



OHIO RURAL LETTER CARRIER

Volume 79 Issue Number 1

February/March 2012



**PRESIDENT
TOM GAMBLE**

THE BEST DEFENSE IS A GOOD OFFENSE

I'm sure you have heard this phrase many times and of course the reverse as well, but in this day in age I believe the afore mentioned version is more applicable to this article. A recent surge in home invasions and burglaries caused us to start thinking about protections that we gave little consideration to before. Locked doors, an alarm system, security lighting and even the thought of arming oneself in case of attack, were far from consideration before the danger became a real possibility. Now all of those steps have been taken and we are constantly on guard. This scenario led me to wonder what makes people want to take from others. I guess there is a lot of responses that could be made here, but I think the most prevalent reason is lack of options, or a perceived lack of options. Okay, so what's the point? The point is that it seems desperate people think that someone else and what they have is the cause or the only answer to a problem; and that the only solution is to take from them.

I recently had a conversation with a man who was reciting almost every negative thing he had heard in the media recently about the Union protections that were "causing our economic problems". He wanted to focus on how it was unfair for public sector (union workers) to pay less for health care than private sector employees. His solution; "make the public sector pay the same". In other words take the contract negotiated savings away from the public sector employees. Notice he didn't say; "create a solution that would allow the private sector to pay the same as the public sector. My answer was for him to imagine that the unionized workers had to pay the same as the private sector. Now, is there any guarantee that the supposed savings would translate into a different life for him? Absolutely not! Until you make it difficult or impossible for legislators or corporate CEO's to spend any new found savings...nothing will change.

We are faced with the same thinking when dealing with the Postal Service and the "cut, cut, cut" mentality. At a recent town hall meeting on the processing plant closures, the focus was entirely on what the Post Office had plans to cut. Cut jobs, close Post Offices, cut the delivery standards, cut retirement, cut pay and benefits to craft employees. Not one mention of new programs to generate revenue was ever

uttered. In fact, most of the cuts will hurt, even more, the first class customer we are losing. The plan to take away the "no layoff clauses" in our contracts and forcing people to retire has become a stated strategy. Multiple tier pay structures, that are beginning to become reality, are already causing animosity and hard feelings among the workforce. Ask someone who works at GM how it's working out.

Okay, I know you've been hearing this for sometime now and your saying to me "what can we do about it?". Well now that we have the alarm system on and we're shining the security lights on the proposed cuts. Congress has heard us and has taken some stop gap measures. We need to arm ourselves against what we and others believe is bad policy. And here is my challenge for you. Try to think of revenue generating ideas or ways the Postal Service can save money without cutting vital services. Ideas like offering discounts to first class mailers who mail often. (They do it for bulk rate customers). Or using Postal vehicles as advertising space. Okay, you get the idea, now here is the twist...don't send it to the Postal Service, send it to your Congressional Represent-

*Continued On
Page 4*

**Spring Booster
Cherry Valley
Lodge**



Sunday, March 18, 2012

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

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

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

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

OHIO SPRING DISTRICT MEETINGS

Make Plans to Attend!

Dates & Locations Listed on Page 9

**Speakers include your State Officers and State Stewards
ELECTION OF DISTRICT OFFICERS
ELECTION OF DELEGATES TO STATE CONVENTION**

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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 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
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Assistant State Steward
PO Box 309, Liberty Center, OH 43532
Ph 567-264-4520 Fax 567-264-4521
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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

Spring Booster Meeting



Information, Cash and Prizes

Fun Come Together And Have Some Fun! *Raffle*
Let's Unite As One!

Adult Easter Egg Hunt

Sunday - March 18, 2012

50/50

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

Cherry Valley Lodge

Newark, Ohio

Duck Race

Prizes

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

WITH GOVERNMENT ID

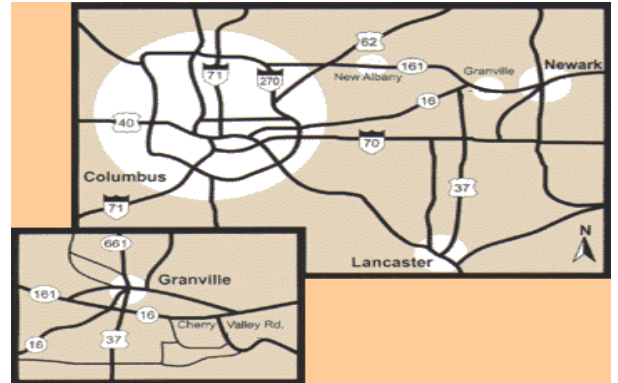
Make Reservations By: March 13th for this rate!

Entertainment

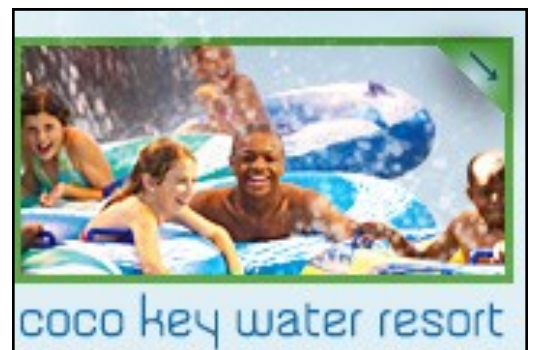
Drawing for the PAC \$1500 Cash Prize

Bingo

9:30 am The festivities begin with a devotional service
Interactive learning experiences
Speakers
Updates
PAC
Steward time
\$1500 cash raffle prize drawing
4:00 pm Activities will be wrapped up and members can head for home.



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



What is Sequestration and how does it affect our craft?

