



OHIO RURAL LETTER CARRIER

Association Year 2020-2021 - Issue Number 4

UPCOMING EVENTS

April 25, 2021

Final day 2021 National Delegate
Nominations will be accepted

April 27, 2020

Due to pandemic related regulations
and guidelines, location and time
of drawing will be announced and
provided to nominees at a later date.



Sign Up Today
for the OHRLCA
Retirement Webinar!

• 10 •



Cost of Living
Adjustment Scheduled
for paychecks dated
March 19, 2021

State Convention Canceled!

The State Board considered available options offered by the National Board for holding our annual convention. The State Board was concerned with available food services and the maximum capacity of their convention hall. The State Board discussed these issues with the hotel under the premise of respecting State and CDC distancing requirements and guidelines. The State Board ultimately decided, after much discussion, to cancel the 2021 State Convention for the safety of its members and guests. Incumbant Officers will retain their positions.



Mid-States Conference Canceled

It is so unfortunate due to COVID-19 that the Mid-States Conference scheduled to be held at the Hilton Hotel and the Grand Wayne Center in Fort Wayne, Indiana, April 30, May 1 & 2, 2021 has been canceled.

The hosts, Indiana Rural Letter Carriers' Association State Board, has decided to cancel the 2021 Mid-States Conference and we will look forward to the 2022 Mid-States Conference in Iowa if and when COVID-19 restrictions are lifted.

Thank you,
Gary Plumer

President
2021 Mid-States Conference



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WORSHIP CORNER



Snow Stories of a Retired Rural Carrier

My dearly beloved Brother and Sister Rural Carriers!!

Rita Beedy
State Chaplain

The snow is on the streets, but I am not! I have waited 29 years for this! When I hear the plow zip down the road in the early morning, I snuggle down into my covers. My fellow retirees know what I mean!

I watch the winter weather forecast and do not get sick to my stomach. My first winter as a retired carrier has been enjoyable. Sometimes I do feel a bit guilty to be so fortunate.

My hubby is in the photo. He is still working, so he had to bring out our snowblower and clear a way for him to leave for work. If he did not have to work, we would have just stayed inside and waited for it all to melt. (We have bread, milk, eggs, and TP, so we easily could!) He is such a good man. He cleared the path to the mailbox just like we hope all of our customers do!



We all have "snow stories". The second winter I was an RCA, I got stuck at the end of the mail route. Y'all know what I'm talking about? When you've got a serious need for the facilities, and just about to the finish line? I was stuck... and I mean STUCK! One of the other girls asked how I got out, and I told her shovel... pee... shovel... pee! Haha!

One of my favorite "snow stories" involves a kind farmer who stopped by my stuck truck in his pickup. He told me to stay in the car, then he hooked a tow rope to my vehicle and pulled me out! I love him to this day!

There are also some less joyful memories of snow and ice. I am praying for those families in Fort Worth involved with that horrible 130+ vehicle pile-up on I-35. Prayers also go to all the southern states who are not used to this weather and lack the facilities to maintain icy roads.

You are extraordinarily valuable; remember that! Take care of yourself and be safe. Do not take chances on your well-being.

I never had to drive an LLV, but I have heard horror stories. I started delivering out of my car, then eventually got a right-hand drive jeep. They are excellent, but they can get stuck too! That reminds me of one more story.

One time, my husband had to call my son to pull me out of a snowdrift in our driveway because I thought a 4-wheel drive would not get stuck! I had made it through the whole route in heavy snow without getting stuck and thought I was invincible! Boy, was I wrong!

Know that you are loved with an everlasting love. I pray for you not just when it snows, but every time you come to mind! God willing, we will see each other at the next State Convention. I am missing you!

Love and Prayers!
Rita Beedy



Mark Funderburgh
President

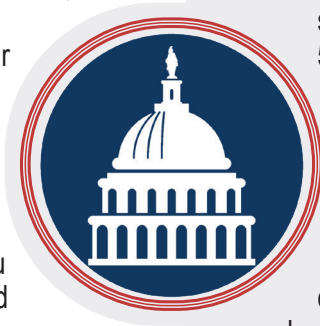
Do You Also Want To Retire Sooner?

As I sit in my chair, writing this article and watching the blowing snow, I long for the day I finally get to retire. My official date is October 7th, 2021, but I will have to continue until November 1st, 2021. If all of my postal years were credited, I could be relaxing in a hammock near a beach about now!

I wish I could get congress to give me credit for all of my time served as a leave replacement for the postal service. I know I am not the only carrier who dreams of having their non-career period credited towards retirement.

Did you know there is a way to get a bill passed in Washington, D.C., and make this dream come true? It takes joint effort, but if every carrier that has thought of this scenario pursued it, then maybe we would all benefit from our efforts.

But how, you ask? We must contact our representatives and senators and ask them to support just such a bill. Their contact information is readily available on **page 5** of this publication! If you do not want to do that, you could donate to PAC and have someone from Ohio present this case for you on your behalf. Either way, it is a win for every carrier in the union.



Why Give to PAC?

The NRLCA-PAC helps make the lives of Rural Letter Carriers better.

In the past, PAC contributions successfully aided in the defeat of efforts to restrict collective bargaining, made sure single piece parcels remained in the market dominant category, and scuttled anti-labor amendments.

To ensure that our voices are heard from now through the next election, NRLCA-PAC must begin preparing now. If you are already a PAC member, thank you for your contribution and please keep contributing. If you are not yet a PAC member and would like to be, or would like more information on PAC, please feel free to contact your our state PAC co-chairs, Brittany Levensky or Diana Garner at djgarner4@gmail.com

How Can I Contribute to PAC?

The following are ways to contribute to the NRLCA-PAC:

PAC Withholding:

Become a supporting member of the NRLCA-PAC by signing up for Withholding or EFT! Both of these donation methods provide an easy way to automatically contribute to PAC each month. Additionally, by knowing how many contributions are coming in advance, Withholding and EFT donations provide an invaluable guideline for the Governmental Affairs Department when budgeting for campaign donations. You can choose to donate as much as you would like, while continuing to donate at local and state meetings.

Withholding deducts donations from each paycheck, using a payroll allotment through the PostalEase system. This is a bi-weekly contribution and is available to all active NRLCA members.

Electronic Funds Transfer:

EFT uses a checking account to make a once monthly donation to the PAC. This option is much like using a debit card at the store and will be deducted from your account on the 5th of each month. All you need to sign up is a voided check (no business or farm account checks can be accepted). EFT is available to all active and retired members.

Steward Withholding:

If you receive a check from the NRLCA, you can elect to have an amount deducted from each paycheck. Please contact the National Office for information.

Credit Card Donations:

PAC Chairs and Vice-Chairs will be able to collect credit card donations. You can also contact the PAC manager at the National Office to contribute the phone.

Organized Meetings Canceled:

With COVID-19 still rampant, the State Board has decided to cancel all organized meetings within the state again this year. If possible, we may have a meeting near Columbus sometime in the fall. That way, Ohio membership can get the information it craves.

In the meantime, your state officers' will hold office unless an officer decides to resign. In that case, the OHRLCA would first alert the membership of any board vacancy then request resumes from all interested members. The board would then appoint a member to the board following a review of all resumes received by the provided deadline.

COVID-19 continues shattering union meeting plans. As of this writing, the Mid-States conference has been canceled. The National Board is considering taking the National Convention to the virtual world but has not yet officially decided. Future publications and online articles on nrca.org will provide updates to these meeting schedules.

Thank you for your understanding. Your continuously diligent health practices for reducing and eliminating the spread of this troublesome virus are sincerely appreciated.

