



OHIO RURAL LETTER CARRIER

Volume 87 Issue Number 1

CONSTITUTION ISSUE



Retired Carrier
Donald Tedrick
Inducted Into Ohio
Veteran Hall of Fame

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Steward Knowledge Test

How Much Do You Know?

Steward Q and A
Session held at the
2019 Fall Booster

• 18-19 •



OHRLCA
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Important Information Pertaining to Safety Ambassador/ Safety Captain Program

Since 1974, this union has endorsed Article 14 of our contract and our members' participation in the Safety Captain program. The USPS has "rebranded" the position of Safety Captain as Safety Ambassador, effectively eliminating the Safety Captain position. Unfortunately, the USPS has included duties for the Safety Ambassador position such as observing and reporting safety infractions by rural carriers. Obviously, this would cross the line of what this union has long defined as management work and would subject the member to the restrictions imposed on those performing management duties as defined in our Constitution.

The National Board realizes that there may be many rural carriers, including local stewards, who have been and might still be acting as Safety Captains. **Therefore, all rural carriers are hereby notified that the Safety Captain position no longer exists.** Carriers who have been acting as Safety Captains had until close of business on November 15, 2019 to resign and cease acting in that position, to maintain their eligibility to participate as Union officers, stewards or delegates.

Any rural carrier who is acting as a Safety Ambassador will be considered to be acting in a management position.

Salary Increases Delayed

The NRLCA has been notified by USPS that all of the retroactive salary increases included in the 2018-2021 National Agreement will be delayed and are now to be included in the paychecks for PP 06-2020 (March 20, 2020).

This adjustment will include all eligible rural carriers and all retroactive salary changes negotiated in the new National Agreement. Posted salary charts have already been adjusted to reflect the current negotiated salary rates.



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WORSHIP CORNER



Another Intense Winter?

Hello, dear ones!

Last year I had pictures of persimmon seeds to forecast the weather for the winter ahead. In this article, I have woolly worms!

Rita Beedy
State Chaplain

My husband and I went camping with our son and his family in

October at Hocking Hills in southern Ohio. (If your route is in that area you are blessed!! It's Beautiful!!) As we explored, we saw these three woolly worms. I believe the darker they are, the more intense the winter (am I right)?

According to these three, it shouldn't be too bad.



Now, on my route, I have seen quite a few completely black ones. If I "accidentally" run over the dark ones, will that make winter easier? Just kidding... maybe.

My prayer for us this time of year is that we will be safe, warm and strong. Ohio is beautiful in the fall, and though snow is beautiful, it's not fun to work in. As I'm writing this, I am remembering that someone said this week we might have some snow. Oh no... not yet!

I'll close with this prayer from an American theologian and Baptist pastor who taught at the Rochester Theological Seminary.

Prayer of Thanksgiving

O God, we thank you for this earth, our home; For the wide sky and the blessed sun, for the salt sea and the running water, for the everlasting hills and the never-resting winds, for trees and the common grass underfoot. We thank you for our senses by which we hear the songs of birds, and see the splendor of the summer fields, and taste of the autumn fruits, and rejoice in the feel of the snow, and smell the breath of the spring. Grant us a heart wide open to all this beauty and save our souls from being so blind that we pass unseeing when even the common thornbush is aflame with your glory. O God our creator, Who lives and reigns for ever and ever.

— Walter Rauschenbusch(1861-1918)

Happy Holidays!

Rita Beedy



Ready? Set? Christmas Period Strikes Again!

Greetings, dear reader!

The Christmas Period returns. With it, we get snow and an avalanche of packages! For all of you new employees out there, remember to breathe. It will all be over soon enough.

Dominic Crooks
State Editor

Resolution and constitutional change forms are in this issue. Bounce ideas off fellow members. Union government has a *special* civics flare to it, and it all starts with **you**. A union *always* has room for improvement. Be the seed of change.

As always, if your mailing address changes, please let our Secretary/Treasurer know. We'll update your information so you'll continue receiving this fine publication. Drop me an e-mail anytime with your questions, ideas, or suggestions to include in our publication. In the meantime, let's all dive right into *this* issue of the Ohio Rural Carrier!

-Dominic Crooks, State Editor



Happy Holidays, You Hard-Working Carriers!

First, I want to highlight safety.

In my office, I regularly express to management, "Safety isn't priority until someone gets into an accident." Unfortunately, this mentality is the standard in some offices. I will not kill myself for this job, nor will I let this job kill me.

Mark Funderburgh
President

"Safety depends on me" just as it depends on you.

We are coming up on the busy season and need to be vigilant on working safely all year long, **especially** when the white stuff starts falling from the sky. Please make sure that you are checking your mirrors for traffic before pulling away from mailboxes. One little mistake could end up being your last. Move expeditiously, not recklessly, and you'll return home with all of your body parts intact. Do it for your family.

While writing this article, I reflected on the days remaining until I retire. I have been planning my exit from this job since becoming a regular on RR4 on 12/26/1992. On that day, I took some advice from a friend who said put the maximum matching contribution into the TSP account and forget about it. That is exactly what I did. It was some of the best financial advice I ever got.

Folks, if you are not contributing the maximum matching contributions into your available TSP account, you are not taking full advantage of that benefit of working for the Postal Service. Your employer is giving you free money by matching up to 5% of your TSP contributions. With your 5% matched by

the Employer's 5%, ideally, you are saving 10% of your salary towards retirement. Just sit back, watch it grow, and after 30 years, you will be able to retire and live comfortably on the money that you didn't miss while working!

