are planning to do so in
the not too distant future (spouses are welcome).

OHRLCA Retirement Seminar

Understanding Your Postal Benefits
And Pre-Retirement Planning
Joni Montroy, former HR Specialist with the USPS in Rochester NY,
will be presenting workshops to help Rural Carriers navigate liteblue; under-
stand your current benefits and the things you should know in planning your postal retirement.
Topics in this workshop will give you an understanding of your eligi-
bility, computation of your annuity, survivor benefit election options, what some
of those numbers on your paystub mean, how creditable service and/or your
annuity is affected by temporary appointments/military service/Sub Rural/RCA/
RCR service, understanding the High 3 average salary, what you should know
about your health and life insurance, sick and annual leave, FSA and Thrift
Savings. I will explain the process to retire and how your paperwork is proc-
essed at the US Office of Personnel Management (OPM).
Joni has presented many seminars including the National Rural Letter
Carriers convention, WNY career conference, Buffalo APWU, NALC NY State
Convention, NY State APWU steward training, NALC Branch 36 in New York
City, League of Postmaster’s National Convention in Buffalo, NAPUS New
York State Convention, and various seminars throughout Western, Central and
Upstate New York. Along with these postal seminars, she is a contract instruc-
tor with the Graduate School/Philadelphia region that teaches Mid & Pre Retire-
ment Classes for many Federal Agencies. As an active NARFE member, she is
the current President of NARFE Chapter 124 in Rochester NY and New York
State Federation Service Officer.

OHRLCA Retirement Seminar Registration
$10.00 Per Person
Send This Coupon With Money To: Tom Gamble, P.O. Box 9, New Middletown, Ohio 44442.
Name ______________________________________ Spouse Attending _____ Phone ________________________
☐ Attending CSRS  ☐ Attending FERS

$1,000 Raffle
Winner Drawn At Retirement Seminar—Winner Need Not Be Present
Send This Coupon For Additional Raffle Tickets To: Mike Aitchison, 7805 Lafayette PC Rd., Plain City, OH 43064-8873
Name ______________________________________ Phone ________________________
Address ______________________________________
BILL HIRT

Bill was a rural letter carrier who got his commission in 1961 working out of the Port Clinton post office before there were even zip codes. The route he started on in 1962 was 49 miles long with about 400 residents and drove a 1962 Plymouth Belvedere wagon, going to a green 1964 Plymouth Valiant wagon later. The Valiant did not like carrying the mail as it ate transmission after transmission until a Chevy replaced it. In 1967 the “new” Marblehead post office (43440) was built and he transferred there and worked out of that office until he retired in 1990. By then his same old route was 43 miles long with about 700 residents. Also was an elected official serving his community for five terms as a Danbury Twp Trustee from 1972 to 1992.

Bill Hirt is a former president of the Ohio RLCA. He served two terms as president of the ORLCA from 1985 to 1989 retiring from work in 1990 to enjoy his family. His best time in office was at the national RLCA held in Arkansas where he got to meet a then little known governor of the state, Governor Bill Clinton. He is also a WW II veteran who served in the US Army in the Philippines and with a Military Police unit in Tokyo serving as a prison guard for “Tokyo Rose” among others. He recently had the opportunity to enjoy an Honor Flight to Washington DC two years ago with many other veterans from northwestern Ohio. He is also a remarkable tenor in his church choir. He and his wife Marian recently celebrated their 65th wedding anniversary with their four children, many grand children, as well as friends and neighbors.

On Oct. 18, 1947 Bill and Marian were married.....that's 65 years ago. We got together to help them celebrate in the activity room at Otterbein. There were sons Dave (and Jan,) Bill (and Terrie), Bob, daughter Marla, grandson Collin, and a few other residents and neighbors.
Tom Gamble  

Desert Wanderer  

Back in the days of the TV westerns, it was a common theme to see a character traveling through the desert, out of food and water, seemingly on his last legs. As this character walked, he would notice the appearance of a shadow on the ground moving in a circular motion around him. We all know that this shadow was the appearance of the scavenger bird called a vulture; waiting to dine on our character after he can go no further and must surrender his life to the elements.

It was this picture that came to mind when I read several news stories regarding the Post Office and it’s future. I’m sure you are aware of the Postmaster General’s focus on recapturing the parcel business by offering new services in regards to a parcel. Not only does he want 100% delivery (no 3849’s left), but he wants to add same day service on parcels (you were probably required to watch the video on the clock). All of this, while cutting delivery standards for letters and flats, encouraging customers to use the internet by offering incentives (free delivery confirmation), additional discounts to certain business mailers, closing Post Offices and cutting personnel. Oh Oh, I think another shadow showed up.

“Recapturing the parcel business” is fine if you have provided the logistics to handle it. Apparently our leaders at the top have never seen the size of a UPS truck! Are there plans to replace our aging fleet of LLV’s? Are there plans to provide a vehicle large enough to handle the increased volume of parcels for those of us that still provide our own vehicle to deliver the mail? I have not heard of any. To complicate matters even more, I recently read where Amazon is contemplating opening their own mailbox stores with expanded hours for pickup because the Post Office is cutting back on retail hours.Oops, is that another shadow circling? Should we talk about the closing of offices, the sale of postal facilities that the Postal Service already owns and will need to rent space in other facilities like the local grocery store? Darn, we weren’t quite enough, there were several shadows that showed up that time!

I’ll bet you already guessed that in our little story the birds have names. Yup, they are the usual suspects: UPS, FedEx and a whole flock of other private entities that are just waiting to get into the mail business. I even read about a business that is advertising that they will track a customers mail and even open it, scan the contents and send it to them via the internet. Can anyone spell security issues? These are companies offering expanded services in hopes of entering what is supposed to be a dieing and unprofitable market, curious isn’t it?

The good news is that there is still hope for our desert wanderer. As in the TV shows, the hero is often saved by those who would not give up the attempts to save him. Many of you folks have already put together search parties and posses to get the word out that the Postal Service would be able to sustain itself and shed the vultures if only Congress would act quickly and responsibly to save what has, and can still be, a viable Constitutional service for the American people. Thank You to those that have taken the time to correspond with their Senators and Representatives. Thank you to those that have been willing to organize and be a part of community town halls where the record and the negative news reports can be set straight, and thank you to those of you that have refused to believe the negative opinions of others without calling and getting the other side of the story.

Yours In Unity and In Service,  
Tom Gamble

Cathy Funderburgh  

Mail Count  

Just say the word MAIL COUNT and every rural carrier blood pressure goes up. Is it because we know that we are being watched every second of the day, the frustration of not receiving the proper count for a mail piece, the arguments that we know are sure to follow, knowing that we will be standing around waiting to get a manager’s attention? The list can go on and on. Truth is mail count is a part of our evaluated system and wit out it our routes can not grow. Best thing that you can do to protect yourself is know the rules and get the proper credit for EVERYTHING that you are entitled. Guess what? I have prepared a little quiz for you to take.

Question 1: What is a soft side parcel? Question 2: Is there any weight restrictions for weighing and affixing postage to a package in order to receive credit in column 23? Question 3: How long must a residency be vacant before we can no longer claim the box? Question 4: Is there any time that when a residency becomes vacant that we are not allowed to wait 90 days? Question 5: During the route inspection, the mileage on my route has increased but is not reflected in my new evaluation. Why not? Question 6: Do I receive a credit for a mark up to write Left Notice on a parcel? Question 7: What is the 50 foot rule and what three items are reflected in this rule? Question 8: Can a magazine or a catalog receive a parcel credit? Question 9: Does address orientation matter? Question 10: Can a postage due item receive more then one credit? Question 11: If I pick up a parcel on my route, where will it be credited? Question 12: How will I be compensated if I have to make more than one trip on a dismount?

Answers: Q1 a soft side parcel is a non rigid item that will not fit in the case without damage to the mail piece. A good example of this are pill bottles. If the item will not fit into the separation with the other mail and without damage to the mail piece then it is a parcel. If it does fit into the separation then it is either a letter or flat. Q2 There is no weight requirement as long as the mail piece is not an obvious letter, flat, or film pack Q3 Any box can be claimed as an active delivery up to 90 days of the box becoming vacant Q4 In a trailer court, if the trailer moves from the lot then the residency is vacant immediately Q5 In order to receive credit for the new mileage on my route the PS Form 4003 must be updated to reflect the new changes. Q6 No, but you do get the time to take the parcel and place it in the designated location Q7 The 50 foot rule is the measurement from the nearest point of your case to the location and back. The distance over 50 feet is multiplied by .00429 and the time is recorded in column 17. The 50 foot rule only involves the accountable cart, retrieval of DPS or parcel hamper. Q8 A catalog will be a parcel if it does not fit into the empty separation without damage to the mail piece. A magazine is still a flat. Q9 Yes, address orientation does matter as to how the mail piece will be recorded as a letter or flat. Q10 A postage due parcel will be credited in column 6 as a parcel and column 10 as a postage due Q11 A parcel picked up will be credited in column 21 as an event or a carrier pick up; column 15 if it has a scan; and column 22. Q12 If on a heavy day you must make two trips into the business then you will still receive the one dismount but the dismount distance will be doubled.

