



The Ohio Rural Letter Carriers' Association Official Publication

OHIO RURAL LETTER CARRIER

Volume 78 Issue Number 6

December/January 2012



**PRESIDENT
TOM GAMBLE**

As I compose this article, we are closing in on the Holiday Season. Mail count is over and the holiday merchandise catalogs have begun to show up again. The good news is that, on average, the Postal Service did not see the wholesale reductions in evaluations that they were hoping for. Most routes either stayed the same or went up slightly. Others, like myself, saw some reductions in their evaluations. The fact that the last two or three counts did not provide evidence of

this massive decline in mail volume, that has become the mantra of Postal Headquarters, would seem to lend a bit of hope to us out here in the trenches. Maybe the 2 year pay freeze for managers, supervisors and postmasters is to make up for it.

The other day I happened to be thinking about how rewarding it is to have won a victory. Or how gratifying it is to be given an award for an accomplishment that you worked hard for. And then, all of a sudden, the Smith-Barney commercial popped into my head where the old guy (I think his name was John Houseman) said "they make money the old fashioned way...they EARN IT." I'd be willing to bet that you have experienced just this sort of thing in your life. If you took part in the lobbying efforts to stop 5 day delivery then you can feel good about the victory achieved there. With your help, the carriers of this nation were able to push back the plan to end 6 day delivery and give us a stay of execution for 2 years. The fight is not over, but you can feel gratified that you were part of the effort. You EARNED IT!

Some folks that can feel proud of what they have accomplished our newly appointed Assistant State Stewards. With the help and persistence of State Steward Hutchisson, we were finally able to get 3 new stewards into training at the National Office. I have been informed that all 3 passed there evaluations and will be taking on the duties of their office. Congratulations to Cathy Funderburgh, Mike Wallis and Susan Thayer, you can be proud of your accomplishment ...you've EARNED IT.

To the many Local and Area Stewards out there who are fighting for carrier rights and equitable treatment everyday, I want you to know just how important you are to the fabric of what this Union is about. The Stewards job is a tough one. It requires sacrifice, a thick skin and dedication. It requires a winning attitude and a selfless vision for the protections that we expect; not only as carriers but as human beings. Thank You one and all. Give yourself a pat on the back...You have our support ...You've EARNED IT!

I hope that you take advantage of the programs and benefits of Association membership like the Health Benefit Plan and the Flexible spending open seasons that we are in

the middle of, as well as the Auto, home and RV insurance available through GMAC. You should take advantage of all of these programs because you've EARNED them too.

Please take time to read the reports you will find in this issue. There are some very interesting and important points of information for you to consider. It was very encouraging to hear the report by our Treasurer and the budget committee that we are on track financially for this coming year. Your board members spend a great deal of time planning and creating the programs and services that make membership in this organization desirable. Some exciting new possibilities for the website were discussed recently and we hope to launch them soon. They take their position very seriously and have been ready, willing and able to perform every task and request made of them in order to serve you. In this last Board Meeting, after much discussion, the Board selected Mark Funderburgh to serve the remainder of Mike Aitchisons' term as Committeeman until the state convention in July. Mark has been a very dedicated member of this association and I am sure he will serve with distinction in his new role.

Congratulations Committeeman Funderburgh... you've EARNED IT!

In closing, I hope that you will always promote "earning" the rewards in life over the idea that anyone is "entitled" to them simply because they *feel* they deserve it. We as carriers must prove ourselves each and every day. Our success is not based on what we did last year, last month or even last week. Our evaluations are day to day and we've seen how quick management is to remind us of this fact. I believe that rural carriers strive to maintain the highest standards in the postal service and, like the brave men and women serving in our armed forces, have the right to hold their heads high; Why ...that's right ... because they EARNED IT! God Bless you all and have a wonderful Holiday Season.

*Yours in Unity and In Service
Tom Gamble*

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2011-2012 ASSOCIATION OFFICERS

President, Tom Gamble

PO Box 9, New Middletown, OH 44442-0009 Ph 330-788-5948
Fax 330-788-6848 POSTMAN4201R@sbcglobal.net

Vice President, Floyd Edler

1060 Schrake Rd., Chillicothe, OH 45601 Ph 740-775-5679
Cell 740-703-7002 floyde@horizonview.net

Secretary/Treasurer, Penny Koren

104 Clay Road SW, Dellroy OH 44620-9757
Ph 330-735-2727 Fax 330-735-2535 pennykoren@yahoo.com

EXECUTIVE COMMITTEE

Joyce Bower

7456 County Road 107, Gibsonburg OH 43431-9531
Ph 419-849-2613 jabower1951@yahoo.com *Provident Guild

Barb Pitts

12914 Washingtonville Rd, Salem, OH 44460-9247
Ph 330-533-6274 queenebabs@gmail.com

Robin Rowland

49945 Bursley Rd., Wellington, OH 44490-9270
Ph 440-315-8943 Bobinx2@aol.com * Insurance Representative

Mark Funderburgh

7450 North River Road, Springfield, Ohio 45502-9448
Ph 937-605-4067 funge63@yahoo.com

APPOINTED OFFICES

Editor Lori Todd

2736 Depot Road, Salem, Ohio 44460
Ph 330-277-3107 loritodd@yahoo.com

Assistant Editor Tom Noble

6110 Weaver Road, Berlin Center, Ohio 44401
Ph 330-853-0636

Chaplain Ron Briggs

8436 State Route 235, Alger, OH 45812-9661 Ph 419-757-2025

OHRLCA STEWARD SYSTEM

DELBERT HUTCHISSON

State Steward

P.O. Box 326, Fostoria, OH 44830-2767
PH 419-435-3117 FX 419-436-0376

Delbert.Hutchisson@nrlca.org

MIKE AITCHISON

Senior Assistant State Steward
7805 Lafayette –Plain City Road, Plain City, OH 43064-8873

PH 614-873-4114 FX 614-873-6352

Michael.Aitchison@nrlca.org

ASSISTANT STATE STEWARDS, AREA STEWARDS, AND LOCAL STEWARDS REPORT DIRECTLY TO THE STATE STEWARD.

If you, as a carrier, do not have your office under any of the following Area Stewards or if you do not have a Local Steward, you should call the list steward assigned to your area.