God bless our state, our union, and our country

Mark Furschburgh President

COVID-19, a U.S. presidential election, and an increased



Tim Barker
Vice-President

2020: The Perfect Storm for the USPS

package load (thanks to millions of online orders) presented challenges for already exhausted rural carriers. It was another relentless and record-setting year for parcels, and we all felt it. 2020 was the perfect storm, and, thanks to the union workers, the USPS endured! We're good at what we do!

The Postal Accountability and Enhancement Act (PAEA) of 2006 ties the hands of the Postal Service. This mandate requires the USPS to prefund health care benefits of postal retirees for up to 75 years in advance. This burden has contributed to the closing of processing facilities and small post offices. Its effect continuously erodes delivery standards and services nationwide to rural Americans.

2021, however, could be a monumental year in restoring the USPS delivery standards and restoring our name and title as the most trusted government agency.

Senator Portman (R-OH) officially announced being named ranking member of the Senate Homeland Security and Governmental Affairs Committee for the 117th Congress.

Senator Brown (D-OH) will become chairman of the Senate Committee on Banking, Housing, and Urban Affairs.

Marcia Fudge (D-OH) of Cleveland will become President Biden's secretary of housing and urban development.

The 117th Congress is moving forward with USPS postal reform. Postal reform generally has much bipartisan support throughout Congress. Now is a strategic time for union members and rural carriers of Ohio to have our voices heard.

We always support legislation that protects our service standards, preserves delivery six days per week, or our door-to-door services. We support keeping small post offices open throughout the United States of America. You can actively track cosponsors and committee progress for each of these bills through the Congress.gov website.

Here is some powerful legislation to discuss with our representatives and senators:

H. Res 47: This resolution proposes that the USPS should remain an independent establishment of the federal government and is not subject to privatization. (97 Cosponsors)

H. Res 109: This resolution proposes that the USPS take all appropriate measures to ensure door-to-door delivery for business and residential customers. (37 Cosponsors)

H. Res 108: USPS employees are frontline essential workers and must be prioritized accordingly for the purposes of the COVID-19 vaccination program and State vaccine distribution plans. (3 Cosponsors)

H.R. 695: This is to amend title 5, United States Code, to repeal the requirement that the USPS prepay future retirement benefits. (237 Cosponsors)

S 145: This is the Senate version of H.R. 695. (7 Cosponsors)

A map of Ohio's congressional districts and representatives is on [page 5](#) of this publication! Locate your district on the map, then contact your congressional representative. Ask them to support all postal reform that is coming out of the 117th Congress!

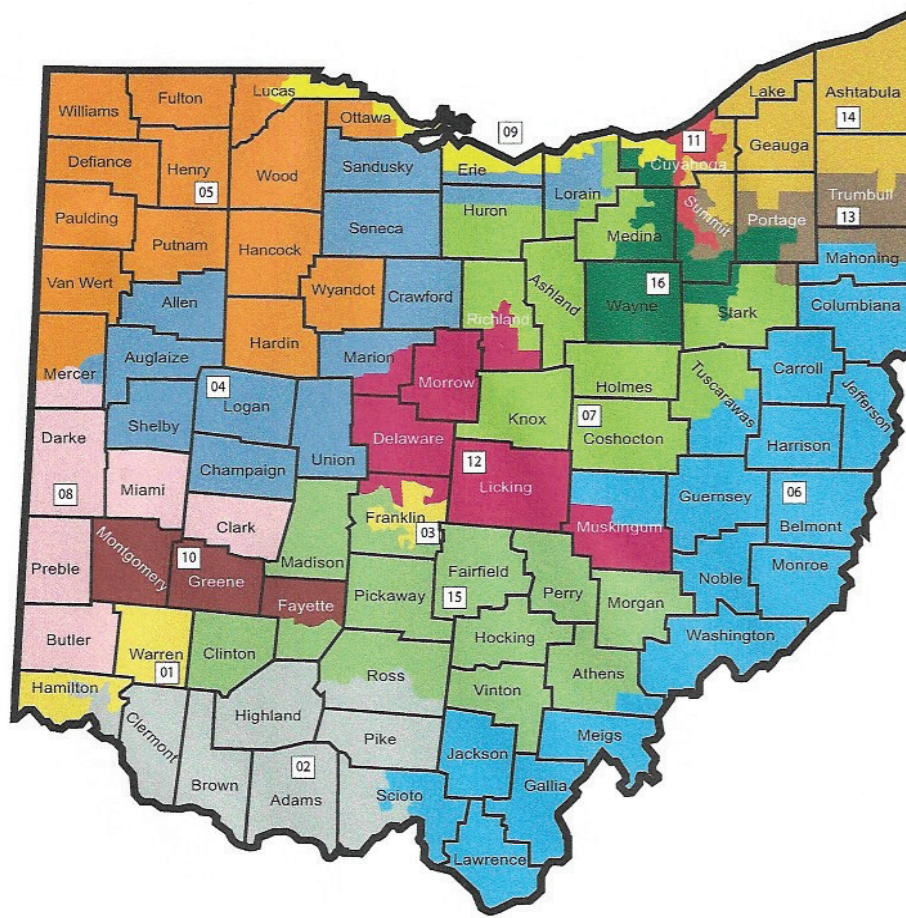
Ohio Senators Sherrod Brown and Rob Portman are also waiting for your call.

Together, Ohio, we can restore the great name and service of the USPS!

Your Union brother,

Tim Barker

Vice-President



Senate	Name	Party	Phone
	Brown, Sherrod	D	(202) 224-2315
	Portman, Robert	R	(202) 224-3353

House	District	Name	Party	Phone
	1st	Chabot, Steve	R	(202) 225-2216
	2nd	Wenstrup, Brad	R	(202) 225-3164
	3rd	Beatty, Joyce	D	(202) 225-4324
	4th	Jordan, Jim	R	(202) 225-2676
	5th	Latta, Robert	R	(202) 225-6405
	6th	Johnson, Bill	R	(202) 225-5705
	7th	Gibbs, Bob	R	(202) 225-6265
	8th	Davidson, Warren	R	(202) 225-6205
	9th	Kaptur, Marcy	D	(202) 225-4146
	10th	Turner, Michael	R	(202) 225-6465
	11th	Fudge, Marcia L.	D	(202) 225-7032
	12th	Balderson, Troy	R	(202) 225-5355
	13th	Ryan, Tim	D	(202) 225-5261
	14th	Joyce, David	R	(202) 225-5731
	15th	Stivers, Steve	R	(202) 225-2015
	16th	Gonzalez, Anthony	R	(202) 225-3876



Penny Koren
Secretary-Treasurer

Membership Analysis Report

Membership:

As of February 12, 2021, the Membership Analysis prepared by the National Office has Ohio's total membership as 4,446. Ohio has experienced a decrease of 134 members within the past year. Contributions to this decrease have been RCAs leaving the craft to

become City Carriers and the newly hired RCAs not becoming members. Currently, Ohio has 970 non-members. This is a decrease of 54 compared to this time last year. If you know of a non-member, recruit them to become a member of the NRLCA. The NRLCA is currently offering an incentive to recruit non-members. This newsletter includes details on [page 7](#).

Negative OWCP and LWOP Affects:

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

State Convention:

After much discussion with the NRLCA Board and with the Ohio State and CDC recommendations, the State Convention has been canceled. Furthermore, no Resolutions or Constitution changes will be accepted this year. All previously passed resolutions at the National level will be considered during the current contractual negotiations.

District Meetings:

All district meetings have been canceled.

Conferences:

Eastern States, Western States, Southwest States, South Atlantic, and the Mid-States conferences have been canceled.

National Convention:

Orlando, Florida, August 17-20, 2021.

The NRLCA Board is diligently striving to find an acceptable means to hold a National Convention. Please continue to log into nrlca.org for upcoming news.