I invited retirement specialist Robin Ross to my house to help me with my retirement worksheet. After completing the worksheet, she informed me that I did everything right! (My wife doesn't even tell me that)

Robin is helping me organize my retirement when it's time for my final 4240 entry. She informed me that I have put in 28 years as a regular, and I had 2 more years to go. I shared that I bought back my sub time before January 1, 1989. She asked if I got the "zero balance letter" from OPM. I looked like a deer in headlights.

I didn't! She said that was no problem we would contact OPM and get that letter. I now have my "zero balance letter" which establishes my credit for 11 months and 22 days closer to that glorious day! As soon as my form 50 gets here (with my new retirement date) I will have my official date as to when I am going to be sailing off into the sunset and toward the rainbow.

It is never "too early" to plan your retirement. Do not wait until the last 5 years to get involved with the retirement specialists. Contact them! Let them help you attain the level that you want to achieve when retired. Don't wait! Do it today!

God Bless this State, This Union, and This country.

President Mark Funderburgh

Mark Funderburgh

P.S., If anyone receives something from me in an e-mail requesting Wal-Mart gift cards, please disregard it. Somehow, my e-mail address got on a mailing list that is sending spam messages.



Penny Koren
Secretary-Treasurer

Membership Analysis Report

OHRLCA Brothers and Sisters,

As of November 1, 2019, the Membership Analysis prepared by the National Office has Ohio's total membership at 4561. We have a small increase of 19 members from last year. Our Union is only as strong as the number of members

we have. Ohio has 1030 non-members. If your office has received a new RCA or ARC recruit them to become a member of the NRLCA. Help keep our Association strong by recruiting a non-member today! PS Form 1187, *authorization for dues withholding*, is available on the ohrlca.org website.

RECENT RETIREES

Recent retirees, you have 90 days after retirement to sign up as a member or you will become a non-member. The \$7.50 monthly dues may be taken out of your annuity check each month or you may elect to pay cash dues yearly. You must remain a member to continue the benefits of insurances and programs sponsored by the NRLCA. Even if you do not elect the Rural Carrier Health Benefit Insurance Plan now, you may elect the Rural Carrier Health Benefit Plan in the future or add dental or vision programs. Do not let your membership lapse! Sign and return the PS Form 1187-R so your dues will be paid and you will keep your benefits.

OHRLCA DISTRICTS

A big "Thank You" goes to all of the Districts' Secretaries for completing and filing the LM-4 with the Department of Labor via the Internet. As per the OHRLCA Constitution Article III, Section 5 B.2 upon completion of all District reports and elections of officer's deposits were made into each District's Share Account. The deposits were calculated on the formula of \$10.00 per each regular and relief carrier member as of June 30, 2019.

STATE CONVENTION

The OHRLCA State Convention will be held June 14 – 16, 2019, at the Centre Park Holiday Inn, 5800 Muhlhauser Rd, West Chester OH. Mark your calendar and check www.ohrlca.org for reservation details.

DELEGATE TO THE STATE CONVENTION

How do you become a delegate to the State Convention? You must have been nominated and elected during your District Spring Meeting. If you can not attend your District Spring

Meeting you must submit a signed and dated request to your District Secretary to be nominated and elected as a delegate to represent your District.

WHAT ARE THE REQUIREMENTS TO BE A DELEGATE TO THE STATE AND NATIONAL CONVENTION?

1. You must be a member in good standing

As Per NRLCA Constitution Article III, Section 1 - Members

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

2. You cannot do management work.

As Per OHRLCA Constitution Article III Section 3 - Restrictions.

Inasmuch as it is an unfair labor practice under the Labor Management Relations Act (LMRA) for any employer (including persons acting in that capacity) to dominate or interfere with the administration of any labor organization, it follows that employers, while they may be members, may not be candidates for office or serve as officers.

Members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or acting in any capacity normally performed by a manager. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed union positions for a period of one year from the last day served in that capacity.

NATIONAL DELEGATE NOMINATING BALLOT

How do you become a delegate to the National Convention?

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.

The Nominating ballot will be in the National Magazine's December - April issues complete the ballot and mail it to NRLCA Delegate Nominations, PO Box 107, Dellroy OH 44620-0107.

All National Convention Nominating Ballots must receive by US Mail, in PO Box 107, Dellroy OH 44620-0107, no later than April 25, 2020. Upon receipt of the nominating ballot, a confirmation notice will be sent to the nominee.

IF THE NOMINEE DOES NOT RECEIVE A CONFIRMATION NOTICE, PLEASE CONTACT – OHRLCA Secretary-Treasurer Koren at 330-735-2727.

NAME PLACEMENT DRAWING: FOR NATIONAL DELEGATE BALLOT

Two members of the Election Committee will pull the nominee names for placement on the ballot. The names will be placed on the ballot in the order in which they are drawn. The ballot draw will be April 27, 2020, at 104 Clay Rd SW, Dellroy OH 44620 at 7:00 PM. This event is open to all members.

You will receive a ballot to elect delegates to the National Convention in the middle of May 2020. If you do not receive a ballot, please contact OHRLCA Secretary-Treasurer Koren at 330-735-2727.

RURAL CARRIERS WHO PASS AWAY

Please contact me if you learn of a Rural Carrier who passes away. I will send the family information of whom to contact within 30 days of the death of the carrier. So, please email or call if you know of any rural carrier who passes away.


TSP CONTRIBUTIONS

The New Year, 2020, is fast approaching and it is time to reassess your retirement investments. Contributing to the TSP is an absolute must for FERS employees who wish to retire and maintain their same standard of living. Many postal employees contribute 5% to their TSP because this allows them to get the full matching amount. This isn't enough. The "old" rule of "saves 10% and you'll be able to retire comfortably" is only true if you plan on working for the full 30 years. If you didn't become a regular carrier until age 40, you probably aren't planning on working until you have 30 years of USPS service, you must boost your TSP contributions. In 2020 you can contribute up to \$19,500 to the TSP program. If you are 50 or older you can contribute a catch-up amount, which will be released at the end of January 2020.