By Vice President Floyd Edler

Definition of Sequestration by Dr. Paul M. Johnson
Department of Political Science Auburn University



Originally a legal term referring generally to the act of valuable property being taken into custody by an agent of the court and locked away for safekeeping, usually to prevent the property from being disposed of or abused before a dispute over its ownership can be resolved. But the term has been adapted by Congress in

more recent years to describe a new fiscal policy procedure originally provided for in the Gramm-Rudman-Hollings Deficit Reduction Act of 1985--an effort to reform Congressional voting procedures to make the size of the Federal government's budget deficit a matter of good choice rather than simply the arithmetical outcome of a decentralized appropriations process in which no one ever looked at the cumulative results until it was too late to change them. If the dozen or so appropriation bills passed separately by Congress provide for total government spending in excess of the limits Congress earlier laid down for itself in the annual Budget Resolution, and if Congress cannot agree on ways to cut back the total (or does not pass a new, higher Budget Resolution), then an "automatic" form of spending cutback takes place. This automatic spending cut is what is called "sequestration".

Under sequestration, an amount of money equal to the difference between the cap set in the Budget Resolution and the amount actually appropriated is "sequestered" by the Treasury and not handed over to the agencies to which it was originally appropriated by Congress. In theory every agency has the same percentage of its appropriation withheld in order to take back the excessive spending on an "across the board" basis. However, Congress has chosen to exempt certain very large programs from the sequestration process (for example, Social Security and certain parts of the Defense budget) and the number of exempted programs has tended to increase overtime - which means that sequestration would have to take back gigantic shares of the budgets of the remaining programs in order to achieve the total cutbacks required, virtually crippling the activities of the unexempted programs.

The prospect of sequestration has thus come to seem so catastrophic that Congress so far has been unwilling to actually let it happen. Instead, Congress has repeatedly chosen to raise the Budget Resolution spending caps upward toward the end of the legislative session in order to match the actual totals already appropriated, thus largely wiping out the incentives that the reformed budget procedures were expected to provide for Congress to get better control of the budget deficit. Unquote

Now that we see how Sequestration works, how

does it affect postal employees? The answer very simply is postal employee's health care and annuities could become unexempted programs. If Congress decides to exempt large programs (for example, Social Security and certain parts of the Defense budget and others) the cuts could be catastrophic to all unexempted programs.

You as retirees, regular carriers and relief carriers have fought the good fight over the last year to protect your health care, annuities and for 6 day delivery. You must keep up the fight! Congress will soon decide where to spend your money and the hours you work. Without your input they won't have to make a choice.

Continue to fill out your SAVE AMERICA'S POSTAL SERVICE petitions, call your Congressman and Senators and continue giving to PAC. Tell your representatives about your evaluated system and that your health care and retirement are fully funded and that it's not fair trying to balance the budget on the backs of hard working carriers. All of us together can make a difference. Please get involved.

The Best Defense *Continued from Page 1*

tative or send it to the NRLCA or send it to me (*rest assured I will see that you get the credit*). You and I both know by now that the Postal Service has made up it's mind on how they plan to accomplish any budget savings and the only time in recent history that they ran a "sale" was after Senator Collins challenged them to do so! And, if you were at the National Convention this past August, you heard the Postmaster General challenge the membership to come up with better solutions and mail them to our Association President.

Through experience I know that almost all of the best ideas come from within the workforce and sending ideas to the Postal Service will most likely fall on "deaf ears". So jot down those "*you know what they should do*" inspirations and send them in with your contact information or bring them to a meeting!

Remember that arming yourself with ideas and knowledge is the best way to defend against the attitude that *taking away jobs* is the best strategy for the future. Keep yourself abreast of what is happening by reading your State and National papers. Attend your district meetings and the Booster meeting coming up here in March. Visit our State and the National websites for the latest news and calls to action; both at the local and national level. Talk to your fellow carriers, discuss your ideas and recruit the non-members to become the grass roots soldiers we need to take action necessary to protect what we have earned. The time to do nothing has passed. The threat is here and it's time to send in the OFFENSE! See you at the Booster! It promises to be one you will remember!!!

*Yours in Unity and in Service,
Tom Gamble*



UNION DUES OR DENTAL INSURANCE

By Delbert Hutchisson

When times get hard the resolute employee pulls together with his fellow union members to find solutions that will benefit all employees in the craft. For many years I have been traveling around the state and country on behalf of this Union and rural carriers. I frequently am asked by non-union members why they should join our Union. Today I received a letter from a member expressing her desire to withdraw from the Union.

The letter reads as follows: I mailed my request to withdraw from the Union today. There are two reasons for this.

First is that after the last mail count, my evaluation dropped three hours per week. I had to choose between Union dues and dental insurance. I was already a H route after the count two years ago. Now I am a H route with a big pay cut to boot!

The second reason is that my reward for being the Local Steward for the past three years was that I have had a target on my back by the Postmaster. She has made an obvious attempt to intimidate me and I am tired of the fight.

First and foremost I would like to take this opportunity to thank you as a local steward for your hard work and dedication over the last three years. I know being a steward is at times difficult and time consuming and we have appreciated your efforts.

I too understand the effects of a devastating drop in mail volume. My route dropped nine hours in evaluation over the past three mail counts and the financial loss was substantial. Many carriers now have H-routes and are weathering big pay cuts.

My father was a member of the UAW and my grandfather was in the United Steel Workers Union. Both Unions have seen members suffer tremendous losses. Please do not blame a drop in mail volume on the Union. My father often said, "life is a marathon not a sprint". We can not solve long term problems quickly and we can't solve them by going it alone.

I have been on the front lines of Union membership building for the past ten years. I have personally traveled to over 200 Post Offices in Ohio and am always curious to hear the reasons for not joining the Union. Here are just a few questions that have been repeated several times to me over the years.

Why should I join the Union when I will get exactly the same wages and benefits without joining? I usually appeal to their sense of fairness and morality. That if there were no dues paying members then there would not be a Union to negotiate wages and benefits. Non-union employees tend to earn 20% to 30% less wages than their Union coun-

terparts. This is evidenced by the difference in pay of a TRC to an RCA.