National Delegate - Nominating Ballot

The NRLCA National Magazine's December through May issues will include the nominating ballot for delegates to the National Convention. You may nominate yourself or someone else from the OHRLCA's Membership to be on the ballot to elect delegates to the NRLCA National Convention. Complete the nominating ballot and mail using USPS First Class Postage, to be received no later than April 25, 2021. Mail to National Delegate Nomination, P.O. Box 107, Dellroy OH 44620-0107. 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 at (330) 735-2727**

Correct Contact Information:

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

I hope that the COVID-19 vaccine is plentiful and all who wish to be vaccinated receive an injection. I pray for a return to pre-COVID-19 times so we may all meet again soon!

In Pride and Unity,

Your Secretary/Treasurer

Current Ohio Dues Schedule

	Pay Period	Yearly
Regular	\$30.31	\$788.00
PTF	\$30.31	\$788.00
Relief	\$10.69	\$278.00
Retired	\$ 7.50	\$ 90.00
Associate	\$30.88	\$803.00
Retired Associate	\$22.67	\$272.00

What Is a Hitchhiker?

A non-member rural carrier is a hitchhiker riding along for the benefits others fought to gain and retain.



The OHRLCA has 970 hitchhikers categorically broken down to 320 Regulars, 3 PTFs, 70 ARCs, and 577 RCAs!

Unfortunately, many of these hitchhikers believe the USPS furnishes money and benefits out of the goodness of its heart. Nothing could be further from the truth.

NRLCA employee benefits include wages well above the minimum wage rate; paid holidays off, paid annual leave, paid sick leave, retirement, healthcare, and many other items. Many of these items have been built upon by the NRLCA. Remember, the USPS gave you a job; the NRLCA made that job a career.

The NRLCA has adopted a national recruitment initiative program named Recruit A Friend Today. The "RAFT" program incentive pays the recruiter who recruits a non-member to become an NRLCA Member.

There is no eligibility waiting period as in the past. The NRLCA will pay all incentives will upon the processing of form 1187.

You will receive a \$50 incentive for each Regular or PTF non-member you recruit. You will receive a \$15 incentive for each RCA or ARC non-member you recruit.

The only stipulations to receiving this payment are that the recruited non-member must sign the 1187 Dues Withholding Authorization Form. The full name, address, and EID or CSA number of the recruiter also must be written in the top right-hand corner of the PS Form 1187.

The PS Form 1187 Authorization for Dues Deductions can be found on **page 12** of this publication.

The newly recruited member will also receive an incentive for joining the NRLCA. A Regular or PTF will receive \$50.00. An RCA or ARC will receive \$25.00

If every member would recruit one (1) non-member rural carrier today, we can stop the hitchhiking, increase this union's strength, and receive an incentive.

If you have questions or need assistance with completing the PS Form 1187, please contact me.

In Solidarity,

Denny Koen

OHRLCA Secretary-Treasurer



Lisa Heaton
Executive
Committeeman

Stamp Out Hunger Food Drive

Through collaboration between the NRLCA and the NALC, the Stamp Out Hunger food drive is the largest one-day food collection campaign event of the year! Rural and City letter carriers collect food donations from our customers to help replenish our local food pantries.

This food drive originated in 1991 with discussions between NALC and USPS leaders as a pilot program in 10 cities. Its success was so impressive that it grew into a nationwide effort. In 1993, the program was reorganized and coordinated for an even better yield. In 2010, the food drive surpassed the 1 billion pound mark in total food collected over its history!

Unfortunately, the COVID-19 pandemic has temporarily taken the steam out of this campaign. For safety reasons, we will not conduct our annual food drive on May 8th as scheduled. With pandemic related shutdowns and job loss, families are struggling even more now with food shortages. Many children are not in school every day to get a hot meal. Carriers have always helped fill this void with our contributions to help fill the shelves of our communities. Regrettably, this is the second consecutive year that we haven't participated in our largest community service project.

Once this pandemic is over, we will continue with our traditional effort to help restock the cupboards in our communities. Please consider making a donation, or a financial contribution to your local food pantry. All food donations and cash contributions are tax-deductible.

Lisa Heaton

Executive Committeeman



Board Meeting Minutes

Electronic Board Meeting
Online Via Zoom

Tuesday, January 19, 2021, 8:00 PM

Present was President Funderburgh, Vice President Barker, Secretary-Treasurer Koren, Committeemen Heaton, Aitchison, Hirschfeld, and Dedden.

The meeting began with concerns over Committeeman Aitchison's house fire resulting in complete loss of all household contents.

Minutes:

The minutes of the November 4, 2020 meeting were reviewed.

Treasurer Report:

The Association's Detailed Financial Position was reviewed in Dropbox by the entire board.

Membership report: Secretary-Treasurer Koren reported that OHLCA's current membership is 4,467, which is 3 less than reported at the board meeting on November 4, 2020.

Vice President Barker made a motion to accept the Secretary-Treasurer reports, the motion passed.

Committeeman Heaton made a motion; in appreciation of our members on the rolls as of February 1, 2021, to purchase 4,500 - \$50 visa gift cards, pay all activation fees and expenses to send a gift card to each member the motion passed.

The gift cards will be a visa gift card purchased from the APCU. A letter to purchase will be approved and signed by the OHLCA Executive Board.

Equipment:

Vice President Barker made a motion to replace the Association's equipment that was lost in Committeeman Aitchison's house fire including a computer, mouse, printer, and accessories, the motion passed.

An insurance claim has been filed for reimbursement for the loss of the equipment.

Vice President Barker made a motion to replace the

Secretary/Treasurer's shredder and to dispose of the non-working equipment, the motion passed.

State Paper:

The state paper went into the mail on January 5, 2021, and many carriers have not received their papers.

All articles are due by February 12, 2021, for the next paper.

OHLCA Website:

The website site is developed and is ready for the information for each tab to be added. There will be separate tabs for Stewards, Legislative, Provident Guild, State Papers, Rural Carrier Insurance, Auto insurance PAC, and more.

8:40 PM The Meeting was ended as the free Zoom time was exhausted.

Electronic Board Meeting Continues

Wednesday, January 20, 2021, 8:00 PM

Present was President Funderburgh, Vice President Barker, Secretary-Treasurer Koren, Committeemen Heaton, Aitchison, Hirschfeld, and Dedden.

The OHLCA State Board purchased a package from Zoom to hold meetings longer than 40 minutes.

State Convention:

President Funderburgh made a motion to have the state convention June 11 – 17, 2021. Delegates to the State Convention are to be nominated using a coupon that will be published in the next state paper, the motion passed.

District Spring Meetings:

Committeeman Dedden made a motion to send letters to each district officer with information about no spring district meetings and if an officer does not wish to continue to contact President Funderburgh, also informing them of a state convention delegate nomination coupon, the motion passed.

Committeeman Dedden made a motion to compensate mileage, 2 days of per diem, and an overnight stay for Secretary-Treasurer Koren to travel to Dublin, OH to rent a PO Box for the National Delegate Ballots and to deliver the replacement equipment to Committeeman Aitchison, the motion passed.

Mid-States Conference:

The Mid-States Conference is the only conference that has not been canceled.

NRLCA Raft Incentive:

The raft incentive is paid to both the recruiter and the new member the state will not receive any incentive.

Committeeman Aitchison made a motion that any 1187s received without a recruiter's info in the righthand corner that it should be completed with the new members' information, the motion passed.

PAC:

Vice President Barker discussed having a PAC auction on the website. The possibility and details will be investigated.

Next Meeting Tuesday, January 26, 2021

9:30 PM Committeeman Dedden made a motion to adjourn, the motion passed.

**Electronic Board Meeting
Online Via Zoom**

Tuesday, January 26, 2021, 8:00 PM

Present was President Funderburgh, Vice President Barker, Secretary-Treasurer Koren, Committeemen Heaton, Aitchison, Hirschfeld, and Dedden.