I hope you are planning on spending the holidays with your loved ones. This December, please celebrate the true meaning of Christmas by giving to those who are not as fortunate. Please also remember our troops who are away from home and please donate items to assist in their needs.

May the warm glow of Christmas be with you and may you have a Happy and Prosperous New Year.

Union Proud
Secretary-Treasurer,




Lisa Heaton
Executive
Committeeman

Fall Booster News

A benefit of belonging to our association is receiving valuable education on subjects that impact our craft and its members. This year, we received significant information on OWCP and a retirement seminar at our annual Fall Booster meeting.

The OWCP seminar was presented by Federal Injury Centers. The OWCP tutorial was quite educational. Most do not think about OWCP until we are faced with an on-the-job injury. Then, as you are dealing with your injury, doctors (and possible financial worries) you are now faced with CA-1, CA-2's. Your mind races with questions. What to do? Who to call? When is all the paperwork due? Is there someone who can help me file this claim? Is a CA-7 somewhere in that stack of papers? What the heck is a CA-2a?!

OWCP claims can be very confusing. Thank goodness our dues money can get us the information before we need it, that way it is not too overwhelming if we find ourselves in an unfortunate position.

This year, MyFedRetirementWerks presented our retirement seminar. There business focuses on aiding government sector employees with their retirement programs. We covered TSP, pension and social security and were provided information to make sure we are on the correct path for retirement. Many questions were asked about FEHB and Medicare, how they work together, and which plans are available.

We can never plan too early for retirement. Hopefully, we have made good decisions. Having professional help along the way though is very beneficial.

The stewards updated us on happenings and updates going on within our craft. They answered questions and we all learned from each other.

We are always looking for training and education for the members. Please plan to attend, any district or statewide function, to be up to date with changes and new SOPs concerning the rural craft.

Lisa Heaton
Executive Committeeman



Janna Hirschfeld
Executive
Committeeman

Which Season Are We In Now Anyway?

Hey! What season is it? Is it Fall? Winter? Deer? Maybe that should be 'dear' because after all, it is the time to be thankful for those closest to us and to make sure all are cared for in the best manner. Oh! Then it must be **Open Season!**

Around this time every year, there is a designated period for our carriers and retirees to examine their choices for health care coverage, dental and vision add-ons, and participation in the flexible spending accounts (FSA) program. The period for this year's **Open Season** begins November 11 and ends December 9.

If you are satisfied with your health care plan, making no changes will permit your plan to roll into the New Year. Realize though there may be some adjustments made to the plan by the policy underwriter. You should probably investigate for changes and how those changes could affect you and your loved ones before continuing into the next calendar year.

Federal employees have numerous plans to choose from. There are benefit comparison charts online to help you find the plan best fitted for you and your family. As rural carriers, we have a specialized plan that is only accessible to NRLCA members. Active carriers can make changes to their healthcare coverage by calling HR Shared Services at (877) 477-3273, or online through PostalEase. A retiree can make changes by contacting the Office of Personnel Management (OPM) at (888) 767-6738. Dental and Vision add-ons can be managed at www.benefeds.com or by calling (877) 888-3337.

Let's discuss FSA accounts; "the money savers".

There are three different FSA accounts that active carriers may enroll in. They are Healthcare FSA, Limited Expense Health Care FSA, and Dependent Care FSA. **These programs require you to enroll every year you wish to participate in them.** The accounts are based on the calendar year. The participant budgets how much to have deposited into the account throughout the year. This money can be used to pay expenses not covered by your healthcare plan such as co-payments, deductibles, vision, and dental expenses, etc.

The monies designated for these accounts are deducted from the carrier's check each pay period **before** taxes are

calculated! What a bargain! The maximum deduction for the year 2020 into a Healthcare FSA is \$2,700. Dividing that amount over our 26 pay periods in a year equates to a little over \$100 per pay period. (Lesser amounts can also be budgeted and those deductions will be less as well.)

The Limited Expense Healthcare FSA is designed for carriers who have chosen a high-deductible health care plan and the maximum annual contribution is also \$2,700.

The Dependent Care FSA is to help with expenses related to the care of your children under the age of 13 or anyone that can be claimed as a dependent on your Federal Tax return that is not physically or mentally able to care for themselves. The maximum contribution for a taxpayer filing a joint return is \$5,000 and filing and separately, \$2,500. These contributions are also deducted throughout the year.

Funds deposited into these accounts may be accessed throughout the year. Enrollees must calculate the amount to contribute by estimating the expenses that qualify for reimbursement from each of the accounts.

I again stress that enrollment into FSA accounts must be done each year. There is no "continuous enrollment" option that can be in effect until you opt-out. Mark your calendars, set an alarm on your phone, and continue reading your union newsletters for reminders to re-enroll.

One important note, if you were enrolled in the 2019 FSA program and there are still funds left (you overestimated the amount needed for the calendar year) **you must enroll in the 2020 program** to capture the remaining funds through qualifying expenses occurring in the first three months of 2020. Otherwise, you forfeit that money!

Wow! There is a lot to think about during this busy time of the year! Here's one more thing! Are you still looking for your 'pot of gold'? If you are a carrier, relief carrier, or spouse of either and are under the age of 56, you are eligible to enroll in the Provident Guild. During 'dear' season the enrollee only pays 75% of the annual fee of \$10 to \$50. Why not give it a try!