How did you do? I know you scored a perfect 100 and will receive an A for the day. The truth is if you know what the proper credit is then that is half of the battle. A three week mail count is a test of endurance and you must be willing to ensure that each day you receive the proper credit for every mail piece that you handle.
Mail Count
is over
NOW WHAT!

March 4, 2013 all PS Form 4241 data must be totaled and reviewed by the PM. The carrier must be provided a copy of PS Form 4241 for the two day review. You the carrier should review the totals on PS Form 4239 against the totals on PS Form 4241. Box count and stops should be accurate as of March 2, 2013 which may differ from that counted during the route inspection. Make sure mileage is correct and if you receive withdraw credit the appropriate box should be marked.

The PM must meet with each regular carrier to discuss the high/low option. There are several requirements for choosing the high option. Your routes evaluation must fall in more than one route classification (standard hours between 44:11 and 50:43). The regular carrier must have a minimum of ten years of service as a regular carrier and demonstrated no 2080 problems the previous year and commit in writing to use sufficient annual leave (not LWOP) so as not to exceed 2080 hours for the year. The high option means you are choosing higher pay, but less time off (J or H route). The low option means you are choosing lower pay but more time off (K or J route). The PS Form 4241 contains two signature blocks. One block pertains to the certification of the mail count totals. You should not sign this block if you disagree with the count totals. The second block is for the election of the high option and by signing, you agree to use sufficient annual leave during the guarantee period to assure that the total actual work hours will not exceed 2080. Failure to sign will result in the route being classified in the low option. Signing the leave commitment box does not signify that you agree with the mail count.

If you are in contention with the mail count and you have not been successful in resolving your issues locally during the mail count then do not certify the PS Form 4241 with your signature. You must provide the PM with written details as to why you are not certifying the count for his review and possible resolution. If you cannot come to an agreement on what is contractually yours or a fair and equitable resolution then make a copy of your disagreement contentions and mail to the State Steward before giving a copy to the PM. The PM will then forward your contention letter to the district office for review and possible resolution. The District will provide a written reply to your PM if they are going to allow or disallow credit. Local management will advise the carrier in writing as to the final position of the district. If you are not satisfied with the district’s decision then file a grievance to protect your evaluation. Remember you only have 14 days from the time the district answers your contention letter denying you proper credit to file a grievance.

Congratulations to the nearly 1500 carriers that attended mail count training classes across the state in the past six months. Education is powerful and an educated Rural Carrier during Mail Count will always receive a proper count of his route. The new route evaluations go into effect on April 20, 2013.

The two District Representative offices of the National Rural Letter Carriers’ Association have left no stone unturned to ensure that you received a fair and proper mail count. Cincinnati District Representative Cathy Funderburgh was instrumental in the combining of our two offices to oversee the mail count.

I would like to thank every union official in the Northern Ohio District for their tireless support and help during this mail count. I could not have completed this mail count season without the dedication and professionalism of the stewards, district officers and the OHRLCA Board. Thank you Vice President, Tom Gamble and Secretary Treasurer, Penny Koren for giving up your Friday nights to inspect the mail Distribution Centers.

Thank you ADR, Mike Wallis and ADR, Susan Thayer for all your help in answering phone calls till late in the evening and for giving up your Friday nights to inspect mail Distribution Centers. Thank you Area Stewards, Tana Humphrey, Chris McCoy, and Robin Rowland for all the technical support you provided carriers while answering more than 600 phone calls. You are all simply THE BEST!

Thank you kindly,
Delbert K. Hutchisson

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National Steward System

[Map of districts with names and symbols]
With a New Year comes new tax changes, on January 2, 2013, President Obama signed into law the American Taxpayer Relief Act of 2012 which includes several changes to tax laws affecting payroll in 2013. The reduced 4.2% rate for employee Social Security taxes that was in effect for 2011 and 2012 has expired. The employee Social Security tax rate will return to 6.2% for 2013. Consequently, employees’ net pay under the taxable wage limit will decrease accordingly.

MEMBERSHIP
As of January 9, 2013 the Membership Analysis prepared by the National Office has Ohio’s total membership of 4155. Ohio once again has experienced an increase in membership. The increase is contributed to newly hired RCAs becoming members. If you recruited a new member, thank you! We need to continue our efforts to recruit new members. If your office has received a new RCA recruit them to become a member of the NRLCA.

OWCP OR LWOP negative affects!
If you are not receiving a check from the USPS your life insurance may lapse because of nonpayment, contact Human Resources on this issue.

Also, if you are on Worker’s Compensation dues payments are not deducted from your check or if you are on LWOP and have not paid dues, you are not a member in good standing. A “member in good standing” is a member who has made payment of dues and has not voluntarily withdrawn or been expelled or suspended by the Association. Only members in good standing may be nominated and elected as a delegate to the State or National convention. If you are on OWCP or LWOP make sure that your union membership remains current contact Secretary-Treasurer Penny Koren.

STATE CONVENTION
The State Convention will be held July 14 - 16, 2013, at the Westlake Holiday Inn, 1100 Crocker Rd, Westlake OH. Plan to attend the State Convention, come and exercise 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 State Convention. “According to our State Constitution both of these elections are to be by secret ballot.” The elected of 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, send a written request to your District Secretary and ask for your name to be nominated 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 his or her District meeting. The date and location of the District Meetings are listed in this issue. You are a member of the district that includes the county in which your employing office is located.

NATIONAL CONVENTION
August 13 – 16, 2013, St Louis, Missouri
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 mail it to my office. The nominating ballot must be received by US Mail in the State Secretary-Treasurer’s office no later than May 31, 2013. 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 - Penny Koren, Secretary-Treasurer, 104 Clay Rd SW, Dellroy, OH 44620-9757 (330-735-2727).

Celebrate February 14th, Valentine’s Day, by letting your family and friends know they are appreciated and loved.

On March 17 I would like to bestow on you this Irish Blessing:
May there always be work for your hands to do; May your purse always hold a coin or two; May the sun always shine on your windowpane; May a rainbow be certain to follow each rain; May the hand of a friend always be near you; May God fill your heart with gladness to cheer you, and may you be in heaven a half-hour before the devil knows you’re dead.

Hope you will plan to attend your District Meeting.

Penny Koren

Remembering Our Long Time Chaplain Ron Briggs.
PREAMBLE

WHEREAS, every State Association of the Rural Letter Carriers when regularly organized by a convention of representatives from not less than 3 district Associations within the territorial limits of a State, regularly assembled, possess the inherent power to form a constitution not to conflict with the National RLCA as the fundamental law of its action, and to enact such rules and prescribed regulations for establishing district associations as will insure the prosperity thereof and promote the general good of the Association. Therefore in accordance with these principles the OHRLC Association does hereby ordain, establish and promulgate the following constitution and rules of order for the government of the Association within its jurisdiction.

The government of the OHRLC Association shall consist of two independent co-ordinate departments; viz.: a legislative department and an executive department.

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

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

ARTICLE I
Name

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

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

ARTICLE II
Purpose

A. The purpose of this Association shall be fraternal and for the study and adoption of the best methods of performing the duties of the Rural Delivery Service; to seek to improve the condition of all its members and co-operate at all times with the U.S. Postal Service for the advancement of the Rural Delivery Service.

B. This State Association acknowledges its allegiance to the National Association and recognizes the jurisdiction of the latter body with reference to petitioning the Congress or consulting and negotiating with the U.S. Postal Service; its membership dues and representation to the National Convention. In all other matters appertaining to its affairs, this Association is supreme and has the supreme right.

ARTICLE III
Members

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

Section 2. Classifications
A. Bargaining Unit Member. Membership is open to the following rural carriers:

1. Regular Carriers (Designation Code 71), including regular carriers who are in Injured-on-Duty/Leave Without Pay (IOD/LWOP) status and assigned to (980-989) rural routes;
2. Part-Time Flexible Rural Carriers (PTFs, Designation Code 76);
3. Substitute Rural Carriers (Designation Codes 72 and 73);
4. Rural Carrier Associates (RCAs, Designation Codes 78, 74, 79);
5. Rural Carrier Reliefs (RCRs, Designation Code 75);
6. Auxiliary Rural Carriers (Designation Code 77); and
7. Rural Carriers in the Armed Forces of our country, provided they were members when their duty began.