I can't afford to join, I've got a family to support and my check just isn't big enough or the dues are too high. I typically get this response from RCAs who make up the bulk of our non-member carriers and I usually remind them that dues for an RCA is \$5.92 per pay period and if you don't work you don't pay that period. Furthermore a regular carrier only pays \$428.00 per year and this is one of the lowest dues structures among organized labor unions in America.

My spouse would divorce me or my parents don't like unions. I explain to them that a large organization like the USPS is run like a paramilitary operation and that even managers and supervisors seek the protection of their respective unions. Protection and job security are key here, the cornerstone of family and union.

I don't need a union, my supervisor is fair and I get along with him. The facts are that 40% of all upper management is eligible for retirement and chances are that you will not have your current manager long. The USPS and the Union spends an estimated \$300 million dollars per year on grievance activity and labor issues due to the acts of poorly trained managers.

I can handle my own affairs and take care of myself or I don't intend to stay on this job forever as I am looking for a promotion. The reality of the situation is that most non-union employees do not get promoted before they get into trouble and are fired. They do not have access to union meetings, literature and mail count training classes. Many times the Union never knows they were fired.

My religion doesn't permit me to belong to any outside organizations. This is a fundamental difference of opinion and I have always respected it.

These are just a few questions and responses that I have encountered while out in offices membership building. Procrastination and ignorance of what the Union is and how to become a member are the main reasons for not being a member. In my ten years of experience I have never heard a carrier say they do not want to join because of an adverse mail count. Most carriers understand that mail volume dur-

Continued On Page 6

NEW MEMBERS

Anita Dicke	Van Wert
Thomas Feicht	Sandusky
Corey Martin	Findlay

Union Dues or *Continued from Page 5*

ing a mail count is economy driven.

We consistently have from year to year about 320 RCAs that will not join the Union in Ohio. We have a retention rate of 70% of new hire RCAs in the USPS, 30% leave voluntarily or are fired. These are the most at risk carriers and they need the protection of the Union and they need the education the Union provides.

Current membership in Ohio is about 4225 with only 190 regular carriers being non-union members. But what would happen if more carriers were forced to choose between dental insurance and union membership?

Let me draw your attention to the most resent Arbitration award won by the Union resulting from an unfair labor practice charge filed by the Union on behalf of its members. The case arose after the Postal Service announced that it would be observing and recording rural carriers on their routes in a effort to reduce numerous time standards during the 2010 contract negotiations or subsequent interest arbitration. The Postal Service violated article 34 of the National agreement when it conducted time and work studies of over 400 rural routes without the Union's participation. The study involved the placing of video cameras in LLVs. Article 34's central goal is to establish fair work standards through mutual "transparent procedures." Without Union oversight and participation the Postal Service determines what is fair and equitable. Remember folks the Postal Service thought 69 pieces per minute was a fair standard for handling FSS flats.

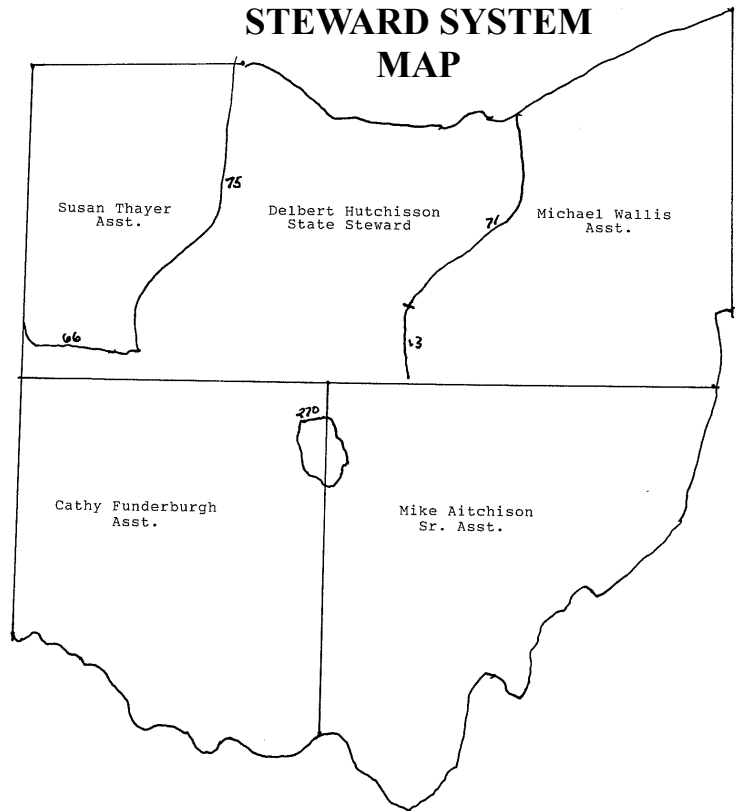
Arbitrator Blocs' decision will ensure that the Postal Service engages in a participatory process for conducting time studies in the future. But more important it shows that together we can pool our resources, hire lawyers and consultants to advise us and fight for fair and equitable treatment for all.

I would like to address our writer's second reason for wanting to withdraw her union membership. I want every local steward in Ohio to know that you have the **full** support of my office and I **will not** tolerate any attempt at intimidation or harassment of a steward or any union member. It is the **Union's** position that every employee at every level of the Postal Service be treated at all times with dignity, respect, and fairness. A healthy work place is an environment where supervisors and employees have constructive dialogue with each other, where differences are recognized, and diversity is valued.

In closing I just want to say that the NRLCA helps carriers fight unwarranted discipline, discrimination and other abuses that can happen in an impersonal and sometimes hostile Bureaucracy. The Union has helped thousands of carriers win reinstatement, back pay, unpaid overtime and seniority rights. In addition to negotiating a fair and equitable wage and benefit package the NRLCA keeps an eye on safety and health conditions in Postal instillations across America.