Whether it is fall or deer or 'dear' season, just remember that **Open Season** will be closed on December 10, 2019!

Wishing you the best for the Holiday Season! (Yet another season) Stay safe!

Janna Hirschfeld

Executive Committeeman,



Carla Dedden
Executive
Committeeman

Holiday-Season Stress Returns!

Stress from personal or work-related issues can be lowered in your life through exercise; healthy eating habits; regular sleep hours; visiting your favorite hangout; talking with a friend, clergy, or relative; or going to a private counselor or a counselor involved

with the Employee Assistance Program (EAP).

EAP services and counseling are offered to all rural craft employees at no cost. The first visit can be on the clock. "On the clock" in this sense means, "The time to drive to the appointment, the appointment, and the drive back from the appointment". Please do not hesitate to utilize this valuable program available by your employment with the USPS.

EAP service availability extends to USPS families, legal dependent(s) of a USPS employee and anyone living in the employee's home that is not tenants. Family members, dependents, and any non-tenant living in the employee's home can independently contact EAP rather than having to go through the USPS employee. This preserves the privacy of those requesting the service.

EAP is not strictly for crises. It can be a tool to manage life's turbulence. You will gain the most from EAP by jumping ahead of a problem before that issue becomes too overwhelming interfering in your everyday life.

All EAP counselors have a minimum of a master's degree in counseling or social work, as well as clinical experience in dealing with a wide range of personal and workplace concerns. Your privacy is protected by strict federal and state confidentiality laws and regulations, and by professional ethical standards. EAP cannot release your information to anyone without your prior consent, except when required by law.

Stress affects everyone differently. Your health's condition is important to you and your family. Smiling is a great tool to lower stress in life. Sometimes a friendly smile to a co-worker or person walking down the street is that entire person may need at that time. Take the time to show each other this courtesy in everyday life. SMILE!

Contact EAP by calling
1-800-EAP-4-YOU.
Visit their website
www.eap4you.com,
and review what they
can offer you *and* your
family.



Gayle Sweet
Ohio Retired Rural
Carriers President

Election Results of the Ohio Retired Rural Carriers and Our Book Grant Application

The Ohio Retired Rural Letter Carriers' had their meeting at the Ohio RLCA State Convention on June 10, 2019. The members elected the incumbents.

Gayle Sweet as President
Joe Butcher as Vice-President
Shirley Ortiz as Secretary/Treasurer

We thank all the districts that donated to our book grant, the auxiliary, Atlanta Postal Credit Union, and donations by members like you!

We are again giving away at least two \$100 book grants next June at our state convention in 2020. Applications for this grant are provided on page 35 and your district's Spring Meeting. Find your meeting details on page 17. Have your application postmarked by or before May 29, 2019 to meet the application deadline.

Book grant rules and conditions:

1. The parent or grandparent of the applicant must be in good standing of the OHRCLA.
2. Applicant must be presently attending classes or has just completed the first year of an accredited college or trade school.
3. Grant must be used toward the applicant's educational expenses.
4. The postmark associated with the application must be on or before May 29, 2020.

Good luck, applicants! We hope to see **you** at the State Convention!

Gayle Sweet

Ohio Retired Rural Carriers
President



Board Meeting Minutes

September 7, 2019
Hampton Inn
5950 South High St
Columbus OH

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

Vouchers: The entire Board reviewed and approved all the vouchers submitted by the State Board Members for payment.

Minutes: The June 13, 2019 Minutes were read.

Treasurer Report: The Association's Detailed Financial Position was reviewed by the entire board.

Committeeman Aitchison made a motion to accept the Secretary-Treasurer's report, the motion passed.

Secretary-Treasurer Koren expressed she would like to have an efficient and easy mode in which to pay the State Convention Delegates. She suggested in lieu of paying with check after the convention to compensate the delegates daily with an APCU visa gift card voucher.

Committeeman Hirschfeld made a motion to check with the APCU for the cost of obtaining and issuing visa vouchers for \$100, the motion passed.

Budget: Committeeman Heaton reported the budget needed to be adjusted because of the expenses associated with the National Convention Delegates pay and travel.

Provident Guild: Committeeman Hirschfeld reported that delinquent notices were sent to Ohio's provident guild members who have not paid their premium. Committeeman Hirschfeld's theme to present the Provident Guild will be, "Pot of Gold". All of the provident guild forms have been revised. The ARC craft may now join the Provident Guild.

Rural Carrier Insurance Plan: Ohio has not received any new quotes in this quarter. Ohio's total quotes is one less than compared to the same time period last year. The Insurance will offer a road assistant program to policy members and non-members.

National General Plan Director, Linda Foran will be presenting the Rural Carrier Insurance Plan during the Fall Booster Meeting.

Legislative: The Postal Reform Bill still has not come to the house floor for a vote.

Support is needed for HR2478- the Federal Retirement Fairness Act which would entitle carriers to buy credit for our sub years worked. Contact your representative in support of this bill.

Vice President Barker submitted letters to the editors of the larger Ohio newspapers. The letter explained the pre-funding required of the USPS. Vice President Barker is hoping the public will read and react in support of HR 2382 and that the bill will be brought to the floor for a vote and thus abolishing the pre-funding from the USPS.

PAC: President Funderburgh assigned Two new PAC Co-chairs. They are Brittany Levensky and Michelle Lewellen. During the Fall Booster there will be a cash raffle and a raffle for 2 OH State game tickets. The 2 tickets are for the OH State home game on 11/16/19. The PAC and Legislative issues will be presented at each District Meetings.