OHRLCA STEWARD SYSTEM

CATHY FUNDERBURGH

Assistant State Steward
7024 Garlough Road, Springfield, OH 45502
PH 937-605-5200
Cfun70@aol.com

MICHAEL WALLIS

Assistant State Steward
680 Oakhaven Drive, Mogadore, OH 44260
PH 330-699-4691
tmwallis@neo.rr.com

SUSAN THAYER

Assistant State Steward
1 Park Court Napoleon, OH 43545
PH 419-599-1855
Sthayer06@yahoo.com

Area Stewards:

Miranda Rodgers (937-302-9956) – Cincinnati District Offices

e-mail mirandarodgers@frontier.com
Aberdeen, Amelia, Blanchester, Fayetteville, Felicity, Georgetown, Greenfield, Hamersville, Leesburg, Lynchburg, Milford, Mount Orab, Moscow, New Richmond, New Vienna, Pleasant Plain, Ripley, Sabina, Williamsburg, Wilmington

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

e-mail msshort57@yahoo.com
Bainbridge, Blue Creek, Crown City, Franklin Furnace, Gallipolis, Ironton, Kingston, McDermott, Millersport, Oak Hill, Otway, Patriot, Pedro, Piketon, Portsmouth, South Salem, South Webster, Vinton, Waverly, West Union

Deborah Roe (740-679-2442) – Cincinnati District Offices

e-mail debiroe@windstream.net
Adamsville, Barnesville, Beallsville, Belmont, Bethesda, Beverly, Byesville, Caldwell, Cumberland, Dexter City, Lore City, Lower Salem, Newcomerstown, Norwich, Philo, Pleasant City, Roseville, Stockport Summerfield, West LaFayette

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

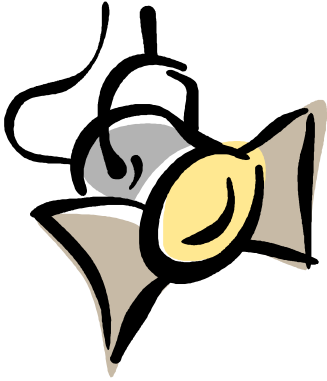
e-mail humphrey44004@yahoo.com
Andover, Austinburg, Bristolville, Brookfield, Burghill, Conneaut, Cortland, Dorset, Farmdale, Fowler, Hubbard, Kingsville, Kinsman, Pierpont, Rock Creek, Rome, Vienna, Williamsfield, Windsor, Willoughby

Robin Rowland (440-315-8943) – Northern Ohio District Offices

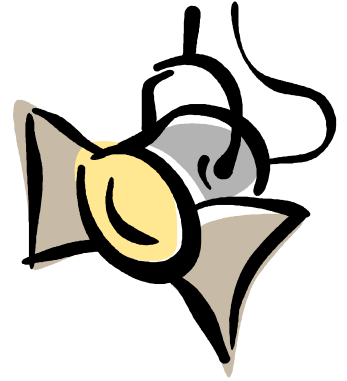
e-mail Bobinx2@aol.com
Amherst, Berlin Heights, Elyria, Grafton, Greenwich, Hinckley, Homerville, La-Grange, Litchfield, Lodi, New London, Oberlin, Polk, Richfield, Rittman, Sterling, Sullivan, Vermilion, Wadsworth, West Salem

Deanna Wayt (740-579-1600) – Northern Ohio District Offices

e-mail waytdeanna@yahoo.com
Bloomingdale, Bridgeport, Cadiz, Carrollton, Dellroy, Gnadenhutten, Hopedale, Irondale, Martins Ferry, Mineral City, Mingo Junction, Powhatan Point, Rayland, Salineville, Sco, Shadyside, St. Clairsville, Steubenville, Uhrichsville, Wellsville, Wintersville



In The Spotlight



JAMES REINHART



CARRIER MILESTONE

It was January, 1961 when James Reinhart was appointed to the route in Botkins, Ohio. It was not the typical appointment, as another individual had already been named as the carrier on the route. Being astute and aware of the qualifications for being assigned the route, he made a visit to his local congressman, Bill McCullough, and because of his time served in the army, he was awarded the position as rural carrier for the Botkins Post Office. Very shortly after starting on the route, he signed his name on the bottom line as a member of the National Rural Letter Carriers Association. Jim served the people who lived on that route for twenty-eight years until he retired in February, 1989. He worked six days a week for the Postal Service and seven days a week on his dairy and grain farm. He was a busy man, but always had time for his family, church and the NRLCA. He attended the county meetings where he served a term as president and also served as president of District 13. For fifty years, he has attended all of the spring district meetings with the exception of 1987 when his son was married on the same evening as the meeting. A major benefit to belonging to the association while he was an active carrier and now as a retired carrier is the health insurance.



At the 2011 fall meeting of District 13, Jim Reinhart was presented his fifty year membership award by his daughter, Janna Hirschfeld, President of District 13 and current carrier on the Botkins route. He received a 50 year pin, a certificate and a copy of Lester Miller's history of the rural craft. Jim's wife, Evelyn, of 60 years was also there for the presentation. Jim, Thank you for your support and dedication to the association for fifty years! We are proud of you!

CONGRATULATIONS!

Bipartisan Postal Reform Bill S-1789 Clears Senate Oversight Panel

By Vice President Floyd Edler



Chairman and sponsor (D) Senator Joseph I. Lieberman, co-sponsors (D) Thomas Carper, (R) Senator Scott Brown, (R) Senator Susan Collins and members of the Senate Homeland Security and Governmental Affairs Committee voted 9-1 in favor of the 21st Century Postal Service Act.

This would pave the way to allow the Postal service to recoup \$ 7 billion overpayment to the Federal Employees Retirement System and to use those funds to offer buyouts to 100,000 employees. The bill would also restructure prefunded retirement health benefits, reduce the payment goal to 80 percent, and require USPS to negotiate with its unions to develop a new employee health care plan. The bill would also provide for a 2 year delay in deciding the fate of Saturday delivery.

Although we welcome a two-year delay in the elimination of Saturday delivery, Make no mistake-the prefunding policy will guarantee continued financial losses and will ensure the end of six-day delivery in 2014. This will cost 80,000 good full-and part time postal jobs. Phasing out door-to-door delivery will cost tens of thousands of other good jobs while risking a very negative public backlash from the 35-40 million households and business that now receive door delivery.

However, the impact on our own jobs is not the only concern. These policies will severely damage the quality of service provided by USPS and therefore damage the entire \$1.3 trillion mailing industry, whose 7.5 million private-sector jobs depend on a healthy Postal Service. Mail delivered to the door is more valuable to mailers than mail delivered to remote receptacles. Slower mail service arising from the elimination of six-day service represents an effective rate increase for mailers. Together, these changes will cause serious harm to thousands of firms in our industry and threaten the long-term viability of the Postal Service. In other words, the jobs lost in the USPS could be the tip of the iceberg. At a time of mass unemployment in the United States, this hardly makes sense. Given that the Postal Service is the nation's largest employer of veterans, downsizing the Postal Service also means adding to an already alarming jobs crisis for the nation's veterans who are coming home from Afghanistan and Iraq.