*Thank you kindly,
Delbert K. Hutchisson*

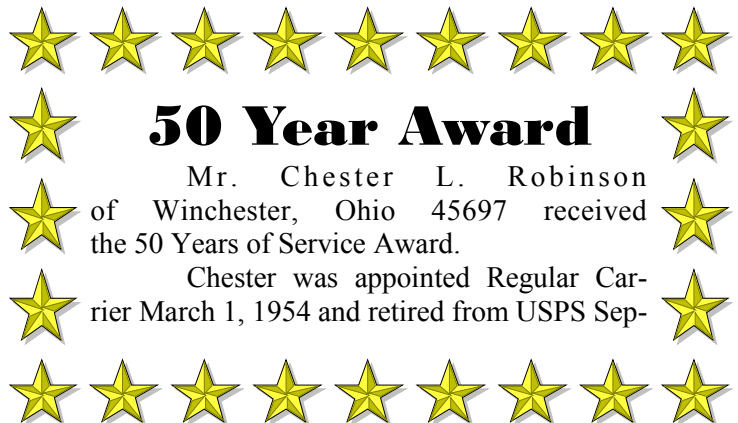
STEWARD SYSTEM MAP



CHANGE OF ADDRESS

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

1. Use PS Form 1216, Employee's Current Mailing Address. Send it to: HRSSC, Benefits/Compensation, PO Box 970400, Greensboro, NC 27497-0400.
2. Call the HRSSC at 877-477-3273, option 5. Validate your identity with your Employee ID number or USPS Pin, then option 9 to speak to a service representative whowill assist you.
3. For carriers with PC access: Log on to LiteBlue using your EID and USPS Pin. Click on the Change of Address/Phone/Emergency Contact link under Employee Resources. Your current information will be displayed. To update your information, click the edit button, and you're on your way. Follow the prompts to review, confirm and save your changes. That's it, you're done!





Secretary/Treasurer Penny Koren

With this New Year comes a repeat of the two (2) percent reduction in the employees' portions of Social Security Tax. The reduction means you will continue to receive additional take home pay. Supposedly, the Social Security system's finances will not be harmed. The Social Security trust fund will be reimbursed for the full amount of the tax break from the general fund of the Treasury. The reimbursement from the general fund will add to the budget deficit.

MEMBERSHIP

As of January 12, 2012 the Membership Analysis prepared by the National Office has Ohio's total membership of 4302. The same report dated January 12, 2011 showed a total membership of 4537, a loss of 235 members in 12 months. A review of the rest of the states on the list indicates similar trends to those in Ohio. If your route is in need of a relief carrier, request that a RCA be hired as your relief. The Post Office is under no obligation to honor your request but we need to keep requesting RCAs.

STATE CONVENTION

July 8 - 10, 2012, Dayton Marriott, 1414 Patterson Blvd, Dayton OH. Plan to attend the State Convention, come and exercise your Union Rights. Listen to the concerns of fellow members, stand and speak, let your voice be heard on the issues. Attend the State Convention as a delegate and vote on the issues. How do you become a delegate to the State Convention? Be nominated during your District Meeting.

DISTRICT MEETINGS

At your District meeting District Officers are nominated and elected and delegates representing your district are nominated and elected to the State Convention. "According to our State Constitution both of these elections are to be by secret ballot." The elected delegates from your district will represent your interests on actions taken at the State Convention. If you wish to be a delegate to the State Convention from your District and cannot attend the meeting, be sure to let your District Secretary know so that your name can be considered when elections for District delegates are held. *Names cannot be added to the delegate list after the district meeting has ended.*

I hope that every member will plan to attend their District meeting that is listed in this issue. You are a member of the district that includes the county in which your employing office is located. Check which counties are in your District as listed on page 9 to deter-

mine which District you are a member of and eligible to be a delegate to the State Convention representing that District.

NATIONAL CONVENTION
August 14 – 17, 2012, Buffalo NY

NATIONAL DELEGATE NOMINATING BALLOT

The National Magazine's February, March, April and May issues will have the nominating ballot for delegates to the National Convention included. If you desire to have your name placed on the ballot for consideration as a delegate to the National Convention, or you want to nominate someone else, fill out the nominating ballot and submit (must be mailed) to my office no later than by May 31, 2012. Upon receipt of the nominating ballot, I will send a confirmation notice to the nominee. **IF THE NOMINEE DOES NOT RECEIVE A CONFIRMATION NOTICE, PLEASE CONTACT ME.** Penny Koren, Secretary-Treasurer, 104 Clay Rd SW, Dellroy, OH 44620-9757 (330-735-2727).

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

On March 17 I would like to bestow on you this Irish Blessing;

*May there always be work for your hands to do;
May your purse always hold a coin or two;
May the sun always shine on your windowpane;
May a rainbow be certain to follow each rain;
May the hand of a friend always be near you;
May God fill your heart with gladness to cheer you,
and may you be in heaven a half-hour before the devil knows you're dead.*

Hope to see all of you at the Spring Booster Meeting, March 18, 2012.

Penny Koren

Please RSVP for the Booster Meeting Lunch!