Fall Booster: The Booster meeting will be at the Kalahari Resort, November 9, 2019. There will be guest speakers addressing OWCP, Retirement, Rural Carrier Insurance Plan and NARFE. The NSS Ohio Stewards will finish the meeting with a seminar with questions and answers.

Committeeman Dedden made a motion to have a free lunch for registered members who attend the fall booster meeting, the motion passed.

Ohio State Paper: The Winter issue of the State Paper deadline for article submissions is November 1st.

Board Policy: The Board policy was reviewed. There were questions from members if proper payment was paid to delegates who served on the State Convention Committees. The board reviewed the board policy and the OHRLCA Constitution and verified proper payments were paid to all committee members. No new policy was added, and no current board policy was deleted.

Ohio Auxiliary: The contract between the Association and the Ohio Auxiliary was discussed.

Vice President Barker made a motion to send Committeeman Heaton to the National Secretary-Treasurer Training in

Alexandria VA, November 11-16, 2019 and to compensate her salary for attending the training, the motion passed.

Committeeman Hirschfeld made a motion to pay for the buffet for all district officers who attend the District Officers Training on September 8, 2019, the motion passed.

Committeeman Dedden made a motion to adjourn until 9:00 AM on Sunday September 8, 2019 to prepare for the Ohio District Officers' Training, the motion passed.

Adjourned: 6:30 PM

**Sunday, September 8, 2019
9:00 AM**

The entire board was present to set up the room for the District Officers' Training. Training began at 9:00 AM.

12:15 PM the training class broke to have a buffet lunch.

3:30 PM the training of district officers was completed, and the Department of Labor LM-4 filings were completed.

4:00 PM The Board meeting resumed.
The board had a discussion with the PAC Co-Chairs about PAC Raffles / fund raisers.

President Funderburgh made a motion to go into executive session, the motion passed.

5:00 PM Executive Session

6:30 PM Vice President Barker made a motion to come out of executive session and adjourn until Monday September 9, 2019 at 9:00 AM, the motion passed.

**Monday, September 9, 2019
9:00 AM**

The entire board reviewed and discussed the redistricting in the state.

Committeeman Aitchison made a motion to table the idea of redistricting, after much discussion the motion passed.

10:00 AM
Executive Session

11:45 AM Secretary-Treasurer Koren made a motion to come out of executive session and to adjourn, the motion passed

Next board meeting
Friday, November 8, 2019
1:30 PM

Kalahari Resort
7000 Kalahari Dr
Sandusky OH

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

Committeeman Dedden was not present.

Vouchers: The entire Board reviewed and approved all the vouchers submitted by the State Board Members for payment.

Minutes: The minutes of the September 7-8, 2019 Minutes were read.

Treasurer Report: The Association's Detailed Financial Position was reviewed by the entire board.

Membership report:

Secretary-Treasurer Koren reported that OHRLCA's current 4561, which is an increase of 19 from last year this date.

Committeeman Hirschfeld made a motion, when the new members' 1187 are entered into the database, the OHRLCA will send a welcome packet to the new members, the motion passed.

(Welcome packet consisting of voucher for a tee shirt at the next district meeting, contract, and PO 603.)

Secretary-Treasurer Koren made a motion to purchase 200 contract booklets and donated them to PAC, the motion passed.

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

Budget: Committeeman Heaton reported the budget was adjusted because of the upcoming travel expenses associated with the 2020 National Convention in Spokane WA.

4:30 PM Dinner Break

6:30 PM The Board meeting resumed

Vice President Barker reviewed the Fall Booster Meeting and assigned duties to board members to do during the booster meeting.

Rural Carrier Insurance Plan: Committeeman Heaton reported as to date there are NO new quotes for November. The Rural Carrier Insurance new service of roadside assistance is only offered on non-route vehicles.

District Meetings: Each board member reported on their assigned district meetings. The attendance was up at most district meetings and there were many first-time district meeting attendees.

2020 State Convention: Secretary-Treasurer Koren reported that APCU vouchers are available and could be utilized to pay the state convention delegates.

Provident Guild: Committeeman Hirschfeld is going to continue the theme of "Pot of Gold" when presenting the Provident Guild. During the Fall Booster Meeting anyone becoming a new provident guild member their name will be added into a drawing for a door prize.

State Paper: The next State Paper deadline is January 10, 2020. The new constitution change IX. C, pertaining to the selection of the Member of the Year was reviewed. The application and guidelines will be forth coming in the State Paper.

Legislative: HR2478 the Federal Retirement Fairness Act which would entitle carriers to buy credit for sub years worked only has 42 congressional supporters. Contact your representative in support of this bill. HR 2382 needs 18 more signatures to bring it to the floor for a vote and thus abolishing the pre-funding from the USPS.

Equipment: Secretary-Treasurer Koren reported that Apple is releasing a new operating system and that computers pre 2016 will not be able to upgrade. The cost of replacing the OHRLCA computer will be investigated.

Barker made a motion to purchase, up to the cost of \$500, a new recording device to record the state convention meeting, the motion passed.

President Funderburgh made a motion to adjourn until Sunday morning at 9:00 AM, the motion passed.

Saturday, November 9, 2019 5:30 PM The OHRLCA State Board meeting continues.

The Board agreed to meet after the Fall Booster meeting instead of Sunday.

Fall Booster: The Fall Booster was a huge success!

The Retirement and OWCP seminars were very well received and wealth of new information was shared.

The question and answers presented by the NSS District Representatives kept the attention of all attendees.

PAC: Michelle Lewallen and Brittany Levenski joined the meeting to discuss the next PAC Reverse Raffle to be held during the Banquet at the 2020 State Convention.

Vice President Barker made a motion to allot \$2500 to purchase items for the PAC Reverse Raffle to be held at the state convention, the motion passed.