B. Bargaining Unit Members in good standing are entitled to all voting rights and to hold both elective and appointive office at all levels of the Association.

C. Retired Member. Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year’s dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights with the exception of Ratification of National Agreements. Retired Members may not be elected to National office.

D. Associate Member. Associate membership is open to Rural Carriers who were members in good standing and are now either working in other non-managerial Postal Service jobs or have left the service and are not receiving an annuity. Failure to pay dues for one full membership year terminates Associate membership. Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

E. Retired Associate Member. Retired Associate membership is open to Associate Members who have retired on an annuity. Eligibility for Retired Associate membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired Associate membership. Retired Associates may not apply for reinstatement. Retired Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

F. Honorary Member. Honorary membership may be bestowed by the Association at the National Convention upon recommendation of the National Board. Honorary Members shall not be entitled to vote or to hold elective or appointive office in the Association.

Section 3. Restrictions. In as much as it is an unfair labor practice under the Labor Management 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 that 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.

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

Section 5. Dues.

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

B. Regular Rural Carriers.

1. The per capita tax shall be $240.00 annually, for the State Association.

2. The State Association per capita tax shall be applied as follows: $235.00 will remain in the State General Fund and $5.00 per regular carrier member to the appropriate District Secretary, at the time of closing the books (June 30th) based on the final report of the current year's membership. To qualify for this remittance, the District must hold at least one meeting during the year to elect Officers and transact business. The District must submit the required reports to the State Secretary-Treasurer. Districts who do not meet the requirements forfeit the right to any money due them.

C. Part-Time Flexible Rural Carriers. The per capita tax shall be $240.00 annually for the State Association, plus National per capita tax.

D. Substitute Rural Carriers. The per capita tax shall be $87.00 annually for the State Association, plus National per capita tax.

E. Rural Carrier Associates. The per capita tax shall be $87.00 annually for the State Association, plus National per capita tax.

F. Rural Carrier Reliefs. The per capita tax shall be $87.00 annually for the State Association, plus National per capita tax.

G. Auxiliary Rural Carriers. The per capita tax shall be $87.00 annually for the State Association, plus National per capita tax.

H. Retired Members. The per capita tax shall be $25.00 annually for the State Association, plus National per capita tax.

I. Associate Members. The per capita tax shall be $240.00 annually for the State Association, plus National per capita tax.

J. Retired Associate Members. The per capita tax shall
be $25.00 annually or the State Association, plus National per capita tax.

K. All revenues received by the State Association shall be used as directed by the Executive Board with the following exception: No portion of the principal received from the Joe Kindler Estate shall be used by the Executive Board unless so authorized by a two-thirds (2/3) vote of the delegates seated at the Annual State Convention.

L. All revenues received by the Association from the Auto-Home Owner Insurance program shall be applied toward promoting the program within the State. Areas of promotion shall include, but not be limited to, the mileage and per diem of the State Officers to attend District or subordinate Meetings within the jurisdiction of the Ohio Rural Letter Carriers’ Association as directed by the President for such meetings, the salary and expenses incurred by the Auto-Home Owner Insurance Representatives including National Delegate expenses as set forth in Article VII, Section 3 for the elected delegates, and for promotional advertisements in the State Publication.

Section 6. Family Plan

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

B. Regular Rural Carriers; $5.00
C. Part-Time Flexible Rural Carriers; $5.00
D. Substitute Rural Carriers; $0.00
E. Rural Carrier Associates; $0.00
F. Rural Carrier Reliefs; $0.00
G. Auxiliary Rural Carriers; $0.00
H. Retired Rural Carriers; $5.00

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

Those NRLCA members who have signed an authorization for deduction of dues and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer no more than twenty (20) days and not less than ten (10) days prior to the beginning of each NRLCA fiscal year.

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

ARTICLE IV
Subordinate Units

Section 1. Subordinate Units.

A. Fourteen (14) Rural Carrier Districts shall be formed of various counties; as follows (numbers in parenthesis indicate charter numbers):

District 1 Ashtabula (24), Geauga (28), Lake (62), Portage (26), and Trumbull (31).

District 2 Carroll (83), Columbiana-Mahoning (97), Jefferson (86), and Stark (22).

District 3 Belmont (78), Coshocton (2), Harrison (36), and Tuscarawas-Holmes (95).

District 4 Guernsey (9), Monroe (65), Morgan (59), Noble (57), and Washington (76).

District 5 Gallia (48), Athens-Meigs-Vinton (93), Jackson (71), and Lawrence (88).

District 6 Fairfield (60), Hocking (87), Licking (14), Muskingum (20), and Perry (11).

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

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

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

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

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

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

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

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

B. The State Board shall be authorized to grant charters and establish guidelines for the support of all subordinate units.

C. Each subordinate unit shall adopt such by laws as their needs suggest; but all such laws must harmonize with the code of laws of the State Association.

D. Each Rural Carrier District Association shall hold a spring meeting each year, on regular dates that are approved by the Executive Board for the election of District Officers and delegates to the State Convention, for social, educational, and membership purposes. All members shall be notified at least 15 days prior to the meeting, of business to be acted upon. Notification of the meeting to be by mailed notice and the “Ohio Rural Carrier”.

E. Any subordinate unit failing to comply with the provisions herein set forth, shall be barred from any compensation as provided in Article 3 Section 5 except by unanimous consent of the convention.

Section 2. Elections

A. No member of this Subordinate Unit shall be eligible to hold office that is not in good standing at the time of the nomination and election.

B. Nominations of candidates for Subordinate Unit Officers shall be held at the spring meeting. Officers shall consist of President, Vice President and Secretary/Treasurer. Any member in good standing may nominate candidates for office.

C. The election of Subordinate Unit Officers shall by secret ballot among the members in good standing eligible to vote for officers.

D. All delegates to the State Convention shall be elected by secret ballot among the members in good standing eligible to vote.

E. The Subordinate Unit President shall make appointments when necessary to fill vacancies in elective positions until the next spring meeting.

Section 3. Officers.

A. All Rural Carrier District officers shall be elected at the spring meeting, to take office at the start of the fiscal year, July 1st The District Secretary shall make an immediate report of such election to the State Sec-
Section 4. Trusteeship

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

B. Authority. The trustee shall assume immediate control of the subordinate unit with full authority over all officers and property. The trustee shall act in such capacity for the duration of the trusteeship.

C. Hearing. A trusteeship hearing shall be held before a committee of three members within 30 days of imposing trusteeship. The members shall be selected as follows: one member selected by the State Board, one selected by the suspended officer and a chairman selected by the other two members. No state officer shall serve on the committee. The committee shall report its findings and recommendations within 30 days to the State Board. The officer has no right to appeal.

D. Termination. The affected subordinate unit may petition the State Board to terminate the trusteeship at six month intervals following the decision of the State Board. The board of the subordinate unit in trusteeship may appeal the decision of the State Board as provided in this Constitution. The State Board may terminate a trusteeship at any time.
account between this Association and the Subordinate Associations; receive all moneys due this Association and receipt for the same, depositing them promptly, have printed such official stationery and blanks as may be necessary and issue checks for payments of such printing, for Social Security Tax and for expense of printing the "Ohio Rural Carrier" without the approval of the Executive Board. At each annual meeting the Secretary-Treasurer shall furnish a full report, in writing, of all business transactions during the year and at the expiration of the term of office, or when called upon by the Executive Board, deliver to this Association or successor in office, all property belonging to this Association. The Secretary-Treasurer may, with the President’s approval, select an assistant to aid during the annual meeting. Also the Secretary-Treasurer shall send a lapel pin to each new regular member; send a Retired Carrier pin and certificate to each retired carrier member upon notification; have custody of the seal of the State Association and shall attach and affix the same to all warrants and charters issued by the authority of the President of the Executive Board of this Association. The Secretary-Treasurer shall have the Constitution and By-laws printed and shall furnish them to all members; shall close the books and make a final report to the Association before the final adjournment each year; keep a complete list of all members of this Association; furnish a complete financial and membership statement to the Official Organ for publication not later than thirty days after each annual meeting. Before entering upon the duties of office, the officer shall furnish, at the expense of the Association, a satisfactory bond in the sum of $1,000.00 and shall be protected by an indemnity bond sufficient to secure the Association against any loss caused by theft or bank failure. The Secretary-Treasurer, with the approval of the Executive Board, shall employ an accounting firm for a quarterly review of the Association financial records. This firm may also be employed to complete the required government reports.