The legislation proposes a number of interesting ideas to help the Postal Service control its health care costs, including a mandate for postal annuitants to enroll in Medicare Parts A and B when they reach the age of 65 and the development by OPM of Medigap policies tailored for such annuitants. This proposal is worth serious consideration, as

is a provision that gives the Postal service and its unions the option to negotiate a USPS Health Benefit Plan.

Among the most positive provisions of the bill is the one that authorizes the OPM to return any surplus in the Postal Service's account in the Federal Employees Retirement System to the USPS. These recovered funds could be used to pay for early-out incentive programs (payments of up to \$ 25,000 or additional service credit for retirement eligibility and benefits), to cover the costs of workers' compensation expenses or pre-funding payments for retiree health benefits, or to pay down the Postal Service's debt. We should support this provision and urge Congress to apply the same principle to the CSRS postal surplus identified by the independent audits commissioned by the Postal Regulatory Commission and the USPS Office of the Inspector General.

The legislation would also help the Postal Service increase its revenue by legalizing the shipment of beer and wine through the mail and permit the USPS to offer non postal products.

Regrettably, S. 1789 suffers from unfair provisions, most notably the inclusion of a form of the Federal Employees' Compensation Act that will cut the compensation benefits of injured workers who reach retirement age would see their benefits cut to 50% of their salary at the time of their injuries, plunging into poverty those with long-time disabilities as a result of their inability to save through the Thrift Savings Plan.

Also included in the bill is a provision that is designed to tilt interest arbitration process in the favor of postal management by instructing arbitration boards to consider management's top bargaining objectives (comparability and profitability) when issuing decisions-while not mentioning the factors most important to the postal employee unions. This would no doubt have the effect of biasing the dispute resolution system against the unions.

Conclusion: As drafted, the 21st Century Postal Reform Act of 2011 will not save America's Postal Service. On the contrary, it will hasten its decline and threaten the long-term viability of the USPS. This poses a danger to the entire \$1.3 trillion mailing industry.

Congress must do its part and avoid destructive policies driven by short term Congressional Budget Office 'scoring concerns'. Such concerns led to the prefunding mandate adopted in 2006 that has nearly destroyed the Postal Service.

As a union we must work with members of the Senate to truly reinvent the Postal Service for the 21st Century by improving S. 1789 in ways that will make it worthy of its name.

Merry Christmas and Happy New Year To All!



Christmas Pay Procedures:

The 2011 Christmas period for rural carriers begins Saturday, December 3rd (week 1, PP-26) and ends Friday, December 23rd (PP-01) and the Christmas Allowances and Procedures under **Article 9.2.K** will be in force.

Article 9.2.C.5.j tells you that

an X-day earned between the start of the Guarantee Year and the end of the Christmas Period must be taken during that pay period and previously earned X-days may not be taken during this time frame. **Article 9.2.C.5.k** The period of October 22nd thru December 23rd would not count as part of the 12 weeks in which an X-day must be received by the carrier. **Article 11.2.C** says that if a regular rural carrier is required to work on the designated Christmas holiday, such carrier shall receive one and one-half (1 ½) times the daily rate of pay in addition to the holiday leave pay. **Article 11.2.D.....**regular rural carriers shall not perform auxiliary assistance on any designated holiday or actual holiday. **Article 11.2.E.....**a leave replacement may be utilized to perform duties on a holiday and will be paid actual hours worked.

Acts of God: Severe weather language is found in **Article 30.1.H** of the National Agreement. The Language says that if Acts of God prevent an employee from performing the employee's duty, administrative leave may be authorized. The ELM in section 519.2 through 519.224, gives scenarios for "early dismissal". The PO 603 sections 142.11 through 142.123, give you the language for Equipment Maintenance Allowance for miles driven. **If severe weather causes you to be unable to get to work, causes you to be unable to take the mail out and deliver it or causes the principle receipt of mail to your office to be impossible; you may be involved in an Act of God situation.** Call the steward in charge of your office immediately. Remember: We must try and attempt delivery and an Act of God will normally affect many people in multiple crafts and in multiple offices and shifts.

National Steward Recognition Week: December 5-12 is National Steward Recognition Week and I want to take this opportunity to introduce you to your new Assistant State Stewards here in Ohio. Mike Aitchison is the Sr. Asst. State Steward, with Cathy Funderburgh, Susan Thayer, and Mike Wallis just completing their certification training as Assistant State Stewards. If you have any questions please refer to the map on page 6 for the assistant in your area before you direct your calls and remember to only call one steward.

These new assistants along with the local and area stewards have learned from many adverse situations that occurred this year and their resolve and determination is admirable. If you would just say "thank you" to them, I would greatly appreciate it. They are a special group of people who want to make our jobs safe and secure and to insure that our contract is protected and honored. There are approx. 650

(Duo Offices not included) offices in Ohio, with rural delivery. We need to have at least half of them covered by a steward in order to properly protect you and to at least know what goes on in this half of the offices. We have training in the works for the first part of the year. Can we count on your office to elect a local steward and have one of your own trained to work with me and protect you? Remember: Management is under no obligation to inform you of your rights or your benefits!

When you call a steward from your cell phone, remember the connection may not be clear. We may not even be able to hear your name or number. If you do not hear from us within 24 hours; call back. If you have internet capability, use www.NRLCA.org, go to Steward Reference, go to alphabetical, look up the subject that concerns you. You will be surprised what good information you can find there! It sure beats the gossip and opinions of some of these so-called local experts in some of our offices. Protect yourself and your family, get true and accurate information from official sources.

Non-Steward Questions: Union stewards are not allowed to discuss certain things. They are;

EEO's (reporting mistreatment because of race, creed, sex etc.) we **do not represent** the carrier in the EEO procedure.

MSPB deals with a person's rights under Veterans Laws that hold special protections for the carrier as a federal employee. We are not able to enter into those areas, under any circumstances.