The Winners of the \$1250 PAC Fall Booster Raffle

Mike Aitchison won \$250
Joyce Bower won \$250
Carla Daniels won \$750

The PAC Raffle OSU game tickets were won by:

Patsy Anderson

The Browns game tickets were won by:

Rita Beedy

Rita decided she was going to donate her Browns tickets to PAC for auction which were bid for and won by:

Diane Cox

Board Policy: No change to the current Board Policy.

Committeeman Dedden made a motion to adjourn the meeting, the motion passed

Adjourned: 7:35 PM

Next Board Meeting:

January 13-15, 2020 1:00 PM
Holiday Inn Centre Park
5800 Muhlhauser Rd
West Chester OH 45069

Shiva Adhikari
Sydney Alcorn
Stephanie Ans
Griffin Armistead
Shirley Baker
Richard Bang
Janis Beal
Elizabeth Beall

Tabitha Estep
Ronda Fankhauser
Amy Featheringham
Kathryn Fetzer
Katherine Fletcher
Thomas Flick
Teresa France
Brandy Gadwa
Myra Gibson

Jeffrey Lute
Nick Maniskas IV
Sarah Martin
Darren Mathys
David Mazak
Matthew Metzger
Lora Miller
Drew Miner
Francheska Miranda
Hector Mireles
Sara Montgomery

Angela Scherer
Brandi Schwark
Tisa Scott
Cherelle Shropshire
Daniel Sinsley
Joshua Skeese
Jacqueline Smith
Barbara Smith
Michael Sparkman
Jessica Stemple
Gregory Stoutenburgh
Jay R Strawder

Wayne Belcher
Matt Bolam
Tara Bollinger
Christopher Bonnett
Justine Booth
Aaron Boyd
Tyler Bussell
Sara Brittan Clark
Zachary Collins
Gary Conkey
Jarell Cooley
Jennie Craig
Jose Reynald Criado
Cara Crockett
Rick Degeeter
Donna Devers
Zachary Dill
Belinda Dingess
Brian Dixon
Brian Doran
Robert Douglass
Latricia Dudash
Jennifer Dunihue
Charelle Eaton
Norma Espada

Timothy Gomez
Anjelia Graham
Treyvontay Gunn
Shelby Haag
Joshua Hamilton
Tara Harff
Robert Harris
Misty Hawkins
Cieara Hayes Underwood
Gora Hill
Santre Hogue
Terri Holt
Cody Howell
James Huffman
Ivy Hughes
Benton Hurley
Valerie Hymes
Candice Johnson
Jeffrey Justison
Robert King
Sascha Knabel
Jon Ko
David Koopman
Chrissy Lawwill

Kassandra Morris
Justin Mullins
Denise Myers
Chris Niton
Polly Parks
Gregory Parrott I
Elizabeth Paun
Janet Payne
Dylan Payne
Alyssa Petersen
Devon Pierce
Diamond Pirtle
Michelle Poeppelman
Shawn Rader
Angela Reed
Stephanie Repp
Michael Richardson
Amata Roberts
Andrea Roessler
Jessica Salisbury
Stacy Salisbury
Jennifer Sampsel

Benjamin Tkacs
Loretta Traver
Rogerio Trindade
Matthew Tucholski
Michelle Veith
Jill Walton
Emily Waters
Michaela Wells
James Werry
Carrie Wheeler
Kali Whitt
Monica Wiley
Bethany Williams
David Wilson
Brenda Wilson
Stephanie Wilson
Wesley Woollard
Shakeyla Wright
Elijah Yazdani

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

Sharon Adkins.....London
Patricia Bader.....Lake Milton
Barbara Cappon.....Warsaw
Debora Cassel....Columbia Station
Lee Deyerman.....Jefferson
Donna Dillow.....West Union
Joyce Fish.....Whitehouse
John Gombash.....Delta

Timothy Martin.....Westerville
Brian Pertuset.....Lucasville
David Read.....West Chester
Lois Schroeder.....Ottawa
James Storrs.....Pioneer
Carl Trotter.....Manchester
Michael Walter.....Cambridge
Star Webb.....Westerville



2020 Resolutions and Hot Topics

Catherine Funderburgh
District Representative
Ohio Valley District

Typically with each New Year, individuals make a few if not many New Year's resolution and the average person will succeed for a few weeks. I am challenging you to make the following resolutions for the upcoming year and accomplish them.

1. I **will** take a look at my TSP contributions and see if I can increase my contributions.

I would have loved to have had this information earlier in my career. Sadly, there are carriers that are not putting in the minimum of 5% in their TSP and are throwing money away as they are not receiving the matching 5% funds from the Postal Service. Start preparing for retirement today! Catching up to these ideal amounts gains difficulty the longer you put it off.

Age	Should Have Saved	Or A Dollar Amount Goal
By age 30	1/2 of your yearly salary	\$37,500
By age 35	Your yearly salary	\$75,000
By age 40	2X your yearly salary	\$150,000
By age 45	3X your yearly salary	\$225,000
By age 50	5X your yearly salary	\$375,000
By age 60	9X your yearly salary	\$675,000
By age 65	11X your yearly salary	\$825,000

2. I **will** make a point to attend at least one Union meeting this year.

3. I **will** get on the NRLCA website at least once a month and educate myself by selecting a topic under steward operations - steward reference guide and reading. Knowledge is power.

4. I **will** make it a point to contact my Congressman and encourage them to support legislation that supports our postal jobs.

5. If I do not have a leave replacement assigned to my route then I **will** submit a 120-day letter to my Postmaster reminding him/her of their responsibility under Article 30.2.A.2 that they are to hire me a sub. If management has not met their obligation at the end of the 120 days then I **will** file a grievance.