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

Section 3. Election.
A. Candidates for election as officers of this Association shall be nominated the first business day of the convention. Such Candidates shall identify the district unit in which they hold membership. These nominations shall remain open until the time of the election.
B. The officers of this Association shall be elected annually, except as hereinafter provided, and installed in their respective offices at the close of each annual convention, and shall assume the duties of office upon installation.
C. The election of State Officers shall be by ballot. When there is more that one candidate for the same office, it shall require a majority of all votes cast to elect. When there are more that two candidates for the same office, after the second ballot, the candidate receiving the least number of votes on each ballot shall be dropped until an election has been accomplished.

Section 4. Salaries.
A. The officers shall receive such compensation as this Association shall from time to time prescribe.
B. The President shall receive a salary of $1500.00 per annum.
C. The Vice President shall receive a salary of $1000.00 per annum.
D. An active regular rural carrier who is serving as the Secretary-Treasurer on a full-time basis shall receive an annual salary of a 46 hour evaluated route at the carrier’s attained step. The salary shall be payable on a biweekly basis. Annual Leave: Be granted annual leave days equal to attained annual leave level with the Postal Service per Association fiscal year. All annual leave requires the approval of the State President. Any unused annual leave shall be payable at the current cash equivalent at the end of each fiscal year (June 30).
E. Sick Leave: 13 days per Association fiscal year. Sick leave days will be carried over from year to year. Any unused sick leave at end of the employee’s tenure as Secretary-Treasurer will be handled in accordance with the method used by the retirement system in which the employee is enrolled. The State Board shall set aside annually an amount equal to the value of any unused sick leave at the end of the fiscal year. Payment of Postal Service's share of benefit costs: The State Association shall assume and pay those costs of benefits normally paid by the Postal Service for such employee such as retirement, health insurance, life insurance, etc.
F. A retired rural carrier craft member who is serving as the Secretary-Treasurer shall receive an annual salary of a 46-hour evaluated route in Step 12. The salary shall be payable on a monthly basis. Annual and Sick Leave benefits and payment of expenses shall be payable in the same manner as that of a state steward, as described in Article X Section 5 A paragraph 1,2,3,4 of the Constitution. No payments are payable for fringe benefits such as retirement, health insurance, life insurance etc. as are payable for an active rural carrier on a full time basis.
G. Each Committeeperson shall receive a salary of $300.00 per year.

Section 5. Expenses.
A. All elected State Officers, with the exception of the full time secretary-treasurer, who are required to be absent from their duty station with the U.S. Postal Service or who use any unscheduled day of work to fulfill the duties of their office, shall be paid an Association Day of Pay (ADOP). (An ADOP is generally considered to be equivalent to their daily or hourly
rate of pay less statutory required deductions). This to be on an as needed basis, subject to the approval of the Executive Board. No ADOP will be paid for attendance at statewide meetings. In the event the State Officer is retired, he shall receive pay for 8 hours at the current rate for Schedule I RCA carriers. The Editor shall receive the same consideration subject to the approval of the President with review by the Executive Board.

B. The President, Vice President, Secretary-Treasurer, Executive Committee persons, Editor of the "Ohio Rural Carrier", Auto Insurance Representative, and the PAC Chairman shall receive a mileage allowance of the IRS allowed rate per mile each way over the most direct route, hotel room expenses, and $25.00 per day allowance while on authorized Association business or attending the State Convention. In cases where one person holds more than one state office, whether elective or appointive, remuneration for per diem, mileage, and office allowance shall be limited to one office.

C. All elected State Officers, and the appointive positions of Editor and PAC Chairman, shall receive an office allowance equal to $23.00 per pay period, with the exception of the full time secretary-treasurer.

D. The full time secretary-treasurer shall receive an office allowance equal to $300.00 per month.

Section 6. Appointees.

A. The appointive officers shall be appointed by the President within ten days after the President’s election and installation. All appointive officers shall provide a written report of their activities to the Convention body at the State Convention to be included in the printed Officers’ reports.

B. The President shall appoint an Auto Insurance Representative who shall have sole charge of all property and records of the office. Such person shall make a complete report of the financial and activities of the Auto Insurance Plan at each Annual meeting of the Association and shall, at the expiration of such appointment or when called upon by the Executive Board, deliver to the Association or successor in office, all money and property belonging to the Association. The Auto Insurance Representative shall receive a salary of $100.00 per annum.

C. The President may appoint a PAC Chairman who would be responsible for raising PAC funds and being knowledgeable on political issues and be a source of information for the membership. Such person shall make a complete report of financial and other activities at each Annual meeting of the Association. At the expiration of such appointment or when called upon by the Executive Board, deliver to the Association or successor in office, all property belonging to the Association.

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

Section 8. Vacancy in Office.

A. Upon the death, absence, resignation, disqualification or disability of the President, the Vice President shall assume the duties of the President.

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

ARTICLE VI
Meetings

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

Section 2. Site Selection.

A. The method of selection of the location of the annual State Convention shall be as follows: The location to be rotated among 5 areas of the state divided as follows:

1. Area 1 consisting of Districts 1, 2, and 8.
2. Area 2 consisting of Districts 3, 4, and 6.
3. Area 3 consisting of Districts 5, 11, and 12.
4. Area 4 consisting of Districts 7 and 10.
5. Area 5 consisting of Districts 9, 13, and 14.

B. The Executive Board is to provide to the Time and Place Committee the guidelines a proposed hosting city must meet to be considered. The change is effective with the 1993 State Convention, starting with Area 1.

C. The Association shall vote on a location and the top two selections be proposed to the Board to negotiate and select the one that best meets our requirements and is the most cost effective for holding the Convention. This change is to be effective with the vote on the 2007 Time and Place selection.

Section 3. Delegates.

A. No member shall be nominated or be a State Delegate who from the time of nomination through the end of the convention holds a position in management (either permanent or temporary) in the Postal Service; in any other postal craft; or any other job which competes with the Postal Service and/or this Association. This policy is defined as follows:

1. When a rural carrier craft member is serving in a managerial or supervisory position such as an OIC or 204B, the member is prohibited from Union participation. The member may not be nominated or serve as a State Delegate.
2. However, there are many instances where a member may be utilized by Postal Management to assist in the rural craft that equally benefit the
rural craft and Postal Management. In those instances, where the individual is not in a managerial/supervisory position, the individual will not be prohibited from any Union participation. (Such examples may include, but are not limited to, assisting with route adjustments, mail count, academy trainers, automation team member, safety teams).

B. Each Rural Carrier District Association shall be represented at the State Convention by one delegate, to be known as, Delegate-at-Large. The President of each Rural Carrier District shall, by virtue of the office, serve as this delegate and the District Secretary shall be the Alternate, in the absence of both the President and Secretary, the Vice President shall be the delegate.

C. Quota. Each District Association shall be entitled to one delegate for each seven (7) members or major fraction thereof. All delegates must have submitted their credentials to the Credentials Committee by the close of business on the second day of the Convention.

D. Alternates. Each District Association shall elect an alternate for each delegate and in case of inability of the delegate to attend the Convention, the alternate shall attend and have all rights and privileges of a regular delegate.

E. Election. (1) District Associations shall elect their delegates to the State Convention not later than May 10th of each year. The Secretaries shall report the names of all delegates and alternates, on blanks furnished by the State, to the State Secretary-Treasurer not later than May 15th, and the State Secretary-Treasurer shall report the names to the State President not later than May 20th, so the President may select the various committees. These committees, together with a tentative program, shall be published in the State paper.

F. Voting may be by voice, show of hands, rising or ballot. When using voice, hands, or rising vote, all regularly seated delegates shall be eligible to vote. When voting is by ballot, each District President (or District Secretary, if no President is present, in the absence of both, the Vice President) shall be entitled to one vote, provided, that where a District is represented by less than a full delegation, the delegates present may vote the entire District vote.

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

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

Section 6. Special and Booster Meetings.
A. Special sessions may be called by the President upon the written request of not less than 3 district Associations, provided that no special session shall be called without thirty days' notice to all district Associations in good standing.
B. The Rural Carriers Association shall hold a State Booster meeting or meetings. The location and date of the meeting(s) will be determined by the Executive Board. The State Vice President shall be the Chairperson of the Booster meeting(s).

ARTICLE VII
National Convention Delegates

Section 1. Delegates
A. Eligibility
1. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members. In order for a state to receive credit for cash pay members, dues must be received no later than the close of business on the first day of the Convention.

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

3. A member who from the time of nomination through the end of the convention holds any position in USPS management or a job which competes with the USPS or this Association shall be ineligible to serve as delegate.

B. Nomination
1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to the Secretary-Treasurer on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot shall be published in the February, March, April and May issues of The National Rural Letter Carrier.