OPM is the controlling entity for that wonderful thing you and I call "retirement". We do not even have the ability to see the records that are used to calculate retirement. (bad advice from one of us could harm you and mean a big loss of money)

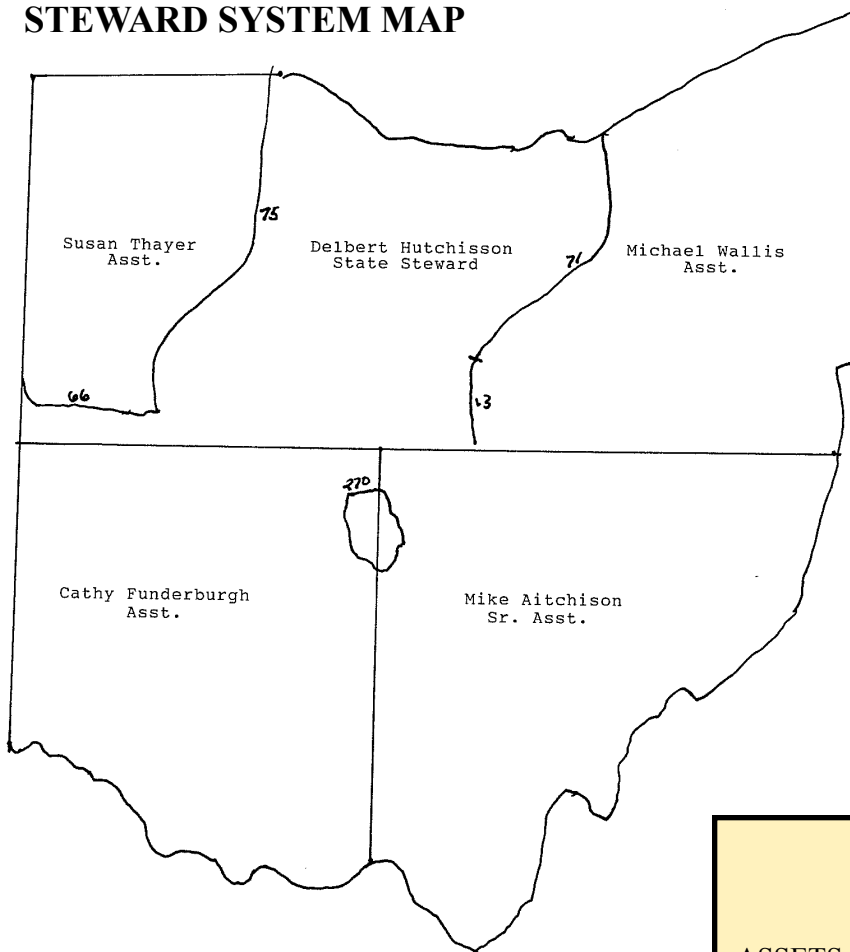
OWCP is Worker's Compensation. The doctor that treats you is really the person in control. The process is administered by the Department of Labor. We have no ability to control the Department of Labor, and a steward can only help in a limited capacity. We do have a resource person at the national office and his name is Devin Cassidy (703-684-5545). Mike Watson & Associates can be reached at (503-653-2911) and they are very knowledgeable on worker's compensation issues.

*Season Greetings,
Delbert K. Hutchisson*

NEW MEMBERS

Terri Fuller	Johnstown
Mary Crocker	Blacklick
Heather Jacobson	Amanda
Amber Noland	McConnelsville
Charles Reed	Ottawa
Nancy Scarbrough	Fairlawn

STEWARD SYSTEM MAP



MEMBERSHIP TOTAL BY DISTRICT		
Ohio has 2,761 Rural Routes		
Ohio has 4,332 Members		
Ohio has 542 Non-Members		
District	Members	Non-Members
District 1	356	51
District 2	358	38
District 3	192	20
District 4	184	16
District 5	222	12
District 6	299	40
District 7	334	50
District 8	279	52
District 9	379	37
District 10	425	91
District 11	324	27
District 12	459	46
District 13	278	35
District 14	243	27
Total	4332	542



Revised Board Policy

Corrective Action
 May 14, 2011 revised to read;
 Corrective action may be imposed on any OHR-LCA member elected or appointed to a position within the Association for the following reasons, but not limited to;

- Violation of the constitution or policies set forth by the OHR-LCA State board.
- Neglect of duty or breach of the Constitution.
- Conduct detrimental to the welfare and interest of the membership or the Association
- Conduct which hinders the due process of the grievance procedure.
- Instigating or engaging in acts on the side of management that violate the principles of the National Agreement or Constitution.

**Ohio Rural Letter Carriers' Association
 Balance Sheet
 As of September 30, 2011**

ASSETS	
Current Assets	
Checking/Savings	
APCU Checking	\$16,501.99
APCU Savings	\$416,694.26
Total Checking/Savings	\$433,196.25
Accounts Receivable	
Accounts Receivable	\$1,524.67
Total Accounts Receivable	\$1,524.67
Total Current Assets	\$434,720.92
	Total Assets \$434,720.92
LIABILITIES	
Liabilities	
Current Liabilities	
Credit Cards	
Credit Cards	\$0.00
Total Credit Cards	\$0.00
Other Current Liabilities	
Payroll Liabilities	\$69,887.84
Total Other Current Liabilities	\$69,887.84
Total Current Liabilities	\$69,887.84
Total Liabilities	\$69,887.84
Equity	
Opening Net Assets	\$303,287.48
Retained Earnings	\$139,279.85
Net Income	-\$77,734.25
	Total Equity \$364,833.08
	Total Liabilities and Equity \$434,720.92



Secretary/Treasurer Penny Koren

Currently the membership for Ohio is 4,332 total members a decrease of 230 members since November of 2010. Printed in this issue is a breakdown of members and non-members for each district. The District's revenue is calculated on members who are regular carriers; increase your regular carrier membership, which will increase your District's revenue.

During the 2011 Ohio State Convention I announced, if I were reelected to the position of OHRLCA's Secretary-Treasurer, I would retire from the USPS. After 30 years, carrying Rural Route 6 in the Carrollton Post Office, I retired on September 30th.

My advice to anyone planning on retiring, plan ahead, request an annuity estimate and retirement packet at least 6 months in advance.

Schedule your counseling session at a time when there will be no interruptions. Copy the required forms to be completed. Fill in the copied forms and write down your questions in the order of the forms. Make corrections on the copied forms, when confident of your answers, complete the originals and return them to shared services.

Be financially prepared, your pension payments will be reduced for at least 6 months until OPM completes calculating your pension. Also the interim pensions still doesn't include the Social Security supplement some FERS retirees are owed, which is usually worth several hundred dollars a month. The supplement, which is paid to FERS employees who retire before becoming eligible for Social Security benefits, isn't issued until OPM finishes calculating a retiree's final pension.

My final advice is to keep all correspondence from the USPS and OPM in a safe place.

Federal retirees will receive a COLA hike in 2012, beginning in their January checks. Retirees in the CSRS will see a 3.6 percent increase in their annuities, while retirees in the FERS will see a 2.6 percent increase. Social Security precipitants will also receive a COLA increase of 3.6 percent.

Open season will be ending December 12, 2011, make changes and selections wisely, seek advice if needed.

Thanksgiving is a time of giving thanks, I hope everyone remembered to give thanks that they live in a country where we have a choice.

Christmas is a time to rejoice, rejoice in the fact we have the freedom of religion and speech.

Celebrate the Holidays with your family and loved one and remember our troops who protect our freedom.

Merry Christmas and Happy New Year!