Visa Gift Cards:

The visa gift cards have been ordered and it may take a few weeks before they will be delivered.

Committeeman Aitchison made a motion to compensate Committeeman Heaton for mileage and daily wages to Assist Secretary-Treasurer Koren with applying the gift cards to the letters, folding the letters, stuffing the envelopes, applying postage and mailing, the motion passed.

Vice President Barker made a motion to compensate Committeeman Heaton, travel, and daily wage to train on Secretary-Treasurer duties, the training may be in person or electronically and must be approved by President Funderburgh, the motion passed.

Legislative:

Vice President Barker said that because we are in a new year all the postal bills are being renamed and he will report back with updates.

The next Zoom meeting will be on February 9, 2021.

9:47 PM Vice President Barker made a motion to adjourn, the motion passed.

**Electronic Board Meeting
Online Via Zoom**

Tuesday, February 9, 2021, 8:00 PM

Present was Vice President Barker, Secretary-Treasurer Koren, Committeemen Heaton, Aitchison, Hirschfeld, Dedden, and Editor Crooks.

Editor Crooks joined the meeting to discuss the state paper and problems with getting articles by the due date. Also, he expressed the asset of having word limits which would make a template and thus get the paper to the printer promptly.

The NRLCA Board held a Zoom Meeting with all State Presidents and Secretaries about having meetings. The National Board gave options to consider on whether to hold or cancel meetings. The options were considered by the OHRLCA Board.

Committeeman Dedden made a motion, to cancel the 2021 State Convention after taking into consideration the advice of the National Board, CDC, and Ohio State COVID 19 Guidelines, the motion passed.

Retirement Webinar:

At present, there are 12 members registered for a Retirement Webinar. Additional information will be published in the next State Paper for the webinar and another sign-up. A date in May will be arranged for the webinar. Committeeman Dedden recommended that a flyer be posted in rural offices announcing the retirement webinar.

Equipment:

Committeeman Aitchison's equipment has been replaced and the insurance claim reimbursement was received covering all but \$500 of the loss.

New Hire Orientation:

Vice President Barker expressed that he would like to have available a video for new hire orientations to be prepared for any unforeseen stay-at-home orders again. The possibility of creating a video will be investigated.

Next Board Meeting - to be announced.

**Please contact President Mark Funderburgh by
email or text and request your invite to the next
OHRLCA State Board Zoom meeting.**

Email committeemans@ohrlca.org or text (937) 605-4067

GET THE MOST FROM YOUR RETIREMENT!

Retirement...a time for reflection, rest, and enjoyment...a rewarding time. But a rewarding retirement doesn't just happen. It takes careful planning. Knowing when you can retire and where you will stand financially are important parts of that planning process. The financial security you will have in the future depends, in part, on the plans you make today. Recognizing the importance of your future, the Federal Government offers a retirement program that helps provide financial security for you and your family.

Without proper planning, federal employees can see their incomes drop 70 to 80 percent once they stop earning a full-time government salary and turn to their FERS basic annuity and Social Security. Without assistance, it can be difficult to accurately determine what your quality of life will be when your retirement commences. There are a number of decisions to be made it comes to retirement planning. Making them must be done with the knowledge and accurate figures in order to achieve your financial into retirement.

There are many questions about federal retirement, yet very few easy, clear answers:

- When should I choose my retirement date?
- How much of my retirement benefit is taxable?
- What is the maximum benefit I can receive?
- Will I have enough money on hand to maintain my standard of living?
- What role will my government Thrift Savings Plan (TSP) play in my retirement?
- Am I investing enough money in my TSP?
- Should I consider rolling over my TSP into a privately managed plan?
- Should I consider phased retirement?
- What is the best retirement age for Social Security?

All Statewide and National Meetings have been canceled. Because of these cancellations, union members wishing to retire have been contacting the State Board and asking for guidance. Governor DeWine's COVID safe distancing orders have made an in-person retirement seminar out of the question. As an alternative, the OHR/LCA Board would like to offer a **RETIREMENT WEBINAR**

In order to acquire the proper web space, please register.

REGISTERED MEMBERS WILL RECEIVE ADDITIONAL DETAILS ON THE RETIREMENT WEBINAR COMING THIS MAY.

Please Respond as Soon as Possible



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

Lisa Heaton
705 Drury Lane
Troy, Ohio 45373

OHR/LCA

RETIREMENT WEBINAR

**COMPLETE
AND RETURN
THIS COUPON TO
BE REGISTERED TO
LOG IN TO THE
SEMINAR.**

Your Name: _____

Your Address: _____

Your Phone Number: _____

Month/Year You Want to Retire: _____

**SEMINAR
COMING
MAY 2021**

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

Jill Baker Bryan
 John Bargar.....Thornville
 Larry BixlerMount Orab
 Kevin BohlGeorgetown
 Harry Bonar Jr..... Shadyside
 Margaret Boyle Logan
 Blanche CallenAndover
 Kelly CapenClinton
 Eric Chamberlain Ashland
 Joseph CheneveyHinckley
 Dorothy ConleyDayton
 Carla Daniels Mount Vernon
 Steven Donovan Westerville
 Marianne Fisher Richmond
 Leasa Fratoe..... Chardon
 Mary GiffordAthens

Donald HallUrbana
 Mark Hornyak Mantua
 Robert KohringWaterville
 Thomas Krise Jr.....Amherst
 Richard McKenzie..... Columbus
 Elizabeth Miller..... Amanda
 Cheryl Murdoch Lisbon
 Sherry Payne Bellefontaine
 Barbara Perkins.....Lagrange
 Brian PernelNavarre
 Theresa Pollock..... Rockford
 Rhonda Resler Loveland
 Richard Riggs Logan
 Denise Seibert.....Navarre
 Dulcy Townsend Massillon

Jennifer Addis
Krystin Allen
Catherine Barnett
Jennifer Beis
Jason Bishop
Scott Bolster

Lisa Furniss
Nora Gaines
Kathy Grigsby
Marissa Hagan
Cullen Halcomb
Morgan Hamilton
Kelsey Harden

Michael Mayo
Jonah Mccadney
Jacalyn Mccandless
Pat Mcgoron
Kara Mckinney
David Metcalf
Laura Meyer
Brenna Milano

Jimmy Sandlin
Kelsie Shafer
Kylea Shepherd
Samantha Shoemaker
Jena Smith
Jared Spade
Michael Stine
Joshua Taylor
Samantha Tish



Stephen Booth
Hayley Borotkanics
Nicholas Bowman
Jamie Brown
Cheryl Burnem
Jared Busby
Paul Cardarelli
Nathan Cheney
Brian Clayton
Christi Cosman
Shania Cyrus
Bonnie Darr
Jamie Duvall
Stephen Elsworth
Morgan Fleenor
Hannah Furlan

Gregory Hendricks
Karen Hilberg
Shelby Hoffer
Thomas Johnson
Ryan Johnston
Amanda Kimmel
Paul Klatte
Colleen Knapp
John Kovaleski
Sarah Krueger
Emily Kuhn
Ryan Lanzer
Stacy Lemaster
Charles Lowry
Suzanne Madden
Dion Matthews

Ashley Moore
Marlena Morrow
Darrin Nihizer
Derek Odell
Amanda Offak
Matthew Perrin
Amber Peterson
Sherry Piddock
Rhonda Pindell
Robert Plank
John Repine
Mila Rife
Teddy Ripley
Kristopher Rosser
Amy Salyers

Ayleen Torres
Aryane Trent
Keith Tunstall I
Kayleigh Van Staden
Evan Wallace
Alisha Webster
Heather Weckesser
Conor Wilkinson
Kelly Willett
Destany Williams
Jettie Woodruff
Christopher Yee



Recruiter _____

Address _____

EIN _____

Revised
NRLCA Form 1187
2015

**UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES**

RURAL CARRIER CLASSIFICATION		
<input type="checkbox"/> Regular	<input type="checkbox"/> PTF	<input type="checkbox"/> Relief

(SOCIAL SECURITY NUMBER) OR (USPS EMPLOYEE I.D. NUMBER)

LAST NAME	FIRST NAME	MI
-----------	------------	----

MAILING ADDRESS	CITY	STATE	ZIP CODE + 4
-----------------	------	-------	--------------

POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
------------------------------------	--------------------------	--------------------------

SECTION A - AUTHORIZATION BY EMPLOYEE

I hereby assign to the **National Rural Letter Carriers' Association**, from any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

X

EMPLOYEE SIGNATURE	DATE	PHONE	EMAIL ADDRESS
--------------------	------	-------	---------------

SECTION B - FOR USE BY STATE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL

DATE

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at \$10.69 per pay period.