2. Nominations must be received in the office of the State Secretary at least 40 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

C. Elections
1. A member must be on the rolls at least 40 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.

2. The State Secretary shall prepare a ballot listing the candidates for National Delegate. The list of nominees shall be placed on the ballot by drawing each name. Two members of the election committee will pull the nominee names at random and the order they are drawn is the order they shall appear on the ballot. Instructions on each ballot shall include the number of delegates to be elected, the deadline for return of the ballot and the mailing address of the designated post
Delegates holding proper credentials shall be embossed on the face of credentials. The state's seal shall be provided to the Delegate for identification. The state's seal shall be provided to the Delegate for identification. The State Secretary shall prepare credentials in accordance with the plurality of votes received. The required number of delegates for the State Association in accordance with Article VI, Section 3, Paragraph A Eligibility, of the National Constitution, shall be declared regular delegates and the remaining candidates shall be declared alternates in the order of their finish. In the case of a tie vote for any candidates which may be used to fill delegate position(s), the order of finish shall be determined by the delegate’s name placement on the ballot by the Election Committee before they are relieved of their duties.

11. The results of the National Delegates Election to be published in the state paper following the state convention and those that served as delegates are published following the national convention.

12. In the event there are not enough delegates present at the National Convention for the number of State votes, those votes not represented by a delegate shall be cast according to the majority vote of those delegates present at the Convention session.

Section 2. Compensation of State-Paid National Delegates.
This State Association at each annual meeting shall determine the number of National Delegates, within its quota, for that year and shall make provisions for their expenses as follows: Delegates (not including Delegate-at-large and National paid) attending the National Convention shall be paid mileage from Columbus, Ohio to the National Convention city, not to exceed 750 miles, at the rate twice the current IRS allowed rate for one way travel by the most direct route over Federal State Highways, as determined by the State Board. Per Diem shall also be paid at the rate of $150.00 per day for five (5) days. A delegate may be excused by the chairperson of the delegation to attend committee meetings or other business pertaining to the National Convention to which they may be assigned. Those delegates determined to be alternates at the State Convention who are changed to regular delegates, shall receive a pro-rated allowance for each half day they attend the National Convention session, provided they are in attendance at the Tuesday afternoon session.

ARTICLE VIII
State Board

Section 1. Members.
A. The Executive Board shall consist of the President, Vice President, Secretary-Treasurer, and four Executive Committeepersons. They shall have one vote each in the State Convention except for the election
of Officers. They shall have charge of all property of this Association. At the expiration of the term of office or when called upon by the Executive Board they shall deliver to this association or successor in office all property belonging to this association.

B. The immediate past president of the Ohio Rural Letter Carriers’ Association may be retained in an advisory capacity for assistance to the President as an Ex-Officio member of the Executive Board for a period of one year. There will be no compensation. Per Diem and expenses the same as Executive Board members may be allowed. The said individual as an Ex-Officio member of the Executive Board will have no voting power.

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

Section 3. Meetings.

A. The President shall direct the Editor of the "Ohio Rural Carrier" to publish in the paper not less than thirty days in advance of any scheduled ORLCA Executive Board meeting with time and dates and places of such meeting.

B. The President shall direct the Editor of the "Ohio Rural Carrier" to publish a condensed version of the minutes of all ORLCA Executive Board meetings within sixty days of such meetings.

C. All State Board Meetings are open meetings to any member of the Association who wishes to attend. The State Board may vote to go into Executive Session for a specific reason.

ARTICLE IX
Committees

Section 1. Convention Committees.

A. Credentials Committee, shall be composed of three members who shall be appointed in advance from the list of regularly named delegates then in the hands of the President. At least one of this committee shall be on hand the evening before the Convention and in conjunction with the Secretary-Treasurer, shall receive credentials and distribute delegates’ badges; they shall make a partial report to the Convention before adjournment of the first session. The Credentials Committee shall have at least one carry over member from the immediate previous year. If this carry over member is not present on the first day of the Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee.

B. The Law Committee shall be composed of five members appointed in advance from the list of regular delegates in the hands of the President. They shall carefully consider all signed and dated matters or recommendations pertaining to the laws of this Association that are received by mail, at the Secretary-Treasurer’s office five (5) days prior to the opening session of the Convention. All proposed changes have to be in the possession of the Committee by the close of the first day’s session. These recommendations shall be read at two sessions of the Convention. The Law Committee shall have at least two carry over members from the immediate previous year. If these carry over members are not present on the first day of the Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee.

C. The Resolutions Committee shall be composed of five members appointed in advance from the list of regular delegates then in the hands of the President. They shall carefully weigh and consider all signed and dated resolutions that are received by mail, at the Secretary-Treasurer’s office five (5) days prior to the opening session of the Convention. All proposed changes have to be in the possession of the Committee by the close of the first day’s session. They shall make reports in the same manner and at the same sessions as the Law Committee. The Resolutions Committee shall have at least two carry over members from the immediate previous year. If these carry over members are not present on the first day of the Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee.

D. An Election Committee, composed of seven members, or more, shall be appointed in advance from the list of regular delegates then in the hands of the President. If an unusual number of ballots are received, or if an unusual circumstance should arise, the President may make additional appointments after the opening session of the Convention as the needs may require. The Election Committee shall conduct the vote tabulation for National Delegates in accordance with Article VII, Section C, Paragraphs 2, 5, 6 and 10.

Section 2. Special Committees.

A. The Auditing Committee, composed of five members, shall be appointed in advance from the list of regularly named delegates in the hands of the President. They shall examine the books and accounts of the Secretary-Treasurer and report their findings immediately after the report of the Secretary-Treasurer has been read. The Auditing Committee shall have at least two carry over members from the immediate previous year. If these carry over members are not present on the first day of the Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee.

B. Time and Place Committee. The Time and Place Committee shall be composed of five members from
the area in which the annual convention will be held in three years will be appointed by the President prior to the close of each annual convention. This committee will report their recommendations at the next annual convention following their appointment.

**ARTICLE X**

Steward System

Refer to the NRLCA Constitution Article IX.

**ARTICLE XI**

Appeals

Section 1. State

A. A member aggrieved by any action of a state association, officer or steward shall have the right to appeal to the State Board.

1. Appeals must be in writing and be filed with the State President within 30 days of having knowledge of said action.

2. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committee and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned within 20 days of receipt of the President’s request.

3. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days to respond in writing and provide documentation to the State President.

4. The State Board shall review the Charging Party’s letter of specificity, documentation, relief sought and the response of the Charged Party. The State Board is authorized, in consultation with the Executive Committee, to take the necessary action to resolve the issue within 30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.

B. A Party not satisfied with this decision, or any other action of the State Board on said appeal, shall have the right to appeal to the National Board.

1. This appeal must be in writing and be filed with the President of the National Association within 30 days of receipt of the State Board’s decision.

2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.

3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.

A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.

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

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

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

Section 2. National

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

1. The appeal must be in writing and be filed with the National President within 30 days of the action.

2. Within 15 days of receipt of the appeal, the National Board shall retain the appeal for investigation, forward the appeal to the National Appeals Commission or, if received within 90 days of the first business session of the National Convention, refer the appeal to the Appeals Committee. The President shall notify the Charging Party(s) of the appeal’s receipt and disposition.

3. Should the National Board retain the appeal, it shall investigate, render a decision and notify the Charging Party(s) in writing within a reasonable period of time.

4. Should the National Board forward the appeal to the National Appeals Commission, the commission shall complete an investigation and report its findings and recommendations in writing to the National Board within 30 days. Upon receipt, the National President shall notify the Charging Party(s) that the Commission’s report is before the National Board. The National Board shall render a decision and notify the Charging Part(s) in writing within a reasonable period of time.

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

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

1. The appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board’s decision. The appeal, if
### NEW MEMBERS

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<tr>
<th>Name</th>
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<tr>
<td>Donald Cleaver</td>
<td>Blanchester</td>
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<td>James Hood</td>
<td>St. Clairsville</td>
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<td>Charlene Davis</td>
<td>Bridgeport</td>
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<td>Shannon Showalter-Carpenter</td>
<td>Barnesville</td>
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<td>Amira Abdalla</td>
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<td>Mary Scherer</td>
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<td>Courtney Kelley</td>
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<td>Kristine Bayless</td>
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<td>Joyce Horn</td>
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received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.

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

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

### Section 3. Administration

At every level of appeal, members shall be afforded the rights of due process and the right to appeal an adverse decision to the next level. The National Board shall have full authority to intervene to protect the members of this Association. Correspondence shall be by certified mail, return receipt requested. Costs of the state investigation and action shall be borne by the state association; costs of the National Appeals Commission and Appeals Committee shall be borne by the National Association. No legal proceeding may be initiated until the appeal procedures provided herein have been exhausted.