6. If I do not have a local steward in my office then I **will** consider stepping up to become a local steward.

When regular carriers who are local stewards perform steward duties, they earn time towards a paid day off.

When leave replacements who are local stewards perform steward duties, they are paid their hourly wage rate (similar to when leave replacements give auxiliary assistance)

Is Your Mail Arriving Late?

I know I do not have to tell you that we are experiencing some serious problems in the plants which are causing a delay in the offices receiving the day's mail. Carriers are being told to hit the streets, deliver what you have and we will call you to return to the office to pick up DPS mail.

Though Postal management is willing to pay you 2 minutes a mile for your time, that is **NOT** what the second trip language is for. Demand actual time to retrace your route. If you do not receive it, file a grievance.

If you are waiting on mail then after you have completed the casing of all available mail then notify management that you are waiting and expect to be compensated for your time.

Some managers may try telling you that "waiting time" doesn't start until "20 minutes past your leave time", and that they can "hold you in the office up to 20 minutes past my leaving time".

In reality though, "waiting time" includes time which an employee has been instructed or is otherwise required to wait.

Though management is correct that they can hold you in the office up to 20 minutes past your leaving time, nowhere does the contract support that carriers are to wait for free.

The Misfortunes of Working Off the Clock

Did you hear about the carrier that wanted to get done early?

Management didn't care what time the carrier started working. All management cared about was that the carrier wrote down the *scheduled* starting time on their 4240. The carrier reported to work and started working early. Well, while the carrier was casing his mail, the clerks dropped tubs of flats off directly behind him. As he was casing, he fell backward over the tubs, injured his back and the emergency squad had to be called. He will be out of work for at least 6 to 12 months. His workers' compensation claim was denied as he was working off of the clock. The Postmaster denied admitting that he allowed carriers to report to work as he stated that he did not know of it. Meanwhile, the carrier lost his house and had to file bankruptcy due to no income.

This was a fictitious story but it could become reality if you are working off of the clock. Think about this. Is it worth the risk of going a year without your paycheck just so you can get home a little bit earlier? Not to mention that you are hurting every rural carrier across the country by not recording your work hours correctly. How? Well, your time entries make it appear as though your work load can be executed in less time than it truly does. Working off the clock helps the Postal Service's argument that we're paid more than they think we deserve. Working off the clock hurts your union's bargaining power for future pay increases.

I want to wish everyone a Merry Christmas and may all of your dreams come true in 2020!

Your Union Sister,

Cathy Funderburgh



Chris McCoy
District Representative
Northern Ohio District

Christmas Overtime Q and A

Q. When does the Christmas Overtime Period begin?

A. The Christmas Overtime Period begins on Saturday December 7th and ends on Friday December 27th.

Q. Under what circumstances are regular carriers paid Christmas overtime?

- 1) When a regular carrier provide assistance on their relief day. These work hours are entered in the "Christmas Assistance" box on the PS Form 1314.
- 2) When the regular carriers actual work hours are in excess of the route's evaluation. (Paid leave taken is credited as work performed for the purpose of determining work hours)

Q. If a regular carrier has an X day balance prior to the beginning of the new guarantee period, is the balance available for use during the Christmas period?

A. No, the balance will not be available for use until the Christmas period ends.

Q. If a regular works their relief day during the Christmas period and an X day is earned, when must the carrier take the X day?

A. The X day must be taken during the same pay period.

Q. What is Christmas Assistance?

- 1) When a regular carrier provides assistance only on their relief day while a relief carrier carries the full route.
- 2) When a leave replacement provides any assistance on a regular or auxiliary route during the Christmas period.

Q. Where is Christmas Assistance Reported?

A. Christmas assistance is reported in the "Christmas Assistance" work hours" box of the PS Form 1314 for regular carriers and PS Form 1314A for replacement carriers.

Q. How is a regular carrier compensated if they are required to work their designated Christmas holiday?

A. They would receive 1 ½ times the daily rate of pay in addition to the holiday leave pay.

Q. When are RCA's entitled to FLSA overtime?

RCA's are entitled to FLSA overtime when they have worked in excess of 40 hours in one work week. RCA's serving any auxiliary route are compensated at the hourly wage for actual work hours and are not paid the evaluated hours during this period.

IMPORTANT: Your contractual rights do not change simply because management is controlling work hours. Reporting times should not be changed on a daily or weekly basis. Rural carriers should receive reasonable advance notice when the schedule is to be changed. Rural carriers should not be pressured or forced to work in a manner that places them in an unsafe situation!

Northern Ohio District Representative

Chris McCoy



OHIO NRLCA STEWARD DIRECTORIES

(November 2019)



Ohio Valley District Steward Directory

District Representative Catherine Funderburgh

Office: (937) 265-5477 Cell: (937) 471-0491

Fax: (937) 528-2297

E-mail: Catherine.Funderburgh@nrlca.org

Address: P.O. Box 96, Clifton, Ohio 45316

Assistant District Representative Misty Gamerdinger

Phone: (740) 503-0295 Fax: (888) 412-0260

E-mail: Misty.Gamerdinger@nrlca.org

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

Assistant District Representative Philip Burnside

Phone: (419) 455-3005 Fax: (866) 287-8071

E-mail: Philip.Burnside@nrlca.org

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

Assistant District Representative Jimmy Julian

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

E-mail: James.Julian@nrlca.org

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

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

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

Area Steward Terri Clemens - Phone: (740) 651-8273

Representative of Belpre, Beverly, Caldwell, Cambridge, Coolville, Marietta, McConnelsville, and New Lexington