LOC#	STATE
	<input type="checkbox"/> <input type="checkbox"/>
DATE	REMIT #

Penny Koren OH STATE SECRETARY

SECTION C - FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE

Send to:

OHLCA Secretary
Penny Koren
104 Clay Rd SW
Dellroy OH 44620-9757





Rural Reach

What can we do as rural carriers on our route to encourage postage savings to our residential and business customers?

Carla Dedden
Executive
Committeeman

Many of our customers are now operating personal businesses from their residences. Others have been relocated to work-from-home by a

larger company. The USPS can offer these customers savings for letters, flats, and parcels, and possibly set up Every Door Direct Mailing (EDDM) services.

The Rural Reach Coordinator from your district can contact these customers and introduce them to significant savings. How does this happen? You (as the rural mail carrier) would give the name and address of a business on your route to your supervisor or postmaster. They would then contact the Rural Reach Coordinator. It is as simple as that! You would have then provided the USPS with information to promote service and savings for your customer!

Your customers also have access to many free services on USPS.com. Some of these free services are Click-N-Ship, Priority Mail envelopes and boxes, package pickup, informed delivery, and mail tracking! Please encourage customers to visit this website to see all that is offered.

We need to promote our brand to maintain our customer's trust and bring more revenue to the USPS.

Carla Dedden
Executive Committeeman



Are You on the Fence About Retiring?

For those under the Federal Employee's Retirement System ("FERS"), do you know if you are eligible for a FERS Special Retirement Supplement ("SRS")?

Janna Hirschfeld
Executive
Committeeman

The SRS is paid as an annuity until

you reach age 62. Conveniently, is the same age you are first eligible to collect social security benefits. FERS employees meeting the retirement age and service requirements will likely qualify for FERS SRS.

The current Minimum Retirement Age (or "MRA") is 56. If you choose to retire before reaching age 62, this supplement may tide you over until you begin collecting your Social Security benefits.

An immediate, unreduced annuity is payable to any FERS employee who retires at their MRA with 30 years of service, age 60 with 20 years of service, or age 62 with five years of service.

For a rough estimate of your SRS, first, divide your number of credible service years by 40. Consider this variable as X. Next, take the amount of Social Security benefit you should receive at age 62 (located on your Social Security statement) and multiply by X. The total will be an estimated figure of your SRS.

There are limitations to outside earnings if you are receiving the supplement. The current allotted amount is \$18,240 per year. If an individual earns more annually than the allotted amount, their supplement will reduce by one dollar for every two dollars earned over the allotted amount. The supplement ceases at age 62 regardless if an individual chooses to claim or delay the collection of their social security benefits.

The supplement might be the factor that helps one decide to retire at an earlier age and receive a monthly payment that will maintain their lifestyle. It might be enough to help you off the fence.

Contact the Office of Personnel Management at www.opm.gov or NRLCA Vice-President Donald L. Maston at (703) 684-5545 for more information and guidance on retirement.

Provident Guild:

Provident Guild offers a death benefit to the family of its members when the member passes. This benefit is easy to claim and does not need to go through a lawyer or court system. Annual dues range from \$10 to \$50 per year based on enrollee age at sign-up. If you are under the age of 56, a carrier, substitute, RCA, RCR, PTF, ARC, or a spouse of any of these classifications, you are eligible to enroll. Please contact me or (any other state board member) for more information on the Provident Guild.

Until next time!

Janna Hirschfeld
Executive Committeeman



**Catherine
Funderburgh**
District Representative
Northern Ohio and
Ohio Valley Districts

Ohio Hot Topics

Annual Leave:

Annual leave is provided to employees for rest, for recreation, and for personal and emergency purposes. Leave requests from rural carriers must be approved in accordance with Article 10 of the USPS-NRLCA National Agreement. I'll briefly explain in this article what this employee benefit means to you.

Article 10.2.A of the National Agreement states, in part:

Regular rural carriers shall be granted annual leave in minimum units of one (1) day. Rural carriers should be granted annual leave in accordance with their personal wishes, provided a leave replacement is available. It shall be the responsibility of each rural carrier to plan annual leave at times when a leave replacement is available. If the leave replacement for the route is committed to serve another regular rural route, such leave replacement is not available.

What's the proper method to request annual leave? Well, except for emergencies, annual leave for all employees must be requested on **PS Form 3971, Request for or Notification of Absence**, and approved in advance by the appropriate supervisor.

Filling out the 3971, Request for or Notification of Absence:

Carriers should complete 3971 forms in triplicate; one copy for you at the time of submission, one copy for management to approve/deny and return to you, and one copy for management's record. The form includes a section where you must provide a dated signature. Remember to sign and date your request!

Carriers should indicate the number of hours requested in eight-hour increments as multiplied by the number of workdays requested off. If you want your scheduled relief day to be included in the time off, then be sure to include that date in your request. If you do not wish to be called during your absence, check the form's "no call" box.

I recommend submitting your request as far in advance of the requested time off as (reasonably) possible. This gives management the greatest amount of time to calculate whether

or not your leave can be approved. Simultaneously, it gives our stewards the greatest amount of time to seek a solution if a grievance is necessary to remedy improperly denied leave.

There are two sections on form 3971 for management's signature. The first identifies who was notified and when they were notified. Ensure management signs and dates this section. It establishes management's awareness of your request. Make a habit of verifying their dated notification signature is on your copy of the form before you walk away from their desk. If it is missing, politely remind them that their dated signature is required. Never abandon a 3971 on a manager's desk or place it in their "things to do" pile. This is not a properly submitted request. You risk the form getting lost and (potentially) not getting your leave approved. Don't take the risk. Treat your leave request submissions as seriously as Registered Mail.

Rumor mills sometimes slip imaginary contractual provisions into the management ranks. One infamous rumor falsely proposes that if management does not return a leave request form within 5 days, it is automatically approved! There is no "automatic approval of annual leave" mechanism anywhere within the National Agreement. Don't voluntarily risk putting yourself in an AWOL situation because of some silly rumor.

There are occasional flare-ups in the field when novice managers claim there is a time frame controlling leave request submissions. You may have experienced management giving blanket denials to leave requests not submitted within some arbitrary span of 30 or 60 days in advance of the dates requested. Some managers even will take it a step further and write "resubmit" as their disapproving rationale. The Leave Program does not work like this. There is no time frame prerequisite to submit a leave request, and "resubmit" is not a valid reason to deny a properly filled 3971.

We should be reasonable with our requests. For example, submitting a request for a vacation or event requiring reservations, pre-payments, or airline tickets a year in advance is reasonable. Requesting every day after the holiday upon the turn of a new leave year is not so reasonable. Requesting a week off for your child's college graduation after their first day of kindergarten is also not so reasonable.