### ARTICLE XII

**Parliamentary Authority**

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

### ARTICLE XIII

**Amendment of Constitution**

This constitution can be amended by submitting the amendment in writing at an annual convention and passed upon after a reading at two sessions and after it shall be concurred in by a vote of two-thirds of the voting members present, It shall be from that time a part of the constitution.

The Executive Board is hereby empowered to make such interim amendments to the Constitution of the Association as may be necessary to conform to the requirements of Federal Law, such amendments to be effective only until the next following convention of the Association.

### Appendix A:

Office of Labor-Management Standards (OLMS) Fact Sheet on the Labor-Management Reporting and Disclosure Act (LMRDA). This Constitution adopted at Dayton, Ohio, July 10, 2012, shall supersede all others which are hereby repealed.

Happy Easter!
OHRLCA uses the same address that you have on file with the USPS. Therefore, if you need to change your address, you have three options:

1. Use PS Form 1216, Employee’s Current Mail-Address. Send it to: HRSSC, Benefits/Compensation, PO Box 970400, Greensboro, NC 27497-0400.

2. Call the HRSSC at 877-477-3273, option 5. Validate your identity with your Employee ID number or USPS Pin, then option 9 to speak to a service representative who will assist you.

3. For carriers with PC access: Log on to Lite-Blue using your EID and USPS Pin. Click on the Change of Address/Phone/Emergency Contact link under Employee Resources. Your current information will be displayed. To update your information, click the edit button, and you’re on your way. Follow the prompts to review, confirm and save your changes. That’s it, you’re done!

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

Attention

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
Ph 330 735-2727 Fax 330-735-2535
pennykoren@yahoo.com

Change of Address

OHRLCA uses the same address that you have on file with the USPS. Therefore, if you need to change your address, you have three options:

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RESOLUTION - 2013

The following Resolution is submitted by (Individual or District) to the Resolutions Committee of the 2013 Annual Convention of the Ohio Rural Letter Carriers Association at Westlake, Ohio for consideration and appropriate action.

ISSUES

Check one:

- AUTOMATION
- BENEFITS
- EMA
- GRIEVANCE PROCEDURES
- LEAVE REPLACEMENTS
- MAILCOUNT
- RELIEF DAY
- RETIREMENT
- SALARY
- TIME STANDARDS
- VEHICLE
- WORK RULES
- OTHER
- CONSTITUTION

The following procedures are suggested for effectively presenting Resolutions:

1) Place only one Resolution per sheet.
2) Formatting instructions: Font-Times New Roman: Font Size 11; New Language BOLD; Omitted Language strike through
3) Indicate if the Resolution is intended to be binding or non-binding (above).
4) Indicate the issue this resolution concern’s (above).
5) Identify any Handbooks, Manuals, or Written Documents to be amended:
   By: (a) Name of Document
   (b) Article Section Paragraph

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

WHEREAS:

BE IT RESOLVED:

INTENT OF/REASON FOR CHANGE:

Signature

Date
2013 OHRLCA CONSTITUTION CHANGE

The following proposed Constitution change is submitted by (Individual, or District) ______________________ to the Law Committee of the 2013 Annual Convention of the Ohio Rural Letter Carriers’ Association at Westlake, Ohio for consideration and appropriate action.

The following procedures are suggested for effectively presenting a Constitution Change:
1. Place only one Constitution change per sheet.
2. Present in typewritten form, if possible.
3. Identify where proposal is part of the Constitution by:

   Article  ______________  Section  ______________  Paragraph  ______________

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

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF / REASON FOR CHANGE:

Signature  __________________________
             District Secretary or Individual
# 2012-2013 DISTRICT OFFICERS

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**OHRLCA 2013 SPRING DISTRICT MEETING SCHEDULE**

**District 1** Saturday, April 20, 2013, Dinner - 5:30pm, Meeting 6:30pm. Best Friends Restaurant, Interstate 90 and State Route 534, Geneva OH. Order from the menu, meals are $5 - $12. Free dinners to first time attendees. Questions contact Dawn Greene 440-759-2777.

**District 2** Wednesday, April 10, 2013 Dinner at 6:00pm, Meeting at 7:00pm Kings Family Restaurant, 1063 Canton Rd (St Rt 43), Wintersville OH. Order from the menu. Questions contact Barb Pitts 330-533-6274.

**District 3** Thursday, April 18, 2013, 6:00 - 9:00 p.m. The Manor Restaurant, 753 S Wooster Ave, Strasburg OH 330-878-9809, 3 Meat Meal with all the fixings $10.00, RSVP to Jody Schuler, 740-492-0608.

**District 4** Saturday, March 23, 2013 6:00pm, Lori Restaurant, 17020 McConnelsville Rd., Caldwell, OH 43724. We will order from the menu but in order to plan how many to expect please notify: Judy McIntire 740-458-1464

**District 5** Saturday, April 20, 2013 Ponderosa, 601 E Main St, Jackson OH 45640. Dinner 6:00pm Meeting 7:00pm. RSVP to Ron Ellis 304-654-1938 or Elizabeth Altizer 740-245-5193.

**District 6** Saturday, April 20, 2013 Golden Corral, 2296 N Memorial Dr, Lancaster OH. Dinner at 5:00, meeting to start at 6:00. Dinner will be $5.00. RSVP to Sandy Heaton at 740-408-3958.

**District 7** Thursday, April 4, 2013 PJ’s Pizza, 571 W Cherry St, Sunbury OH 43074, 740-965-2000. PJ’s is located right on St Rt 36 at the west edge of Sunbury. Darlene Rafferty 419-564-2796 or rafferty910@aol.com

**District 8** Thursday, April 11, 2013 5:00pm – 8:30pm, WellingtonReservation Visitor Center, Wellington’s Lorain County Metro Park, 535 Jones Rd, Wellington OH 44090. Refreshments provided. RSVP by April 5, 2013 to Barb Perkins 440-647-5341 or Christina Guk 330-220-8259.

**District 9** Wednesday, April 3, 2013 6:00 - 9:00pm La Charrita, 3210 N Main St, Findlay OH 45840, phone 419-422-8226.

**District 10** Wednesday, April 17, 2013 Dinner 6:00pm, Meeting 7:00pm, Dutch Kitchen, 8690 US Hyw 42 NE, Plain City OH. RSVP to Diane Cox 4780 Stony Creek Rd, Urbana OH 43078-9454 or call 937-869-4724. Cost of meal $15.50 or RSVP by April 13th and the cost of the meal will be $10.00 each. Non-Members are welcome.

**District 11** Thursday, April 11, 2013 Dinner 6:00pm, Dakota’s Road House, 760 W Emmitt Ave, Waverly OH 45690. RSVP to Emilye Arthur 937-205-8642 by April 9, 2013.

**District 12** Tuesday, April 16, 2013 Dinner 5:30, Meeting 6:30 – 8:00pm, Golden Coral, 470 Kolb Dr, Fairfield OH 45014. RSVP to Christina Eubanks 502-216-6601.

**District 13** Tuesday, April 23, 2013 6:00 p.m. dinner, 6:30 p.m. meeting. American Legion Post #387, 46 S Cleveland St, Minster OH 45856. Buffet dinner. Information contact Pam Brester at pbrester@woh.rr.com or 937-845-2295.

**District 14** Thursday, April 18, 2013, 6:00 p.m. dinner, meeting to follow. Azul Tequila, N Clinton St, Defiance OH (across from the Northtown Mall. RSVP to Ray Balbaugh or Susan Thayer 567-264-4520.

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**2013 OHRLCA SPRING DISTRICT MEETING ASSIGNMENT LIST**

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The Battle for the Post Office and Democracy

What sayeth the law?

The Ohio Rural Letter Carrier
February/March 2013

The Battle for the Post Office and Democracy
What sayeth the law?

Continued From December/January Issue

The obvious Solution of Matching Revenue with Cost

Although there were options in the PAEA to raise postage to cover costs due to "extraordinary or exceptional circumstances," which is the case given the recession and other factors, the large corporations communicated to Congress that any postage increases were unacceptable and should be off the table.

In 2010, the Postal Service did request a general rate increase for all mailers due to exceptional circumstances. However, the large corporations, under the "Affordable Mail Alliance," recruited many small businesses, newspapers, and non-profit organizations to join with them to oppose the rate increase. The Postal Regulatory Commission ruled that the recession was an exceptional circumstance, but the Postal Service did not demonstrate that the proposed rate increase was designed to address the effects of the claimed exceptional circumstances. Despite the opportunity to resubmit the rate increase, the Postal Service dropped the attempt to raise rates.