Pizza and Soda \$5.00

RSVP to Barb Pitts at queenebabs@gmail.com or
330-533-6274

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

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

OHLCA 2012 SPRING DISTRICT MEETING SCHEDULE OFFICER / STEWARD ASSIGNMENTS

- District 1** - Saturday, April 14, 2012, Best Friends Restaurant, 141 Oh – 534 S, Geneva, OH . Dinner 5:30PM, Meeting 6:30PM. Order from the menu. Contact person, Dawn Greene 440-759-2777
- District 2** - Thursday, April 26, 2012, Dellroy Community Hall, 2 W Main St, Dellroy OH, Dinner 6:00 PM, Meeting 7:00 PM. Cost of \$13.50 per person. Mail your payment for the meal by April 16, 2012 to Susan Elliott, 3165 Irish Rd NW, Magnolia, OH 44643. Phone 330-866-9616
- District 3** - Saturday, April 21, 2012, Manor Restaurant, 743 S Wooster Ave, Strasburg, OH, Meeting and Meal 6:00 - 9:00 PM, Family Style with 3 meats and 4 side dishes at a of cost of \$10.00 per person. RSVP in advance to Maria @ (740)942-4979 and pay only \$5.00 per person for the meal. 1st TIME ATTENDEES EAT FREE!
- District 4** - Saturday, March 31, 2012, Lori's Restaurant, 17020 McConnellsville Rd, Caldwell OH 43724, Dinner 6:00 PM order from the menu. RSVP to Judith McIntire 740-458-1464.
- District 5** - Saturday, April 14, 2012, Ponderosa, US 52, Burlington OH, Dinner 6:00 PM, Meeting 7:00 PM. All member attendees will receive \$5 toward purchase of meal. RSVP if possible to Ron Ellis 304-654-1938 or Elizabeth Altizer 740-245-5193.
- District 6** - Saturday, April 21, 2012, Utica United Methodist Church, 626 North St., Utica . Dinner 6:30 p.m., meeting to follow. Cost will be \$5.00 per person, with "1st time members attending the meeting" to eat free. SVP by April 18th to Sandra Heaton 740-408-3958.
- District 7** - Thursday, April 12, 2012, Pizza Hut, 820 Harding Way W, Galion, OH. Dinner 5:45 PM, Meeting 7:00 PM. Members eat free. Contact person, Darlene 419-564-2796 or rafferty910@aol.com
- District 8** - Thursday, March 29, 2012, Holiday Inn Akron West, 4073 Medina Rd, at I-77 & Rt 18, Akron. Dinner 6:00 PM and Meeting 7:00 PM, Pizza, Pop & Dessert cost of \$5.00 per person. So we have enough pizza please RSVP to Robin Rowland 440-647-7630.
- District 9** - Wednesday, April 4, 2012, Steer Barn Restaurant, 1144 E Wyandot Ave, Upper Sandusky 43351, 6-9pm, RSVP by March 23rd to Tim Barker 419-901-0900 or Brandy 419-307-6352. ELECTION OF OFFICERS.
- District 10** - Wednesday, April 18, 2012, Dutch Kitchen, 8690 State Route 42, Plain City, OH. Dinner 6:00 PM and Meeting 7:00 PM. **Buffet**, pre-pay \$10.00 or pay at the door \$16.49, tip and tax included. Pre-pay by April 13, 2012 to Diane Cox, 4780 Stony Creek Rd, Urbana OH 43078. Contact person, Diane Cox 937-788-2537
- District 11** - Thursday, April 19, 2012, Y Restaurant, 1940 US Hwy 62, Winchester OH 45697, Dinner 6:00 PM Order from the menu. Contact person Misty Gamerdinger 740-779-1429
- District 12** - Tuesday, April 17, 2012, Damon's Restaurant, 937-383-1400, 1045 East Side Dr, Wilmington OH Dinner 5:30PM Meeting 6:30PM. RSVP to Cathy Funderburgh 937-265-5007 or 937-605-5200.
- District 13** - Thursday, April 12, 2012, @ 6PM. Pasta Bar \$10 per person. Knights Inn Hotel Conference Room in Piqua, 902 Scott Dr, Piqua OH 45356 (Adjacent to Cracker Barrel, across from the Miami Valley Center Mall) I-75 Exit 82 (Route 36). Contact person, Pamela Brester 937-845-2295
- District 14** - Thursday, April 19, 2012, Kissner's, 542 Clinton St, Defiance, Dinner 6:00 PM, Buffet \$10.00 per member. RSVP by April 12th to Ray Balbaugh 419-596-4916.

2011 OHLCA SPRING DISTRICT MEETING ASSIGNMENT LIST

<i>District</i>	<i>Date</i>	<i>City</i>	<i>Officer</i>	<i>Steward</i>	<i>Auxiliary</i>
1	April 14	Geneva	Bower	Wallis/Humphrey	Sandy Schwartz
2	April 26	Dellroy	Koren	Hutchisson/Wayt	Jodi Burke
3	April 21	Strasburg	Rowland	Wallis	Jodi Burke
4	Mar. 31	Caldwell	Koren	Aitchison	Paul Ortz
5	April 14	Burlington	Edler	Aitchison/Short	Ray Mull
6	April 21	Utica	Pitts	Hutchisson/Roe	Paul Ortz
7	April 12	Galion	Rowland	Thayer	Diana Hausfeld
8	Mar. 29	Akron	Pitts	Wallis/Rowland	Ray Mull
9	April 4	Upper Sandusky	Bower	Hutchisson	Sandy Schwartz
10	April 18	Plain City	M. Funderburgh	Aitchison	Ed Cox
11	April 19	Winchester	Edler	C. Funderburgh	Diana Hausfeld
12	April 17	Wilmington	Gamble	C. Funderburgh/Rodgers	Sandy Schwartz
13	April 12	Piqua	M. Funderburgh	C. Funderburgh	Paul Ortz
14	April 19	Defiance	Gamble	Thayer	Ed Cox



- District 1 - Ashtabula, Geauga, Lake, Portage, and Trumbull.
- District 2 - Carroll, Columbiana, Jefferson, Mahoning, and Stark.
- District 3 - Belmont, Coshocton, Harrison, and Tuscarawas-Holmes.
- District 4 - Guernsey, Monroe, Morgan, Noble, and Washington.
- District 5 - Gallia, Athens-Meigs-Vinton, Jackson, and Lawrence.
- District 6 - Fairfield, Hocking, Licking, Muskingum, and Perry.
- District 7 - Ashland, Crawford, Delaware, Knox, Marion, Morrow, and Richland.
- District 8 - Cuyahoga, Lorain, Medina, Summit, and Wayne.
- District 9 - Hancock, Lucas, Ottawa, Erie-Huron-Sandusky, Seneca, Wood, and Wyandot.
- District 10 - Champaign-Union, Clark-Madison, Franklin, Hardin, and Logan.
- District 11 - Adams, Brown, Fayette, Highland, Pickaway, Pike, Ross, and Scioto.
- District 12 - Butler-Hamilton, Clermont-Warren, Clinton, Greene, and Preble.
- District 13 - Allen, Auglaize, Darke, Mercer, Miami-Montgomery, and Shelby.
- District 14 - Defiance, Fulton, Henry, Paulding, Putman, Van Wert, and Williams.