Approved or Disapproved:

Management should return a copy of your 3971 with their signed and dated decision on your request within three to five days of your submission. The "official action" section of the form will help determine if management satisfied these expectations. Take a moment to verify that management completed the form and followed instructions just as you did.

If management approves your request but fails to sign and date the “official action” section, promptly ask them to do so. This proves your request was approved by a manager. Likewise, if management signs and dates but does not indicate their decision, promptly ask them to do so. Do not be tempted to check that “approved” box yourself. Fraud is never a check worth cashing!

Your request should be answered in writing as either approved (a “yes”) or disapproved with an accompanying reason (a “no” and why not).

Filing a Grievance Over Denied Leave:

You should file a grievance if management does not return an answered leave request form within five days of submission **or** if management disapproves your leave request during a period that you know a leave replacement is (or was) available.

Having a leave replacement assigned to your route is not like having a vehicle assigned to it. Leave replacements are not “automatically available” by the nature of their route assignment. Management may utilize leave replacements on routes other than their assigned route (see [Article 30.2.C.2](#)).



Before releasing the route’s assigned leave replacement to be utilized in another office, management should first ask the regular carrier if they intend on taking leave on the day in question. This rule also applies when granting a leave replacement scheduled to serve the regular’s route, the day off. (see [Article 9.2.C.5.j](#) and [Steward’s Reference Guide R-20](#))

No one wants their leave denied. File your grievance immediately and give yourself (and your steward) a time advantage to get your leave request approved!

What Constitutes a Leave Replacement Not Being Available:

The rumor mill has misled some novice managers into believing the strangest things. Scheduling leave replacements for additional rural craft duties (such as delivering overflow parcels or express mail) does not make them “unavailable” to serve a route. Scheduling a leave replacement for clerk or city carrier work also does not make the leave replacement “unavailable”. (Management should not be “crossing crafts” like this in the first place. Contact your steward if management utilizes rural carriers for non-rural carrier duties in your office.)

Arbitrator Snider has ruled with the NRLCA that management is obligated to honor our contract. Recognized reasons indicating leave replacement unavailability are:

- The leave replacement is ill.
- The leave replacement was previously scheduled for another route.
- The leave replacement previously requested (and was approved) to be non-scheduled.
- There is no one available due to a shortage of leave replacements.

Please read the full case and decision under the What’s New section of www.nrlca.org. (See [Steward’s Reference Guide A-143](#))

55 Day Annual Leave Carryover:

In 2020, regular carriers could carryover 65 days of annual leave into the 2021 leave year instead of the standard 55-day maximum. Let’s do the math here. Carrying 65 days into 2021 while in the eight-hour annual leave category (earning 26 days of annual leave per leave year) puts you at 91 days of annual leave (65 days + 26 days = 91 days.) You must use 36 days of annual leave in 2021 or risk losing them going into the 2022 leave year.

Your best defense against losing these days is to request annual leave. The best proof that you tried to schedule annual leave is your paper trail of leave requests (PS Form 3971). Requesting leave without submitting a 3971 is improper and having no paper trail is often a weak foundation for any grievance. However, we can win these “forfeited leave” grievances if we have documentation that management improperly denied your annual leave requests. The strength of an “improperly forfeited leave” argument increases with the number of supporting “improperly denied annual leave” arguments we can support.

Earned X Days:

If a carrier works their relief day under DACA code 3, they receive an X day and 50% of their daily rate. (An “X” day is a day of unpaid leave). Scheduling X days earned under DACA 3 is through the sole discretion of management, but must be done within 12 weeks. (see [Article 9.2.C.5.f.\(2\)](#))

If a carrier works their relief day under a DACA code R, they receive an X day and no pay, but share control with management to schedule the X day. X days earned under DACA R are “immediately scheduled” up to 12 weeks outward through mutual agreement between the carrier and management. (see [Article 9.2.C.5.f.\(1\)](#))

The “12 weeks” excludes the period that starts with the beginning of the guarantee period through the end of the designated Christmas period (see [Article 9.2.C.5.k](#)).

Management is not obligated to allow your X days to accumulate. Management schedules DACA 3-earned X days as they wish (within the 12 weeks) while DACA R-earned X days are “immediately scheduled” by mutual agreement. X day accumulation indicates management is not scheduling DACA 3 X days and/or does not realize the “immediacy” requirement of DACA R-earned X days. (see [Article 9.2.C.5.f](#)).

Scheduling A Day Off:

In the past, regular carriers would call their sub and have them cover their route. Those days are long gone. Carriers must request leave through a manager. The “manager” does not mean the clerk who answers the phone in the morning. Interact with a manager about your leave request. Management is responsible for scheduling, not carriers.

If you “make a deal” with another employee to cover your route, and they do not show up for work (or are already scheduled elsewhere), what will happen to you? Management will likely be asking you about your AWOL situation.

RCAs Requested Time Off:

[Article 9.2.C.5.j](#) states, in part:

Without recourse to Article 8.5, the Employer may allow a regular rural carrier to work on his or her relief day in order to grant the leave replacement scheduled to serve the regular’s route, the day off, provided: (1) the leave replacement has submitted a written request to be non-scheduled or to have leave on the regular’s relief day; (2) the regular rural carrier has signed the request, thereby indicating agreement; and (3) the regular rural carrier and the Employer have agreed that the compensation for working the relief day will only be an X day to be immediately scheduled by mutual consent. The scheduled X day must be within the next twelve weeks.

If the leave approved is adjacent to a Sunday or a Holiday, management should bypass scheduling the leave replacement for both days. The leave replacement may, however, request to work on that Sunday or Holiday.

The bottom line is this: leave replacements not wanting to be scheduled on any particular day must have a 3971 with approved leave for that day. Leave replacements without approved leave will be expected to report to work as scheduled or if called-in. The existence and content of verbal agreements are inadequate and tough to prove. Follow the methods provided in this article and get your leave requests

approved in writing. Do not allow management’s forgetfulness or spite to become your employment liability.

Leave Category:

Rural carriers are credited with an amount of annual leave based on their creditable years of service. You will receive thirteen days when having less than three years of creditable service, twenty days with three to fifteen years of creditable service, and twenty-six days after fifteen years of creditable service. (See the “ELM” or [Employee and Labor Relations Manual Section 512.311](#)) All leave categories will earn thirteen days of sick leave per year. Leave may be prorated depending upon the day that you become a career employee or if you had taken an excessive amount of leave without pay.

RCAs/PTFs Earned Leave:

An RCA may be placed in a leave earning status if they are serving full time on a vacant route or in the absence of the regular carrier for more than 90 calendar days provided their Form 50 shows that they are the assigned primary carrier. (Designation 74) On the 91st day, the RCA will be put in a leave earning status and be credited with the leave earned since day one of the 90 days on the route. This rule also applies to RCA carriers serving auxiliary routes (Designation 79). RCA carriers earn one hour of annual and sick leave for every twenty hours worked with a maximum of four hours per pay period. PTF carriers earn one hour of annual and sick leave for every twenty hours worked.

Leave Without Pay (LWOP):

A rural carrier may be granted leave without pay on Saturday provided a leave replacement is available (see [Article 10.5.B](#)). Management does not have to approve LWOP Monday through Friday unless it is FMLA approved case or bereavement leave. However, Saturday requests for LWOP only requires the availability of a leave replacement for approval, otherwise, it is at management discretion. Only the rural craft has contractual language supporting employee LWOP use on Saturdays. Pretty cool, huh?

Carriers on K routes may take up to ten days of LWOP before losing a day of annual leave. Carriers on J routes may take up to eleven days of LWOP without losing a day of annual leave. H routes may use twelve days of LWOP before losing a day of annual leave. If you use too much LWOP in a year, it may delay your step increases and affect your retirement.