Although the Postal Service over the last few years has eliminated many postal jobs and made damaging service cuts to the general public, the only acceptable plan for the large mailing corporations was even more job eliminations and deeper service cuts to the American people in order to protect the large mailers low and privileged rates.

As mentioned previously, the Postal Service is self-sustaining and the law states, "The costs of establishing and maintaining the Postal Service shall not be apportioned to impair the overall value of such service to the people." Other sections of the law not included above also prevent service cuts, but these parts of postal policy law are also being ignored. The usual and obvious method of balancing the postal budget and retaining the overall value of service is to increase postage rates so that revenue matches costs.

Obvious means of increasing revenue to match the costs of postal services include reconfiguring the punitive pre-funding of the health care fund, returning overpayments to retirees and raising postal rates on advertising mail. Just as legislation created financial difficulties for the Postal Service, legislation can solve the financial difficulties. Such legislation should be straightforward and without other harmful provisions to further dismantle the Post Office under the guise of "saving the Post Office.

Democracy and the Post Office

At the time of the American Revolution, democracy was a relatively new idea for governing, as Kings, Queens, churches, and legislative bodies controlled by the upper class were the dominant models of government in most countries. Following the American Constitution, the new federal government established the principle that the American people could "arm themselves with the power which knowledge gives." In the beginning of the 1800s, many individuals and associations of individuals provided information and opinion through the subsidized newspapers. Nowadays, the low postage enabling the American people to express their views was subsidized by money from merchants. As things stand now, although still inexpensive, citizens overall pay more for their postage than businesses. The postage rate structure has turned upside down as citizens now subsidize large business advertising rather than business subsidizing democratic communication.

The founders of the US saw the post office as a universal service, providing each home with affordable (perhaps free) and fast internet access and email accounts. Moreover, a person's online activities could be made secure from corporate eavesdropping, tracking, and data collection.

The bottom line is that the battle for the Post Office is a battle for democracy and fairness. On one side are the few owners of Bank of America, JP Morgan, Time Warner, Verizon, FedEx and other large corporations who want to reduce service to millions of Americans, eliminate family wage jobs, avoid paying their fair share of postage, and essentially control the Post Office for their own benefit. On the other side are the millions of American people who want the Post Office for "personal, educational, literary, and business correspondence" and look to "arm themselves with the power which knowledge gives."

The Post Office is a successful, beloved, and democratic institution with a proud heritage and important role for the future that must be protected by the American people.

What Does the New Law Say?


Postal Policy

(a) The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by Act of Congress, and supported by the people. The Postal Service shall have as its basic function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient service in all areas and shall render postal services to all communities. The costs of establishing and maintaining the Postal Service shall not be apportioned to impair the overall value of such service to the people.

(b) The Postal Service shall provide a maximum degree of effective and regular postal services to rural areas, communities, and small towns where post offices are not self-sustaining. No small post office shall be closed solely for operating at a deficit, it being the specific intent of Congress that effective postal services be insured to residents of both urban and rural communities.

(c) As an employer, the Postal Service shall achieve and maintain compensation for its officers and employees comparable to the rates and types of compensation paid in the private sector of the economy of the United States. It shall place particular emphasis upon opportunities for career advancements of all officers and employees and the achievement of worthwhile and satisfying careers in the service of the United States.

(d) Postal rates shall be established to apportion the costs of all postal operations to all users of the mail on a fair and equitable basis.

(e) In determining all policies for postal services, the Postal Service shall give the highest consideration to the requirements for the most expeditious collection, transportation, and delivery of important letter mail.

(f) In selecting modes of transportation, the Postal Service shall give highest consideration to the prompt and economical delivery of all mail. Modern methods of transporting mail by containerization and other means, including overnight transportation to the destination of important letter mail to all parts of the Nation shall be a primary goal of postal operations.

(g) In planning and building new postal facilities, the Postal Service shall emphasize the need for facilities and equipment designed to conserve energy, produce minimal waste, meet accessibility requirements, a maximum degree of convenience for efficient postal services, proper access to existing and future air and surface transportation facilities, and control of costs to the Postal Service.

Floyd Edler
Executive Committeeman

The Ohio Rural Letter Carrier
February/March 2013
WHAT DO YOU DO

Do you, as rural carriers, realize that there are many things every day that we are required to do? Some seem so mindless that we often over look them or just forget. However, it has come to my attention that these things are so important that if they are not done when they are supposed to be done that we could be in line for some discipline. Do you sign in on your 4240 when you enter your work case? Some may ask, "what is the 4240"? The 4240 is the sign in time sheet that should be hanging at your case. This time must be marked down daily along with the times that you leave for the route and the time you return to the office in the afternoon, and again when you leave for the night. The other things that go on this sheet are your flat and letter footage and your DPS letter and flat footage, if required to do so, any time that you take for lunch or breaks and any time that is spent for a postal meeting or watching a video if you are required to do so. All these times should be accurate. These sheets are kept for two years and could be used for future disputes if needed. We are also able to keep copies of these if we so desire.

One of your duties and responsibilities after reporting to work is to inspect your llv. Do a vehicle safety check. Start it up and make sure all your lights are working, along with your horn and brakes (this is best done with a partner). When you get out, look at the tires and make sure there are none that are flat, low or bald. If there is a problem immediately tell your supervisor, he may ask that you fill out a repair slip if it needs professional work from our mechanics. Another good idea is make sure your work area is free of any debris, such as rubber bands or plastic straps lying on the floor that you can slip on. Remember that it is up to you to keep safe in and out of the office.

Hope it will be a safe 2013 for all of you. Good luck to all of you who may be getting counted again in February. See you all at your District meetings.

Barb Pitts, Executive Committeeman

My article for this newsletter is centering on the Thrift Savings Loan Program. The Thrift Savings plan was designed to provide you with income after you retire but also allows you access to the money in your account. However, taking a loan could result in less money for you at retirement. Before you borrow, consider the following:

If your TSP investments earn higher rates of return than the interest rate on the loan, the TSP account will end up being smaller than it would have been if you had not borrowed from it.

If you are not able to contribute as much to the TSP because of the financial burden of your loan payments, your TSP account will not grow as quickly. Remember, if you are a FERS employee and you have to reduce your contribution rate to below 5%, you will not receive the full USPS match.

A TSP residential loan is not a mortgage; therefore, the TSP loan interest payments are not tax deductible.

The Rules for Borrowing:
You have at least $1,000 of your own contributions and associated earnings in your account.
You are currently employed as a Federal civilian employee or member of the uniformed services.
You are in a pay status.
You have not repaid a TSP loan in full within the past 60 days.
You have not had a taxable distribution on a loan within the past 12 months, unless the taxable distribution resulted from your separation from Federal service.

There are two types of loan:
General purpose loan with a repayment period of 1 to 5 years requires no documentation.
Residential loan with a repayment period of 1 to 15 years requires documentation.

Borrowing:
When you borrow from your TSP account, the loan is disbursed proportionally from any traditional (non-Roth) and Roth balances in your account. If your TSP account is invested in more than one fund, your loan is deducted proportionally from the employee contributions (and earnings on those contributions) that you have in each fund. Your total balance is decreased by the amount of your loan.

Repayment:
When you repay your loan, your payments (including interest) are deposited back into the traditional (non-Roth) and Roth balances of your account in the same proportion used for your loan disbursement. The repayment amount is invested in your TSP account according to your most recent contribution allocation. The loan interest rate you pay for the life of the loan will be the G Fund’s interest rate that is in effect on the date that your loan agreement is generated.

Applying for a Loan:
You can apply for a loan electronically on the TSP website. www.tsp.gov
You can apply for a loan on a paper application using Form TSP-20 (Loan Application).
There is a $50 fee that will be deducted from the proceeds of the loan to cover administrative costs. Loan payments are deducted from payroll deductions. The repayment of the loan will start within 60 days of the disbursement of the loan. You may make additional loan payments to repay the loan faster. You can also prepay the loan in full.

I hope the above information about the Thrift Savings Loan Program will help you in your financial endeavors in the near future.

Carla Dedden, Executive Committeeman
Ronald Albert “Ron” Briggs, age 71, died at 6:25 am Tuesday, Nov. 27th at Richland Manor, Bluffton, Ohio. He was born December 12, 1940 in Valparaiso, IN to Urbin and Rose (Schlobohm) Briggs and they preceded him in death. On April 2, 1960 in Hoburn IN, he married Lenora Smith and she survives.