Happy Valentine's Day!



HAPPY NEW YEAR TO EVERYONE!!



I am looking forward to seeing many of you at the Spring Booster meeting. Again, we are asking the districts to bring items for the PAC room. Please use the form below for each item that you bring in. In this way you can get individual PAC credit for the fair market value of the treasure that you bring in. Please bring them in as early as you can and it really helps if the forms are already filled out. Here is a breakdown of the donations so far by district compiled from most recent figures from the National Office:

DISTRICT 1 \$460.00	DISTRICT 2 \$887.00	DISTRICT 3 \$350.00	DISTRICT 4 \$45.00	DISTRICT 5 \$100.00	DISTRICT 6 \$590.00
DISTRICT 7 \$25.00	DISTRICT 8 \$165.00	DISTRICT 9 \$425.00	DISTRICT 10 \$783.05	DISTRICT 11 \$493.00	DISTRICT 12 \$1594.00
DISTRICT 13 \$110.00			DISTRICT 14 \$440.00		

The recent behavior of some of these politicians would indicate that we are having an impact. Keep up the good work and when asked call and send letters to the targeted congressmen. Let..., no, **make** your voices be heard!

Mike Aitchison, PAC Chairman

Name _____ District # _____

Description of item _____

Fair Market Value of Item _____

Set Sale Price \$ _____

Silent Auction Item

Check Appropriate Box



I hope everyone had a safe and enjoyable holiday season. I am glad I made it through with all the mail and parcels. WOW!! The USPS should have made money this year. I know we all delivered the parcels to the front door, not thrown on the porch or over a fence like our competitors. Great service is what we provide for our customers all year long—no matter what management says. The new year brings new responsibilities and new expectations. As the new year starts every rural carrier needs to check his or hers TSP contributions to be sure it is on track for your retirement date. You can never have enough, but you can get enough to live comfortably.

I want to encourage all members to learn the contract and know what we are required to do as well as what management wants us to do for free. If management wants you to perform work for free or against the contract—FILE A GRIEVANCE!! If management can get you to work for free they will continue to expect you to do work without compensation. Another thing that carriers do for free is to “work off the clock.” NO ONE SHOULD BE DOING THIS!! If you work off the clock the hours performed are not recorded and hours worked in the rural craft and this understates the total hours our craft needs nationally to properly perform our jobs. Remember if it did not occur during mail count it’s not in your evaluation. If you are not sure what is compensable ask your steward or call the state steward if there is no steward in your office. We need to properly record all work hours and stop giving management free labor. Unless management gives you permission to start early do not touch anything until your start time and then record all hours worked for the day on your PS form 4240. With contract negotiations going on right now we need all the correct hours for our routes. Management says we are working under our evaluation every day. Are we really working that many hours under the evaluation? This is why the postal service wants to lower the evaluations for mail being counted during mail counts.

I sent a letter to my Congressman, Jim Jordan, and he was nice enough to send a reply back, although he does need to be educated on a few things. He believes a number of sweeping reforms are needed in order for the USPS to continue providing the service the public has come to expect. He believes the problems range from too many facilities, excessive labor, and an ineffective pricing system. He supports HR2309 which includes the following provisions: steps would be taken to change the size of the USPS, it would include major reforms to personnel, delivery, pricing and facilities and, scariest of all, it would give the commission the option to go to five-day delivery, revise labor agreements, and require all mail customers to transition to curb side delivery within a two-year period.

Imagine if every member of Congress thought the same way—we would be in trouble. I encourage everyone to contribute to PAC in order to help educate members of Congress. Congressman Jordan believes we walk our routes to deliver the mail. If he truly believes this—I am underpaid, because I can not run 42 miles in 8 hours!

I hope to see everyone at Cherry Valley on March 18 for the Booster Meeting and the Great Duck Race!

Best Regards,

Mark Funderburgh, Committeeman



Some of the most important things that you as rural carriers need to have to navigate around in the postal world is your employee identification number and pin number. Also at some point and time you may need a copy of your form 50. First, you can find your identification number located on the top right side of your pay stub. Next, you will need your pin number. Forgot your pin number? You can find or change your pin by logging onto www.lightblue.usps.gov. This will give you an opportunity to reset your pin number if you have forgotten it. After logging on, look for the Employee Quick Apps Link, go to PostalEase Employee Web Main menu and follow the instructions to find your form 50. This is located in your OPF file. You will find that there is a lot more information on this site that you will find helpful. You can

make changes that pertain to your personal life for the New Year as well. Such as: tax deductions, catching up on TSP contributions or Payroll Deductions. You can also use the Employee Quick Apps Link to make a Change of Address or Bid on a route. You can be in touch with everything you will need to begin your New Year on the right foot. Make sure everything you have on file with the postal service is correct. If you find a mistake please contact Human Resources and our State Secretary to get the problem resolved. You may need to file that grievance or bid on that vacant route. So let’s get ready and don’t wait until the last minute. Everything is here right at your fingertips. As a reminder on March 24, 2012, the MOU states that vacant routes will be going up for bid. You, as RCAs and Regular Carriers will need this information. So let’s be prepared.