Penny Koren

BOARD MEETING MINUTES

November 6, 2011

Cherry Valley Resort

2299 Cherry Valley Rd., Newark OH

Present: Tom Gamble-President, Floyd Edler-Vice President, Penny Koren-Secretary-Treasurer, Committeeman: Joyce Bower, Barbara Pitts and Robin Rowland, also present Senior Assistant State Steward Michael Aitchison.

Sunday, November 6, 2011 - 10:30 am.

Vouchers: Reviewed and approved all vouchers submitted to the State Board for payment. The new voucher, submitted at the September Board meeting, has been well received, it is easy to complete and easy to understand. The new voucher will be made available for use.

11:30 am Call to Order

Minutes: Minutes of the September 9-10, 2011 were read. A motion made by Committeeman Pitts to accept the minutes, motion passed.

Treasurer Report: The Association's Statement of Activities, and Balance Sheet were reviewed. The Financial Position of the Association was compared to the same time period last year. The deposit of the members on dues withholding and GMAC were distributed and discussed. The deposits for each District were distributed and discussed. Considering the above-mentioned documentation, the Association Financial Position is good. A motion to accept the Treasurer's report was made by Vice President Edler, the motion carried.

Budget: The budget for the year was reviewed, and accepted as reported.

Equipment: The equipment assignment sheet has been reworked and will now be utilized. The equipment spreadsheet was distributed and checked for accuracy. All equipment will be listed and the spreadsheet will remain in the Associations' files.

Editor: Paper deadline November 15th. Editor Todd will have a contest to redesign the State Paper's front page heading. A new printer is still being sought. President Gamble and Editor Todd will schedule a meeting with a printer in close proximity to the editors' home location.

Board Policy: President Gamble made a motion to amend the corrective action board policy, motion passed.

Corrective Action Board Policy to read; Corrective action may be imposed on any OHRLCA member elected or appointed to a position within the Association for the following reasons, but not limited to;

A. Violation of the constitution or policies set forth by the OHRLCA State board.

B. Neglect of duty or breach of the Constitution.

C. Conduct detrimental to the welfare and interest of the membership or the Association

D. Conduct, which hinders the due process of the grievance procedure.

E. Instigating or engaging in acts on the side of management that violate the principles of the National Agreement or Constitution.

A discussion took place regarding the use of Article 4.3C as a means of taking corrective action against a subordinate unit officer for actions that would be considered misconduct.

Membership: A brainstorming session was con-

Continued On Page 8

Penny Koren *Continued from Page 7*

ducted on avenues to strengthen the membership. Possible solutions are, training on OHRLCA.org, question and answers in the state paper, also make available videos on the web site about mail count issues.

State Steward: The State Steward and Senior Assistant State Steward attended the Fall Steward Training held at Myrtle Beach, Oct 22-26, 2011. New Assistant State Steward Training was held at the National Office, November 7-11, 2011. Ohio sent 3 newly appointed Assistant State Stewards and the State Steward to the training.

State Steward Hutchisson reported there was not a great amount of route hour evaluation loss in hours because of the recent mail count. Northern Ohio and Cincinnati Districts had a net gain in hours. The USPS needed the routes to go down an average of 2 hours per route to break even and cover the cost of the mail count; overall the count went well for the Rural Carriers. The USPS predicted the districts would loose 5,000 hours per district this was not realized. State Steward Hutchisson and the Rural Route Analyst have agreed on over 60 mail count disagreement letters.

Past grievances that had been in abeyance, have now been worked and most of the issues have been resolved. Discipline is increasing within the state. Management is disciplining with the smallest of infractions. USPS is holding firm on removals.

Adjourned 7:30 p.m.

9:00 a.m. Monday November 8, 2011

Constitution: The Constitution will need amendments because of the passing of the national steward system. The board will write amendments to be presented at the State Convention for consideration.

Fall District Meetings: The District meetings were very good meetings, there were many questions about the possible loss of six day delivery. Writing and sending letters to Ohio's Congressmen and Senators was presented at each meeting. The board Brainstormed on how to help increase the attendance. Many good ideas were raised.

The board must have the date of each district's spring meeting by January 1, 2012 for the notice to be published in the State Paper. A district will not be asked to change a date unless there are more than 3 meetings on one date. The Associations will prepare the Spring Meeting Postcards for the District Secretaries, the only cost will be the reimbursement of postage for mailing the postcards.

Booster Meeting: March 18, 2012, Cherry Valley Resort the agenda was reviewed and will be published.

PAC: Ohio donated at the National Convention over \$3000. Members must continue to contact the congressman and senators about six-day mail delivery. During the district meetings PAC was supported by the membership. Members signed up for E alerts that will be sent from the National Office. Fundraisers for PAC were discussed, different appeal, a raffle and duck race. Pac Chairman Aitchison asked for a mass mailing of raffle tickets to members. The prize of \$1000 for winner, \$500 for seller (if present) at a cost of \$10.00 per ticket or 6 tickets for \$50. The raffle will be held during the Spring Booster Meeting. America needs six-day

mail delivery tee shirts are now available for order; the proceeds will go to NRLCA PAC. Committeeman Pitts made a motion to provide \$3000 to PAC for the purchase of merchandise to be offered for PAC fund raising, the motion carried.

National Steward System: National Director of Steward Operations Horne sent a request for nominations for the National Steward System in Ohio. The board completed the questionnaire with 6 names to be considered for the positions.

State Board Committeeman Position: The agenda moved to a discussion and deliberation regarding the appointment of a replacement for the vacant position of committeeman. Mark Funderburgh was selected.

Provident Guild: There were 29 delinquent premium payment letters sent to members. There are 5 new members since state convention.

GMAC: GMAC has a new rate code; carriers have contacted Committeeman Rowland with inquiries about the insurance. GMAC will give the Association \$10 for each quote requested by our members.

Next board meeting will be February 7-8, 2012

Dayton Marriott

1414 Patterson Blvd., Dayton OH

Committeeman Pitts made a motion to adjourn, motion carried.

Adjourned 8:00 p.m.

Submitted by Penny Koren

OHRLCA Deposit to District

October 17, 2011

Deposit were made to each of the 14 Districts as per; Article III, Section 5B

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 the 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.

District	Regular (71s) Members as of 6/30/2011	Deposit
District 1	190	\$950.00
District 2	175	\$875.00
District 3	91	\$455.00
District 4	77	\$385.00
District 5	99	\$495.00
District 6	152	\$760.00
District 7	168	\$840.00
District 8	156	\$780.00
District 9	177	\$885.00
District 10	254	\$1,270.00
District 11	148	\$740.00
District 12	268	\$1,340.00
District 13	128	\$640.00
District 14	105	\$525.00
	Total	\$10,940.00

PAC STATS

As promised last issue, here are some of the PAC statistics broken down by district.