Saturday Relief Days:

All J and K routes will have Saturdays as their relief days unless the carrier and management mutually agree otherwise (see [Handbook F-21, Time and Attendance, Section 581.141](#)). If an office becomes formulated, not all K routes will necessarily keep that option (see [Article 9.2.C.5](#)). J routes in

formula offices are granted Saturdays as their relief day unless the carrier and management mutually agree otherwise.

Free Saturday Provisions:

The approved absence on a Saturday of a rural carrier in leave earning status, which occurs within, or at the beginning or end of an annual or sick leave period, shall not be charged to such leave or loss of compensation provided the appropriate leave balance reflects at least 6 days of leave (see [Article 10.4.A](#)). The “free Saturday” rule is applicable only to J and H routes.

If you take 6 consecutive workdays of any combination of qualifying leave types (annual leave, sick leave, donated leave, court leave, or holiday leave), your leave balance won't be charged for the Saturday that you take off. You'll be asking for 6 days off but won't be charged for 1. You will receive Saturday as a “free” day off. All other DACA leave codes (including X days) will break the continuity and you will not be eligible for a “free Saturday”.

Scheduled vs Unscheduled Leave:

The basic difference between “scheduled” and “unscheduled” leave is who controls the decision of you taking leave. If management doesn't approve the decision before you taking leave, then it is unscheduled leave. It is a basic question of consent.

Think of it this way. Management hired you to do a job and they rely on your attendance. If you take it upon yourself to not show up, whatever they depended on you to do, doesn't actually happen. If they consent to your absence, they accept an obligation to ensure your workload is carried. If they do not consent to your absence and you are absent from work, it forces management to rearrange schedules. They are forced to accommodate a situation created by your absence against their will.

For example, presume you called management before your scheduled reporting time and told them, “I need the day off.” or “I am not feeling well. Can you cover my route?” If the manager agreed to your absence request, then it would be considered “scheduled” leave. If they say no, and you still insist that you will not be coming in, it is considered “unscheduled” leave.

Insufficient Leave Balance:

Be aware of your annual leave balances as you put your slips in and receive your answer. [ELM Section 512.43](#) states:

If the employee does not have sufficient annual leave to cover the absence, the difference is charged to LWOP when the employee's pay is processed.

A similar “charged to LWOP” reminder is written on the 3971.

As for sick leave balances, [ELM Section 513.61](#) states:

If sick leave is approved, but the employee does not have sufficient sick leave to cover the absence, the difference is charged to annual leave or to LWOP at the employee's option.

This issue can be easily resolved by writing in the comments section of the 3971 as to which leave type you'd want the leave charged if your balance is insufficient. Specifically discussing it with management is also a good option. Do so before the last day of the pay period to resolve any unexpected pay issues *before* payday.

Use the leave replacement request letter on [page 19](#) of this publication to require management provide *your* route with a leave replacement employee!

Hiring RCAs:

[Article 30.2.A.2](#) declares management's responsibility to hire leave replacements as expeditiously as possible when vacancies occur. Regular carriers have the right to require management to assign a leave replacement to their route. With a simple written request and a calendar, we can hold management's feet to the fire.

Have a manager sign and date the 120-day letter (found on [page 19](#) of this publication) requesting management assign a leave replacement to your route. Give a copy of the request to management and keep a copy for your records. Next, open your calendar and count off **120 calendar days**. On the 121st day, if you do not have an RCA assigned to your route as a primary replacement, then file a grievance.

Summer is coming. You may eventually want a day off. Pressuring management on this hiring issue is paramount to get all leave requests approved. (If management is having retention issues with leave replacements, file a grievance on that issue too.)

I hope everyone has a safe and healthy spring season. I hope you never have your leave denied, but if you do, know that your union's stewardship is a phone call away!

Your Union sister,

Cathy Funderburgh

District Representative



OHIO NRLCA STEWARD DIRECTORIES

(February 2021)



Ohio Valley District Steward Directory

District Representative Catherine Funderburgh

Office: (937) 265-5477 Cell: (937) 471-0491
Fax: (937) 528-2297

E-mail: Catherine.Funderburgh@nrlca.org
Address: P.O. Box 96, Clifton, Ohio 45316

Assistant District Representative Misty Gamerdinger

Phone: (740) 503-0295 Fax: (888) 412-0260
E-mail: Misty.Gamerdinger@nrlca.org

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

Assistant District Representative Philip Burnside

Phone: (419) 455-3005 Fax: (866) 287-8071
E-mail: Philip.Burnside@nrlca.org

Address: P.O. Box 455, Kenton, Ohio 43326

Assistant District Representative Jimmy Julian

Phone: 740-590-2555 Fax: (866) 205-6870
E-mail: James.Julian@nrlca.org

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

Assistant District Representative Lori Todd

Phone: (234) 284-5233

E-mail: Lori.Todd@nrlca.org

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

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

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

Northern Ohio District Steward Directory

District Representative Catherine Funderburgh

Associated with Zip Codes: 440; 441; 448; 449
Office: (937) 265-5477 Cell: (937) 471-0491

Fax: (937) 528-2297

E-mail: Catherine.Funderburgh@nrlca.org
Address: P.O. Box 96, Clifton, Ohio 45316

Assistant District Representative Lori Todd

Associated with Zip Codes: 439; 442; 444; 446; 447
Phone: (234) 284-5233

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

Assistant District Representative Jimmy Julian

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

E-mail: James.Julian@nrlca.org

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

Area Steward Jody Schuler - Phone: (740) 610-8221

Representative of Cadiz, Dellroy, Dennison, Freeport, Martensferry, St Clairsville, Sardis, Strasburg, Gnadenhutten, Millerburg, Mineral City, Perrysville, Sherrodsville, Steubenville, Sugarcreek, Toronto, Tuscarawas, Uhrichsville, Walnutcreek, Bellaire and Powhatan

Area Steward Jason Zedaker - Phone: (419) 367-2834

Representative of Bellevue, Bowling Green, Curtice, Fremont, Genoa, Holland, Huron, Millbury, Maumee, North Baltimore, Port Clinton, Sandusky, Vermilion, Walbridge, and Waterville

I REQUEST UNION REPRESENTATION

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

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

THE STATEMENT ABOVE COULD SAVE YOUR JOB!

PLEASE USE THE DIRECTORY NUMBERS LISTED.

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

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

Dear Management,

Regular rural carriers have the right to require the Employer to assign a leave replacement to their route, regardless of classification. This notice serves as my invocation of this right.¹

Management's receipt of this notice initiates Management's obligation to fill the leave replacement vacancy on my assigned route within a reasonable period of 120 days. Failure to do so by the close of this period requires Management to establish a part-time flexible (PTF) rural carrier assignment to my route, provided the PTF will be assigned at least two K routes.²

Failure to fill the leave replacement vacancy on my assigned route within 120 days of Management's receipt of this notice constitutes a breach of the National Agreement, regardless of my route's classification.

Upon Management's failure to assign a leave replacement to my route within 120 days of this request, I request Management timely coordinate the presence of my steward or Union representative for accompanying me during our Step 1 Discussion involving this anticipated breach. This request for union presence during a Step 1 grievance discussion is also my right under the National Agreement.³

Sincerely,

Regular Carrier

Route

Date

Manager Recipient

Date Received

¹ Article 30.2.A.2 states: ***The Employer shall make every effort to expeditiously fill leave replacement vacancies when they occur. Regular rural carriers shall have the right to require that a leave replacement be assigned to their route.***

² Step-4 Agreement C06R-4C-C12171818 states, in part: ***If management is unsuccessful in filling a leave replacement vacancy on a K route during this [120-day] time period, a part-time flexible (PTF) rural carrier position will be established, provided the PTF will be assigned at least two (2) K route primary leave replacement assignments. It is understood that one of those assignments may be their current route.***

³ Article 15.3, Step 1 (a) states: ***Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days of the date on which the employee or the Union has learned or may reasonably have been expected to have learned of its cause. The employee may be accompanied by the steward or a Union representative, if the employee so desires.***

OHRLCA STATE CONVENTION

PAC Reverse Raffle

TICKETS:
1 FOR \$25
5 FOR \$100

MAKE CHECKS
PAYABLE TO:
NRLCA-PAC

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

Your Name: _____

Your Address: _____

Your Phone Number: _____

Amount Enclosed: _____

How Many Tickets Are You Purchasing? _____

FILL THIS COUPON
AND SEND IT WITH
YOUR PAYMENT TO:

Brittany Levensky
 3405 Leiby Osborne Rd.
 Southington, Ohio 44470

New drawing date to be announced



Donald Hall
Regular Member

Donald Hall, 63 of Urbana, Ohio passed away on Thursday, January 28, 2021 in his home surrounded by his loving family.