One last thing that I would like to share with you is the importance of carriers not working off the clock. Right now we are in Arbitration with the United States Postal Service and one of the things that they are looking at is our time standards. Some carriers are getting done 4-5 hours or more under their evaluations each week. This doesn’t look good for us. You need to go the Handbook PO 603: “Rural Carriers Duties & Responsibilities” and read for yourself what the rules and regulations have to say about working off the clock. So please write down your starting time when you touch that first piece of mail, cut that first strap, pickup that first tray of mail, or sort out your parcels. Those minutes add up. Make sure you are doing everything on the clock no matter what it is. You need to record your work hours accurately to assure evaluations are correct.

Hope to see you at the Spring Booster Meeting!

Robin Rowland, Committeeman



Who would profit if the Post Office went to a 5 day delivery, closing Post Offices and mail-processing centers? Who would profit if the Post Office were to be privatized, cut the first class standards from one to two days delivery to two to three days delivery? Who would profit from a cut to health care and retirement? Certainly not the loyal customers, businesses, or the postal workers. The Post Office is an important part of our economy and social fabric.

The USPS was created to provide a public service at the same level to residents, businesses and non-profits all over the United States with no area left unserved because of a profit nature. With closing Offices and processing centers, the Post Office can not achieve a high standard. Why would we be willing to lower our standards in order to say we can reach our goals? It seems that this would create a decline in our business and erode public confidence.

I think most of have seen what happens when institutions are privatized or deregulated. Prices go up and the service declines and the workers and customers suffer at the hands of those in charge. The CEO and share holders are the ones who are looked after.

We are hearing more about breaking the unions and every state be a right to work state. Instead of bringing all workers standards up, it is a race to the bottom to bring middle class wages to a lower standard.

I attended the public hearing on Dec. 26, involving the closing of the Toledo mail-processing plant. The meeting started out with Todd Hawkins, postal service district manager for northern Ohio, outline the Post Office's reasons for the agency's decision to close facilities across the United States. The Post Office is using just the volume of first class mail to make their decisions in closings and cutting a day of service. I would not bank or pay bills on line with the amount of identity theft that I have been reading about. It is more secure to use the Postal Service. If I am correct in this thought, how can we afford to downsize?

Mayor Bell, many city council members, Toledo Public School Board Members. County Commissioners, City and County Court officials, Representative Kaptur, representatives from Senators Brown, and Portman, Representative Latta's offices, many Postal Union Representatives, and businesspeople were in attendance.

They all shared their concerns about the mail processing center closing and what it would mean to their businesses. They expressed how important it was to have next day delivery and by sending it to Detroit was of great concern.

Representative Kaptur, who was a letter carrier and understands the job, said, "This is a fight. This is a really big fight." The Ohio congressional delegation is seeking a review of criteria for the closing. . They are aware of the problems with closing and the moving of the Lima Plant. They want to avoid more closings. They know the value of the jobs and the service the Post Office provides. Ms. Kaptur also expressed her support for the facility and urged us to take action, by writing members of Congress and vote for those who have the workers in mind.

There are 15 Senators who have requested a moratorium on the closing of the Postal Facilities to have more time to work with the Post Office to come up with a better way to make it more profitable with keeping Saturday deliveries. This moratorium presents us with the most opportune time to tell our Representatives our side of the story. A huge item on Senator Brown's agenda is to deal with the fact that the USPS cost of paying more than \$5 billion every year in future retiree health care benefits. He is very concerned about the service to the people and the jobs that will be lost with downsizing.

We can not let our guard down. Keep writing. Our jobs are at stake.

Joyce Bower, Committeeperson



Welcome to 2012. As the new year begins we have several important issues on our plate. How is our contract coming? Slowly and in arbitration again. Let's hope that the panel of three know what a rural carrier does and how we get paid! Then, of course, there is the battle with congress and how "they" are going to re-vamp the Postal Service. Wow! It will be a constant battle for all of us. Keep up the good work to all of you who wrote and called your Congress people, it has helped so far.

To those of you who call board members with questions, which we welcome, we need you to be very precise with your phone numbers. I got a call a few weeks ago and would have gotten back, but try as I might, you said your phone number too fast and I just couldn't understand it. My apologizes and please call back. You will find the numbers of GMAC and Provident Guild representative on the board in the front of this paper. We all would like to hear from you with any questions or concerns and we will usher you to the proper person to get your answers. Thanks!

I hope to see you all at the Booster meeting on March 18th at Cherry Valley and don't forget to attend your district meetings if you want to be a delegate at the state convention.

Lastly look up the word "attitude." Maybe we all have attitude at sometime or the other, it will show in your stance, in your look, your opinion and your speech. It's something to be aware of and maybe take stock to change or alter our own attitude.

Barb Pitts, Committeeman

SPOTLIGHT PAGE

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

RESOLUTION 2012

CHECK APPROPRIATE BOX

BINDING

NON-BINDING

The following Resolution is submitted by (Individual or District) _____
to the Resolution Committee of the 2012 Annual Convention of the Ohio Rural Letter Carriers' Association
at Dayton, Ohio for consideration and appropriate action.

ISSUES

Check one:

AUTOMATION

MAILCOUNT

VEHICLE

BENEFITS

RELIEF DAY

WORK RULES

EMA

RETIREMENT

GRIEVANCE PROCEDURES

SALARY

OTHER

LEAVE REPLACEMENTS

TIME STANDARDS

CONSTITUTION

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) **Formatting instructions: Font-Times New Roman; Font Size 11; New Language BOLD; Omitted Language Strikethrough**
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:
By: (a) Name of Document _____
(b) Article _____ Section _____ Paragraph _____
- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

WHEREAS:

BE IT RESOLVED:

INTENT OF / REASON FOR CHANGE:

Signature _____
Individual or District Secretary

2012 OHRLCA CONSTITUTION CHANGE

The following proposed Constitution change is submitted by (Individual, or District) _____ to the Law Committee of the 2012 Annual Convention of the Ohio Rural Letter Carriers' Association at Dayton, Ohio for consideration and appropriate action.