	<u>District 1</u>	<u>District 2</u>	<u>District 3</u>	<u>District 4</u>	<u>District 5</u>
<i>Aggregate total</i>	\$2864.00	\$8337.50	\$2678.01	\$2997.50	\$1096.00
<i>Per Capita total</i>	\$8.04	\$23.29	\$13.95	\$16.29	\$4.93
	<u>District 6</u>	<u>District 7</u>	<u>District 8</u>	<u>District 9</u>	<u>District 10</u>
<i>Aggregate total \$</i>	\$3198.50	\$1731.00	\$2416.00	\$3743.50	\$3158.50
<i>Per Capita total</i>	\$10.70	\$5.18	\$8.66	\$9.88	\$7.43
	<u>District 11</u>	<u>District 12</u>	<u>District 13</u>	<u>District 14</u>	
<i>Aggregate total</i>	\$2635.53	\$4043.33	\$2752.25	\$2166.75	
<i>Per Capita total</i>	\$8.13	\$8.81	\$9.90	\$8.92	













As you can see by the table, the stand out in aggregate and per capita for last year is District 2. Congratulations to all the members of District 2! But look behind you, District 12, second in the aggregate total, isn't going to let you rest on your laurels, and it looks like District 4 would like a piece of that per capita lead! One easy way for everyone to increase both the aggregate and per capita totals is to encourage every carrier you know to contribute at least the per capita average.

Your executive committee along with the Vice-President Edler is planning a great Spring Booster, and who knows, there may be some legislative as well as contract breakthroughs by that time that you will want to be informed of.

Currently, there has been a lot of positioning and jockeying for position on the legislative front. Competing proposals vary widely on how they would affect us as Rural Carriers. Know that our union representatives are in there *lobbying* and *educating* for your benefit. Do your part, make those phone calls and write those letters. The calls and letters have had an impact, but there are others out there with an agenda contrary to Rural Letter Carriers, so we must be ever vigilant.

The Spring Booster Raffle was extremely popular last year, so everyone will have an opportunity to participate in it again this year. Watch you mail for further information and a change in the prize structure.

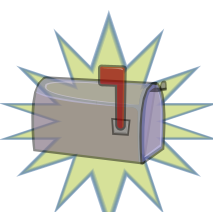
Michael D. Aitchison


 **60 Year Award** 
 Mr. Chester L. Robinson 
of Winchester, Ohio 43697 received
the 60 Years of Service Award.
 Chester became a Relief Carrier in 
1945, appointed Regular Carrier March 1,
1954, Retired September 1982.
 **CONGRATULATIONS CHESTER!** 




Be On The Lookout

Your annual raffle tickets will be in the mail soon.



SPOTLIGHT PAGE

Every issue there will be a Spotlight Page (Page 3 this issue). Anyone knowing of a person or post office they feel should be spotlighted please send information to: Editor Lori Todd at lori-todd@yahoo.com.

CONTEST

Looking for anyone that has ideas for a new front page header.

Design a heading for the front page and send your idea to: Editor Lori Todd, 2736 Depot Road, Salem, Ohio 44460, email: lori-todd@yahoo.com.

If your design is picked it will be the new front page.



From the Desk of Barb Pitts

END OF YEAR

It seems that I just did this for the paper, but here we are at the end of 2011 already. I don't know about you, but it seems that Christmas was just here. If you have read your national paper and the information that the post office sends out you will know that by the time you get this your choice for health insurance should have already been made. You still have till Dec. 25 at 5PM Central time to sign up for FSA (Flexible Spending Account). This is a great tool and uses pre tax dollars, so if you are like me and your family wears glasses and goes to the dentist regularly and you have other medical expenses and takes monthly prescriptions this is a great idea. You can use this for child care expenses also and dependent care if you are taking care of aging parents. Put a pencil to it and calculate what it might cost you for these expenses and then take out per pay period what will cover it, up to \$5000 per year and you have till the end of March of 2013 to turn in the bills. Think about it and sign up TODAY!

I hope that we have all come to terms with our latest count, it seems that the post office got surprised that all of us didn't lose big time. That's one on them. I don't know about you, but in my office in Salem our standard mail has doubled in volume since the count, fancy that! Our supervision has changed the way we are to do our mail in the PM, as if we don't know how to do our routes anymore. It seems more and more they want to run the rural carriers like the city carriers and stand over our shoulders to see that we are doing our job every minute. STRESS STRESS STRESS! Maybe they should retrain all of us to their way of doing the mail, or maybe they should carry a route for a few weeks and see that every day is not the same or every route doesn't get the same volume. Speaking of volume, where does the postal service get these statistics? Reading an article in our local paper last week the PO stated that volume will be down to 165 Billion pieces by 2013. We already know that first class is down because of the way people pay their bills on line now, but really do they take into account the standard mail that keeps rolling in to double and triple what it was a few months ago. We should all be thankful for those catalogs!

Time has moved back an hour, so carriers lets be careful out there, it gets dark about 5:15 p.m. now, so I hope we are all back from our routes by then. (haha). If not, check with your supervisor on the policy about what to do about being out after dark, don't put your life in jeopardy by being out on the street in the dark. Maybe we should check with the stewards to see what our rights are as far as delivering in the dark????

Last but not least, I hope you all have a safe and happy HOLIDAY season with as little stress as possible. Hope to see you all in the New year at the booster meeting in March at Cherry Valley. Till then MERRY CHRISTMAS!

Barb Pitts, Committeeman



From the Desk of Robin Rowland

Please remember to keep up with the most current legislative issues facing the many postal workers of America today. Right now there is a new video on the NRLCA website look under "What's New" open and look at the press conference, sit back and watch. The Senate Committee on Homeland & Security and Governmental Affairs introduced S-1789. It passed out of committee by a vote of 9-1. While some parts of this bill are helpful for rural carriers others parts of it are not beneficial to the craft. Just for example, it would allow the Postal Service to eliminate Saturday delivery after two years if certain criteria were not being met. It would also interfere with the collective bargaining process. So please keep up with writing your congressman. Help by making those phone calls, and keep those calls happening everyday if you can. Our voices are being heard. Look how the state rallied together on issue 2. It has been proven it works. Let's unite together and let our voices be heard! Now is more important than ever. Watch the video for yourself and you decide. Right now we need **YOU** to become an **ACTIVIST!**

Tis the Season and maybe you're looking for a little extra cash for Christmas. Try giving a call to GMAC they have lowered their rates! If you have not contacted GMAC I am encouraging all of you to give them a call and get a FREE quote. Take fifteen minutes out of your day to go over your insurance plan and review. This might help you find some of that extra Christmas cash or savings that you've been looking for. Just call 1-888-523-8085 and use RCK as the savings code. Anyone that shows me a quote will receive a gift. Just show me proof of your quote. Did you know that you can help the OHLCA out? GMAC will send \$10.00 to the state association for every quote they process. But hurry this offer is only good till the end of the year.