Donald was born April 3, 1957 in Urbana, Ohio the son of the late Samuel and Judith (Spain) Hall. He was a rural letter carrier for the United States Postal Service. Donald enjoyed hunting, fishing, going to the shooting range and putting the pedal to the pavement on back roads. He was also known as the "grill master". Hunting

mushrooms was his favorite pastime from his younger years. He loved being outdoors and spending time with his family.

Donald never met a stranger and would give the shirt off his back if you needed it. He was a father to many over the years. Donald's love for his family is like nothing you've ever seen. He worked hard but loved harder. He married the love of his life, Darlene Studebaker, on September 15, 1978 in Jelico, Tennessee. His wife of 42 years and girls were everything to him. Donald helped many people and saved many lives in his time here. He was a one of kind man! They just don't make men like him anymore: strong, courageous, brave until the end. The world lost a good one!



David Mauk
Retired Member

David E. Mauk of Mansfield passed away peacefully Tuesday, February 9, 2021, in his home surrounded by his family. He was 84.

He was born July 7, 1936, in Lima, Ohio to parents Dwight & Grace (Wilkins) Mauk. David graduated from Lima South High School with the class of 1954 and married his high school sweetheart Shirley Nungester on September 24, 1954.

The pair were married for 65 years until Shirley passed away on October 13, 2019.

David owned and operated Motorist Mutual Agency for 18 years and worked for the U.S. Postal Service as a rural mail carrier for 28 ½ years until retiring in 1998. In his spare time, he attended the Loudonville United Methodist Church and enjoyed traveling around the U.S. with Shirley.



Teresa Rodgers
Regular Member

Teresa Rodgers, 59, from Rome, Ohio, passed away from COVID-19 on February 7, 2021. She carried an Auxiliary route in the Orwell Post office. She was hired in late 2013 and worked in the Rock Creek office. Four years later, she transferred to the Orwell office where she carried an auxiliary route from October 2017 until her passing.

She will be sorely missed by numerous friends and family.

THE OHIO RETIRED RURAL LETTER CARRIERS' BOOK GRANT

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

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

ELIGIBILITY AND RULES

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

1. Parent or grandparent must be a member of the Ohio Rural Letter Carriers' Association, and in good standing.
2. Application must be postmarked no later than May 31, 2021.
3. Applicant must be presently attending classes or has just completed the first year of an accredited college or trade school.
4. The Grant must be applied toward applicants educational expenses.

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PHONE NUMBER: _____

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

FIELD OF STUDY: _____

NAME OF PARENT/GRANDPARENT: _____

APPLICANT'S E-MAIL ADDRESS: _____

Send your completed application to:

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

**APPLICATIONS
WILL BE REVIEWED AND
GRANTS WILL BE AWARDED
BEFORE JANUARY 2022**



Gayle Sweet
Ohio Retired Rural
Carriers President

The Ohio Retired Rural Carriers and Our Book Grant Application

The Ohio Retired Rural Letter Carriers ask for your donations and support in helping with our Book Grant this year.

Since we will not have had any Spring District Meetings in 2021 to help with donations, we ask for

your help to give as many \$100 Book Grants that we can to our applicants.

With COVID-19 canceling our District Meetings, the opportunity for us to request donations to give our students a helping hand is significantly less available. Unfortunately, we will not be having an OHRLCA Convention this year - another lost opportunity! We need to raise money to help with the 2021 batch of Book Grants.

These pandemic-based interruptions have pushed awarding our Book Grants to the end of the year. Hopefully, we will have fall meetings and not lose yet *another* opportunity to ask for your support, face-to-face.

Thank you to the members that were able to donate this past year. **We gave 41 Book Grants in 2020 with your help and the help of our OHRLCA State Board.** Please consider offering a generous donation this year to help us help the students of our members that are attending a college or trade school this fall and winter.

Please send your donations to our Secretary-Treasurer:
Shirley Ortz
11696 Youngstown-Pitts Road
New Middletown, Ohio 44442.

Your continuous support and donations mean so much to our students. Find our Book Grant application on **page 21** of this publication!

Gayle Sweet

President, Ohio Retired Rural Letter Carriers



Sandy Schwartz
Auxiliary President

Ohio Auxiliary News

Greetings Ohio Auxiliary,

February is here with fresh and beautiful snow outside! Unfortunately, the groundhog saw his shadow. With it, a prediction that we must endure six more weeks of winter. So, rural letter carriers, please be prepared, take

precautions, and stay safe on your routes!

Hopefully, this pandemic is reaching its end and life will be getting back to what we were used to living. Please take care of yourselves and your families by following the recommended health guidelines!

Stay Healthy! I Miss You All!

Sincerely,

Sandy Schwartz

Ohio Auxiliary President

Here are some of the latest updates from your Ohio Auxiliary:

- The Postal Employee's Relief Fund ("PERF") continues as the National Rural Letter Carriers' educational program supporting **YOU** this year;
- The book grant application is included on **page 23** of this publication for your children and grandchildren that are furthering their education beyond high school;
- We continue to support **YOU**, the letter carriers, in any way we can assist, and;
- We remain driven to increase our membership in our Ohio Auxiliary. Please consider joining us when we eventually meet again!

OHRLCA 2020-2021 AUXILIARY BOARD

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THE OHIO RURAL LETTER CARRIERS' AUXILIARY BOOK GRANT

Now is the time to consider applying for the **Ohio Rural Letter Carriers' Auxiliary** Book Grant. We hope to award \$500 book grants to at least three applicants.

ELIGIBILITY AND RULES

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

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

Send your completed application to:

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

**RECIPIENTS OF THE
BOOK GRANTS WILL BE
ANNOUNCED IN A SUMMER
NEWSLETTER.**

UPCOMING EVENTS

See Front Cover for
Scheduled Events

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Dominic Crooks
State Editor

A Word from the Editor

The snow and cold weather are (hopefully) behind us by now! Unfortunately, the cancelations and postponements have yet to let up. If there is a bright side to these things, it gives us additional time to think and refine ideas on making ours a stronger union.

Strike up conversation with your fellow members. What has worked well and benefited our union and its members in the past? What has failed? Many of us realize that even though we can have some good ideas, not every idea guarantees success.

When constructing new ideas for the union, challenge yourself. Ask yourself what could go wrong. This ideology is great for error-checking our system. I suggest striving for checks and balances. Consider all of the checks and balances we have in our current union constitutions. Are there not enough? Are there too many? Look for yourself! Feel free to send us your thoughts. Another canceled convention gives us plenty of time to get a conversation started!

As always, if your mailing address changes, please let our Secretary/Treasurer know. Also, please don't be shy. Drop me an e-mail anytime with your inquiries, ideas, or suggestions to include in our publication. I hope to hear from you soon! In the meantime, let's all dive right into this issue of the Ohio Rural Carrier!

Dominic Crooks
State Editor

State Editor

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