The following procedures are suggested for effectively presenting a Constitution Change:

1. Place only one Constitution change per sheet.
2. Present in typewritten form, if possible.
3. Identify where proposal is part of the Constitution by:

Article _____ Section _____ Paragraph _____

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

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF / REASON FOR CHANGE:

Signature _____
District Secretary or Individual

Recent Retirees

Connie Beery	Seville
Betsey Belen	Zanesville
Rocky Joe Brown	Beaver
Charles Dennis	Delaware
Harmon Gladding	Rock Creek
Gloria Hahn	Bradford
Paul Horvath	Sardis
Stan Karhoff	Ottawa
Dorothy Kenska	Amherst
James Marshall	Salineville
Nita Morrison	Elyria
Glenn Oates	Bellville
Jaquelyn Parsons	Mount Vernon
Deeann Payne	Mount Victory
Kenn Sawmiller	Defiance
Joseph Shook	Attica
David Steinmetz	Tiffin
Murray Watkins	Bowling Green
Rebecca Williams	New Richmond
Terry Yeager	Delta



In The Spotlight

“Someone Else” Passes Away

The Union was saddened to learn this week of the death of one of our most valuable members - Someone Else.

Someone's passing created a vacancy that will be difficult to fill. Else had been with us for many years and for every one of those years Someone did far more than a normal person's share of the work.

Whenever leadership was mentioned, this wonderful person was looked to for inspiration as well as results. Whenever there was a job to do or a meeting to attend, one name was on everyone's list - "Let Someone Else do it."

It was common knowledge that Someone Else would make up the difference. Someone Else was a wonderful person, sometimes appearing super-human; but a person can only do so much. Were the truth known, everyone expected too much of Someone Else. Now, Someone Else is gone. We wonder what we are going to do.

Someone Else left a wonderful example to follow, but who is going to follow? Who is going to do all the things that Someone Else Did?

So if you have a chance to participate in the affairs of your union or your community, remember-we can't depend on Someone Else anymore.

There are those who wonder what happened those who watch it happen, and those who make it happen.



WARNINGS IGNORED

By Chaplain Ron Briggs

The winter of 2011-12 proved deadly for a snowmobiler near Bozeman, Montana when he ignored a warning about the danger of an avalanche. Rural carriers are given warnings about a number of dangers: vehicle accidents, slips and falls, back injuries, etc. Sometimes a person is cautioned to watch out for an individual who is a troublemaker [Alexander the metalworker] about whom the Apostle Paul warned Timothy in the Bible.

Other kinds of warnings are also important. Smoking is dangerous to one's health, along with the abuse of alcohol and drugs. Some rural carriers have ignored warnings about flirting with another's spouse and have been caught up in adultery and broken marriages.

On the highway we sometimes see signs that urge caution about conditions ahead. It is just as important to heed warnings in the realm of health, safety, and appropriate moral conduct.

MAILING LISTS

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

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

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

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

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

The 2011-2012 Ohio Rural Letter Carriers' Association Auxiliary

Auxiliary Officers

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JUNIORS 2011-2012

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VP: Josh Jordon

4780 Stony Creek, Urbana OH 43078

Secretary : Abby Hausfeld,

733 Oakwood Drive, Minster 45865

Treasurer: Riley Hausfeld,

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

PLEASE ATTEND THE AUXILIARY SPRING BOOSTER MEETING

The Ohio Rural Letter Carriers Auxiliary will be looking forward to seeing you on Sunday, March 18, 2012 at Cherry Valley Lodge in Newark, Ohio. Reasonable room rates are posted and there seems to be a lot of exciting things planned for the day. Please come with your family. There is a busy schedule planned for your Juniors for the day. Also have your Juniors bring their swimsuits as the inside water park is also available for them.

We will hear more on our humanitarian project this year, "From Silence to Sound" which is about the Cochlear Implant Awareness Foundation.

We need to remind our children and grandchildren that are 21 years old and younger to participate in the Junior Contest. High school seniors and college students 21 years of age and younger are reminded to apply for scholarships to help with furthering their education. National scholarships must be postmarked by March 1, 2012 and the Ohio Auxiliary and the Ohio Retired letter Carrier Scholarships are due June 1, 2012. Please contact an Auxiliary officer if forms are needed.

We are looking forward to seeing all carrier spouses at our Auxiliary meeting. If you are a spouse to a carrier, you are more than welcome to attend our meeting. Please come and join us! Our Vice President Paul Ortiz has a day planned to keep us active and informed while our carrier spouses and juniors are busy and having fun too!

HOPE TO SEE YOU AT THE BOOSTER MEETING!

Sandy Schwartz
OHRLC Auxiliary President



Happy Easter!

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

UPCOMING EVENTS

Winter Board Meeting

February 6-8, 2012
10:30 a.m.

Cherry Valley Lodge
2299 Cherry Valley Road
Newark, Ohio

Spring Board Meeting

March 17, 2012
8:30 a.m.

Cherry Valley Lodge
2299 Cherry Valley Road
Newark, Ohio

Spring Booster Meeting

March 18, 2012

Cherry Valley Lodge
2299 Cherry Valley Road
Newark, Ohio

Income Tax Filing Deadline

April 17, 2012

State Convention

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

National Convention

August 14 - 17, 2012
Buffalo, New York

All dates and times are subject to change due to unexpected events. Please check our website OHRLCA.org for changes to this schedule and the most current date information.

Thomas J. Gamble

**Members**

Send Address Changes to:
Ohio Rural Letter Carriers Association
104 Clay Road SW
Dellroy OH 44620-9757

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DEADLINE

for the April/May issue is
March 12, 2012.

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

loritodd@yahoo.com

Please RSVP for the Booster Meeting Lunch!

Pizza and Soda \$5.00

RSVP to Barb Pitts at queenebabs@gmail.com or 330-533-6274

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: loritodd@yahoo.com.

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

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**

SPOTLIGHT PAGE

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