The year is coming to an end and many of us along with this association have gone through a lot changes over the past year. With that in mind it is that time of the year when we look back and reflect on our goals and accomplishments, and our good times and bad times. Now we will look forward to the future and see what new possibilities and what changes the New Year will bring. With all that in mind remember to be GRATEFUL for what you have and what you have been given. My hope for all you is that you will all have a heart of Good Will and can find GREAT JOY! this Christmas season. Count your many Blessings and Have a Happy New Year.

Robin Rowland, Committeeman



From the Desk of Joyce Bower

The Ohio Public Workers have spoken and have been heard. Working people united, stood up and defeated SB 5 (issue 2). If Issue 2 would have passed their bargaining power would have been eliminated, they would have had a decrease in wages, a decrease in benefits including retirement. A worker may have been fired without representation and no possibility of being rehired.

Postal Workers need to stand together to keep our benefits and working conditions just as the Public Workers did. The Postmaster General has asked Congress to reduce our benefits and to violate our contract at any time with no recourse. I urge you to keep writing to your Representative and Senators. Log on to the Ohio and National Websites to keep informed.

Welcome to the new members who joined Provident Guild. Provident Guild is an organization that was created and operated by rural carriers for the membership and the auxiliary. This is ready cash for the family while other assets are tied up in the courts. Please give this some consideration if you are under the age of 56. Please contact me for details. Diana Hausfield will contact you in the Spring when dues are payable. If you happen to forget or misplace the statement, she will let me know and I will send a reminder. We will do our best to make sure that your coverage will not be terminated.

I wish you a very Merry Christmas and Best Wishes in the coming year.

Joyce Bower, Committeeperson



Happy Holidays!



From the Desk of Mark Funderburgh

I want to thank the State Board for giving me the opportunity to serve the carriers of this great state. I will do my best for you, the carriers.

I wish to talk to the carriers about getting more involved in this organization. The union is about ALL of us, not a few to run the association. I realize life is busy for everyone and everyone has commitments. You only need to give four to five hours twice a year to attend your district meetings. Meetings last only two hours plus an hour for dinner.

We have all heard of Postal Officials wanting five day delivery. OMB (Office of Management and Budget) has said it is proposing to help the Postal Service reduce its' excessive operating costs by providing the flexibility to gradually move to five day delivery, beginning in 2013. Under this plan post offices still remain open on Saturdays, express mail is still delivered seven days a week, P.O. Box mail is still worked on Saturdays, and the USPS would still make Saturday deliveries in the busy weeks leading up to the winter holidays. The war is not over yet. This raises more questions than answers. One thing we can do is to stop paying bills on line.

Another thing each of us needs to do is to contact our Congress person in each of our districts. Would you believe there is a Congressman who wants you to take a yearly physical fitness test, at your own expense!?! This would include walking three miles while carrying a 35 pound satchel and lifting a 70 pound parcel off the ground then placing on a table every ½ mile. He also wants yearly random drug tests. On a lighter note, this Congressman wants ALL postmasters, managers, PCEs, and EAS personnel to carry mail for two weeks, twice a year. If this goes through could you imagine your supervisor or postmaster doing this? It could prove beneficial to all for them to realize just how much and how hard we work for them. We need to educate our Congress persons to what our job entails. Please contact them! If you don't know who your Congress person is go to OHRLCA.org.

I want to encourage everyone, whether you have a POV or a LLV to be prepared for the winter. Safety is your number one concern! For those of you with POVs check your tires for adequate tread and pressure, and make sure you have jumper cables, a blanket, a shovel and a bag of sand or salt. For those of you with an LLV (of which I am receiving around Thanksgiving) make sure you have an ice scraper and your Postmaster and supervisor's phone numbers. REMEMBER your LLV is a government vehicle. If you get stuck the postmaster or supervisor must be contacted to get you out. If a good Samaritan wants to pull you out BE CAREFUL! If anything happens to the LLV you will be responsible for damages and you could be setting yourself up for discipline.

In closing, I want to wish everyone HAPPY HOLIDAYS!! I look forward to serving each and every one of you as your Executive Committeeman.

Mark Funderburgh, Committeeman

INSTRUCTIONS

ELIGIBILITY

1. Applicant must be a current member of the National Rural Letter Carriers' Association and must have been a member for all or the major portion of the 50/60/70 years.
2. Applicant must have completed:
 - (a) 50, 60, or 70 years of service as a rural letter carrier; **OR**
 - (b) A combination of 50, 60, or 70 years as a rural letter carrier and a retired carrier.
3. Application must be submitted using the official form or a reasonable facsimile.

APPLICANT STATEMENT

1. If the proposed recipient of the longevity award cannot complete the Applicant Statement section of the application, the State Secretary may complete it on the member's behalf. At the State Secretary's discretion, another state or local official or responsible member may complete the statement on the member's behalf.
2. The appropriate years of membership upon which the award is based must be checked.
3. The Applicant Statement should be signed where indicated by either the applicant or by the person who is signing for the applicant.
4. After completion of the Applicant Statement, the form must be forwarded to the State Secretary for verification and certification.

STATE SECRETARY STATEMENT

1. Upon receipt of the application, the State Secretary will verify the information provided based on available state records. By signing the application, the State Secretary certifies that the member is eligible to receive the specified membership longevity award.
2. The State Secretary will check the appropriate box indicating where the National Office should send the longevity award. If the "Other" box is checked, a name and address should be provided where indicated.
3. Upon completion of the State Secretary's section, the State Secretary should forward the application for final processing to the National Office at:

NRLCA
Attn: Assistant to the Secretary-Treasurer
1630 Duke Street
Alexandria, VA 22314-3467