Other survivors include 3 daughters, April D. (Timothy) Holbrook, Roundhead, Echo E. Young, Goodrich, TX, Cynthia R. (Scott) Lund, Markle, IN, 3 brothers Rupert (Carrie) Briggs, Garden Grove, CA, Marvin Briggs, South Bend, IN, Floyd (Judy) Briggs, Valparaiso, IN, 7 grandchildren, Matthew, Bethany, Faith, Christi, Angel, Larea, and Andrew. He was preceded by an infant sister and a sister, Vivian R. Rigg.

Ron was a member of McGuffey Church of Christ, was a member of the McGuffey Fire Company since 1967, the Ohio Rural Letter Carriers Association and Chaplain of the Association for 20 years, member of the Hardin County Council of Aging Board, Former Upper Scioto Valley School Board Member, a 4-H advisor in Adams County, a National Rifle Association member, and had served as a Trustee and custodian for Camp Christian, Houston, OH. Ron was a graduate of Boone Grove High School in 1958 and graduated from Lincoln Bible Institute. He started preaching at age 18 prior to going to Bible College. He was currently the minister at St. Paul United Church of Christ, Ada where he has served for 22 years, and was a rural mail carrier at the Alger Post Office where he retired in March 2009 after 30 1/2 years. He had served as minister for 15 years at McGuffey Church of Christ and 8 years at Lawshe Church of Christ.

Contributions may be given to Lincoln Christian University, Kentucky Christian University, or Ozark Christian College.

Rheba Anne (Elston) Salyers, 64 years of age, went home to be with her Lord and Savior Jesus Christ, Monday, November 26, 2012. Rheba was born March 9, 1948 in Grover Hill, Ohio to the late Everett Dale and Ruby Marie (Foust) Elston. She was a 1966 graduate of Fairview High School. Rheba married John L. Salyers on October 28, 1967 in Emerald Mission, Paulding County, Ohio. She began working for the United States Post Office in 1986, and retired in 2005 after serving as Postmaster for the Mark Center Post Office for 19 years. Rheba was a devoted Christian woman and attended First Baptist Church, Bryan. Our mother was special in so many ways. She enjoyed antiquing and shopping. One special memory we have is all her delicious meals mother was special in so many ways. She enjoyed antiquing and shopping. One special memory we have is all her delicious meals.

In addition to her husband John L. Salyers, Sr. of Defiance; two sons, John L. Salyers Jr. of Ney, Ohio and Lucas Paul Salyers of Ney, Ohio; two daughters, Corinna Smith of Defiance, Ohio and Nicole (Ray) Kelley of Defiance, Ohio; ten grandchildren, Loren R. Smith, Jr., Corinna Gebers, Christina Gebers, Sarah and Andrew Salyers, Courtney, Ryan, Nicholas and Samantha Kelley and Lorelei Ma Salyers; three brothers, Glen (Mildred) Elston of Defiance, Ohio, Lynn (Nancy) Elston of Montpelier, Ohio, and Eugene (Barb) Elston of Ney, Ohio; five sisters, Treva Elston of Sherwood, Ohio, Rita (Dan) Canales of Defiance, Ohio, Cheryl Srodes of Fremont, Ohio, Rosemary Yates of Ney, Ohio and Marilyn (Dale) Stoner of Stryker, Ohio.

Garry Allen Jasnoch, 72, Sunday, OH went home to be with the Lord on December 30, 2012. Garry was born in Thief River Falls, MN on May 14, 1940, to the late Frank and Bertha (Ilers) Jasnoch and is also preceded in death by his son, Victor Roy Jasnoch.

Survivors include his wife, Alberta (Shaffer) Jasnoch; son, Whitney Jasnoch; sisters, Marilyn Cullen and Shirley (Roy) Stengrim; brother, Stanley (Sandy) Jasnoch; grandchildren, Jordan and Victoria Jasnoch; nieces, nephews and many friends. Garry was a rural letter carrier.

In lieu of flowers, memorial contributions may be made to the Riverside Bible Church.

Charles Howard Smith, 85, Woodfield, passed away at home Sunday morning, December 30, 2012. He was born in a log cabin in Rinard Mills, Ohio, on January 19, 1927, the son of Everett and Waife (Cline) Smith. He grew up on a large farm and joined the military during World War II. He was a World War II veteran serving in Italy and Sicily.

He was an electrician by trade and worked many years as an electrician before becoming a rural letter carrier. He retired from the Woodfield Post Office in 1992. During his tenure as a postal worker, he received the million miles award for outstanding performance in driving one million miles without an accident. He was a member of the New Martinsville Pine Street Church of Christ. He was also a part-time minister and preached in many small congregations in the area for many years. He could quote scripture from the Bible reciting chapter and verse verbatim. He was an avid reader and gifted artist. He was quiet, soft spoken, and humble about his abilities.

He survived Hodgkin’s Lymphoma at age 25 when the renowned Dr. George Crile of Cleveland Clinic performed an innovative radical surgery at the time removing 60% of his internal organs. He was left with what he called his “railroad tracks” of scars intersecting across his chest and abdomen. He received dialysis three times a week, at the New Martinsville Dialysis Center, where he became very attached to Linda and Sandy, dialysis nurses that kept him alive for the past thirteen years. Throughout more than a decade of dialysis, surgeries, procedures, and illnesses, he never complained and continued to enjoy politics, reading, and learning.

Surviving is his wife of 60 years, Grethel (Winland) Smith of Woodfield, who cared for him during all his illnesses. He had three children – Rhonda (Larry) Koslik and Fonda (Jeff) Turner of Woodfield and Vaughn (Angie Jones) Smith of Lawrenceville, Georgia; seven grandchildren, Kent Koslik of Anchorage, Alaska, and Kellen Koslik of Athens, Ohio; Elizabeth and Alexandra Turner, of Woodfield, and Alexis, Rebecca and Quintin Smith of Lawrenceville, Georgia; two brothers Gene (Pearl) Smith and Kenneth (Dot) Smith of Woodfield; and one sister Emily (Don) Hartshorn, of Woodfield, as well as numerous nieces and nephews living in the area complete the family. In addition to his parents, he was preceded in death by one sister, Ethel Smith.
~~~WELCOME 2013~~~

I'm hoping that you all had a wonderful and safe holiday season with family and friends. As we begin 2013, hopefully with you all healthy and happy and keeping warm from the cold and snow, we need to be reminded of some information and upcoming dates.

Please encourage your children and grandchildren to start working on their entries for the Juniors Contest for our state and national conventions. Information for the contest can be found in the pamphlets available at District Meetings. Scholarship forms for state scholarships--due in June, and national scholarships--due on March 1 were distributed at the Fall Booster and District Meetings. All other requested applications have been mailed. If you are still interested in forms for your children/grandchildren that are continuing their education past high school; please contact an Auxiliary State Officer and we will make sure that you receive them.

We will have more information on our humanitarian project: "A Program of Love", Epidermolysis Bullosa or EB at the upcoming District Meetings. Project items: a pin, mailbox flash drive, butterfly bookmark, zippered money bag, and a "DEBRA" frisbee will also be available at the meetings. We are looking forward to your continued generous support. Information about our Americanism project: The American Flag, and our Safety project: "Be Alert-Be Aware-Be Safe" will also be presented at the Spring District Meetings.

We are looking forward to seeing you all soon and having new Auxiliary members participate with us! Thank you for your support!

Sandy Schwartz

Ohio Auxiliary President

Happy St. Patricks Day
**Upcoming Events**

**Retirement Seminar**
Newark Metropolitan Hotel
Newark, Ohio
April 28, 2013

**Deadline For Nominations For National Convention Delegate**
May 31, 2013

**State Convention**
July 14-16, 2013
Westlake Holiday Inn
1100 Crocker Rd.
Westlake, OH 44145

**National Convention**
August 13-16, 2013
St. Louis, Missouri

All dates and times are subject to change due

**Spotlight Page**

Every issue we would like to have a Spotlight Page. Anyone knowing of a person or post office they feel should be spotlighted please send information to: Editor Lori Todd at loritodd@yahoo.com.

**Deadline**

for the April/May issue is
March 12, 2013. Please have all articles to Editor Lori Todd by that date.

**You May Have Won A Prize**

*Please See This Page for Details!*
Joanna Lapinta found her name in the last issue.
Congratulations Joanna!

**Contest**

Every issue of the Ohio Rural Letter Carrier will contain a name of a member in the body of one of the board members articles. Find your name in the article and win a $25 Visa Voucher from Atlanta Postal Credit Union. The name will be placed where it makes no sense (example: The USPS is a great place loritodd to work). Contact Penny Koren at 330-735-2727 to claim your prize.

Karen B. Phillips found her name in the last issue. She received a $25 Visa Voucher. Congratulations Karen!