The 2011-2012 Ohio Rural Letter Carriers' Association Auxiliary

Auxiliary Officers

PRESIDENT

SANDY SCHWARTZ

10 Eastmoor Court
New Bremen, OH 45869-1101
Phone 419-305-3800
skschwartz@nktelco.net

VICE PRESIDENT

PAUL ORTZ *Provident Guild

11696 Youngstown Pitts Rd.
New Middletown OH 44442
Phone 330-542-9496
orlcasjo2001@comcast.net

SECRETARY/TREASURER

DIANA HAUSFELD

P. O. Box 105
Minster, OH 45865-0105
Phone 419-628-2433
diana@hktelco.net

EXECUTIVE COMMITTEEMAN

Ray Mull Chairman

9235 Wayne Trace Rd.,
Camden OH, 45311
Phone 513-543-3766
zxtomcat@aol.com

Ed Cox

4780 Stony Creek
Urbana OH 43078
Phone 937-206-2537
diane_rlc@yahoo.com

Jodie Burke

4822 Delevan Dr.
Lyndhurst OH, 44124
Phone 216-382-3031
goofy16jb@yahoo.com

JUNIOR SPONSOR

Pat Singelyn

18991 Munn Rd.
Chagrin Falls, OH 44023
Phone 330-562-8886
plsteacher207@yahoo.com

JUNIORS 2011-2012

President: Kendra Hausfeld

733 Oakwood Drive, Minster, OH 45865

VP: Josh Jordon

4780 Stony Creek, Urbana OH 43078

Secretary : Abby Hausfeld,

733 Oakwood Drive, Minster 45865

Treasurer: Riley Hausfeld,

4860 Ft. Loramie-Swanders Rd.
Minster OH, 45865

AUXILIARY UPDATE

Greetings! The Auxiliary Officers have enjoyed attending your district meetings and explaining about the Cochlear Implant Awareness Foundation. Some interesting facts about hearing loss are: it is a leading birth defect in the U.S.; 33 babies are born each day in the U.S. with a hearing loss; 1 in 10 people suffer from a hearing loss; and at least 1 million American children are deaf or hearing impaired. Thank you for your support with your donations and with purchasing our project items.

In case you did not receive scholarship applications at district meetings please contact myself or another Auxiliary Officer to obtain copies. The deadline for national scholarship applications is March 1, 2012.

With the holidays approaching, hopefully you can encourage your children and grandchildren to work on entries for the Junior Contest in their spare time. Information on age level categories and topics can be found in the National Auxiliary pamphlet or from a State Officer. Also, with the holidays we think of our family celebrations and meals together. Please don't forget about food-safety. Guidelines from the U.S. Department of Agriculture can be found from their website at www.fsis.usda.gov/factsheets.

Looking forward to seeing you at the Spring Booster meeting.
Happy Holidays to you and your family!

Sandy Schwartz
OHRLC Auxiliary President



President Lucretia Nobles **2011-2012 Auxiliary Program**

Project: Cochlear Implant Awareness Foundation

Motto: From Silence to Sound

Symbol: Cardinal on a mailbox

Safety: Safety behind the wheel

Inspirational Music: *Written in Red*

Americanism: American Red Cross

Song: *Wind Beneath My Wings*

Flower: Holly and Carnation

Inspirational: "You may have to fight a battle more than once to win it"

Margaret Thatcher



Recent Retirees

Lonnie Miller	Grover Hill
Mary Untied	Zanesville
John Cilles	Adena
Joyce Sabin	Fairborn
Karen Baker	Pedro
Pamela Cycyk	Jefferson
Arthur Dayton	Vermilion
Donald Eberle	Holgate
Penny Koren	Carrollton
Judy Langhorst	West Chester
Danny McCalvin	Willow Wood
Linda Odell	Lebanon
Diane Salmon	Fairlawn
Linda Young	Laurelville

Spring Booster Meeting

Information, Cash and Prizes

Come Together And Have Some Fun!

Let's Unite As One!

*Adult Easter
Egg Hunt*

Raffle

Sunday - March 18, 2012

9:30 a.m. - 4:00 p.m.

Entertainment

50/50

**Cherry Valley Lodge
Newark, Ohio**

Room Rates: \$77 single, \$87 double, \$97 triple/quad, \$190-270 Suite
WITH GOVERNMENT ID

Prizes

Make Reservations By: March 13th for this rate!
CoCo Key Water Resort \$10 Admission

Duck Race

Drawing for the PAC \$1500 Cash Prize

Fun

More Information In Next Issue

Bingo



A LEFT-HANDED MONKEY WRENCH

By Chaplain Ron Briggs

I have heard of such a tool all my life but don't know if such an item really exists. Any left handed rural carriers or spouses in Ohio? Two of Jesus' apostles asked for places of prominence by being positioned on the right and left of the Lord. Christ used their request to teach a lesson on humility; we should look for ways to serve others rather than seek to be exalted.

So, if you are a lefty, enjoy the company of 3 familiar politicians: Truman, Reagan and Obama and watch for opportunities to purchase items that are made especially for you: scissors, ball gloves, and others on 'leftyslefthanded.com'. P. S. Don't forget a chance to own your very own left-handed monkey wrench!



IN MEMORIAM:

CUMBERLAND: Esther R. Herron, 83, of Cumberland, died Thursday, October 13, 2011, at Beckett House, New Concord.

She was born June 24, 1928, in Lowell, a daughter of the late Louis and Margaret Cariens Metz. She was a member of the Rix Mills Presbyterian Church and the Women's Group, NARFE Auxilliary, OHLCA Auxilliary, and was a former school bus driver for East Muskingum Schools.

She is survived by a daughter, Mary Herron; sons, Charles Herron, Arthur (Sandra) Herron, Roger (Sue) Herron, Robert (Holly) Herron, and Andrew (Julie) Herron; son-in-law, Terry Stewart; two brothers, Robert (Shirley) Irvin and David (Carolyn) Irvin; 20 grandchildren and 16 great grandchildren.

In addition to her parents; she was preceded in death by her husband, Asa Herron on November 6, 2008; daughter, Margaret (Peg) Stewart; and son, Tracy Herron.

UPCOMING EVENTS

Christmas
December 25, 2011

**Spring District's Meeting
Information Deadline**
January 1, 2012

Winter Board Meeting
February 7-8, 2012
Dayton Marriott
1414 Patterson Blvd.
Dayton, Ohio

Spring Booster Meeting
March 18, 2012
Cherry Valley Lodge
2299 Cherry Valley Road
Newark, Ohio

State Convention
July 8-10, 2012
Dayton Marriott
1414 Patterson Blvd.
Dayton, Ohio

National Convention
August 14 - 17, 2012
Buffalo, New York

Members

Send Address Changes to:
Penny Koren
104 Clay Road SW
Dellroy OH 44620-9757

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

**ATTENTION
DISTRICT OFFICERS**

Please have your Spring District Meeting information to President Tom Gamble and Secretary/Treasurer Penny Koren by January 1, 2012. The information is needed by that date in order to have it in the February/March paper.

DEADLINE

for the February/March issue
is January 12, 2012.

Please have all articles to
Editor Lori Todd by that date.

loritodd@yahoo.com

Spring Booster

Cherry Valley Lodge
Sunday March 18, 2012

Information, Cash , Prizes
Drawing for the PAC \$1500 cash prize

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

Reservations must be made by
MARCH 13, 2012
to receive the discount rate.

Super Room rates:
Single \$77, Double \$87, Triple \$97,
Quad \$97, Suite \$190-\$270
(WITH GOVERNMENT ID)

\$10 admission to the indoor water park
CoCo Key Water Resort

Visit Cherry Valley Lodge online
www.cherryvalleylodge.com

Seasons Greetings



From your
Ohio Rural
Letter Carriers'
Association
State Board