Northern Ohio District Steward Directory

District Representative Chris McCoy

Associated with Zip Codes:

440; 441; 448; 449

Office: (330) 469-7605

E-mail: Christopher.McCoy@nrlca.org

Address: P.O. Box 232, Newton Falls, Ohio 44444

Assistant District Representative Susan Thayer

Associated with Zip Codes:

434; 435; 436; 458 Phone: (419) 906-2058

E-mail: Susan.Thayer@nrlca.org

Address: P.O. Box 309, Liberty Center, Ohio 43532

Assistant District Representative Lori Todd

Associated with Zip Codes:

439; 442; 444; 446; 447

Phone: (234) 284-5233

E-mail: Lori.Todd@nrlca.org

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

Area Steward Tana Humphrey - Phone: (440) 993-1020

E-mail: humphrey44004@yahoo.com

Address: 2055 South Ridge Road West Ashtabula, Ohio 44004

Representative of Andover-Pierport, Dorset, Brookfield, Conneaut, Cortland, Hubbard, Rock Creek, Willoughby, Fowler, Kingsville-Ashtabula, Vienna, Williamsfield, Madison-Perry, Chardon, Orwell-Rome-Windsor and Jefferson

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

E-mail: jodyschuler@yahoo.com

Address: 7951 Euga Road, New Comerstown, Ohio 43832

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

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

E-mail: jasonzedaker@gmail.com

Address: P.O. Box 324, Stoney Ridge, Ohio 43463

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

I REQUEST UNION REPRESENTATION

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

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

**THE STATEMENT ABOVE COULD SAVE
YOUR JOB!**

CALLS MADE TO STEWARD'S PERSONAL CELL PHONES WILL NOT BE RETURNED. PLEASE USE THE DIRECTORY NUMBERS LISTED. PLEASE DO NOT TEXT AS TEXTING IS NOT AN OFFICIAL FORM OF COMMUNICATION

2020 OHRLCA RESOLUTION

CHECK APPROPRIATE BOX

- BINDING**
- NON-BINDING**

The following Resolution was submitted at the 2020 Annual Convention of the Ohio Rural Letter Carriers' Association in West Chester, Ohio.

ISSUES

Check one:

- | | | |
|---|---|---------------------------------------|
| <input type="checkbox"/> AUTOMATION | <input type="checkbox"/> MAILCOUNT | <input type="checkbox"/> VEHICLE |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> WORK RULES |
| <input type="checkbox"/> EMA | <input type="checkbox"/> RETIREMENT | |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> TIME STANDARDS | <input type="checkbox"/> 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 _____
District Secretary or Individual

Date _____



**Retired Carrier
Inducted Into Ohio
Veteran Hall of Fame**

Donald Tedrick, currently of Cambridge, began his life April 1, 1923, born at home on his family's farm near Antrim.

**Donald Tedrick
Retired Member**

He lived a simple life attending school in a one-room schoolhouse and later attending Madison High School, where he graduated in

1941 while working on his family's farm.

It was during the middle of World War II when Tedrick graduated, but being the only son of a farmer his draft was deferred until he reached the age of 21.

It was 1944 when he was drafted into the Army and reported for duty at Fort Hayes in Columbus, where he was assigned as a basic infantry man and received training as a heavy machine gunner.

In January 1945, he left Fort Hayes for Boston and from there was deployed overseas where he was assigned to the 42nd Infantry Division — the Rainbow Division — where he fought in the Battle of the Bulge.

He had to cross the English Channel and travel by boat through France by train to meet up with his unit, which became the first such unit to enter Germany.

It was March 1945 when Tedrick's unit became the first unit to break through the Siegfried and also the first to march into Munich after liberating the Dachau Concentration Camp.

Following the ceasefire in Germany, Tedrick would travel with his unit to Austria and train as a member of the occupation force and train for the anticipated invasion of Japan, according to Susan Green, civilian aide to the Secretary of the Army Ohio (Central).



It was July, 4, 1945, when Tedrick came home to America arriving in New York aboard the USS George Washington. A week later, on July 11, he out processed from the Army at Fort Dix in New Jersey with the rank of corporal. After that the Army listed his civilian skills as a dairy farmer.

He returned home to his family's farm and the life he knew before the war.

It was several years later, after the passing of his mother that Tedrick realized he needed to find employment in order to sustain himself.

Before finding employment with the United States Postal Service, as a Rural Carrier, Tedrick volunteered with the Ohio Highway Patrol's auxiliary unit. Research done by Green showed that over a 40-year period Tedrick would log over 20,000 volunteer hours with the auxiliary unit.

"I was with highway patrol for over 40 years. I rode with them. I assisted them with things like with an accident. I helped with the traffic and did whatever they needed me to do," Tedrick said. "Mostly I just helped them with traffic and things like that.



Tedrick rode with the patrol whenever he could.

While volunteering with the highway patrol auxiliary, Tedrick applied for and took the exam to become a postal worker.

Once he became a Rural Carrier, which he did for 42 years, Tedrick continued with the auxiliary on ride alongs on the weekends.

Before he retired in 1996 Tedrick would be recognized by the National Safety Council as a member of the Million Mile Club for being accident free during his career.

In addition to his auxiliary work with the patrol and his job with the postal service, Tedrick was also a member of the Military Funeral Honor Guard. He became part of the Honor Guard in 1947 and between then and 2018 when health reasons forced him to quit, he performed Honor Guard duties at more than 6,000 military funerals. Some of those were of men he knew during the war.

At 96 years old, he is still an active volunteer.

It is because of his volunteerism that Tedrick has earned a place in the Ohio Veterans Hall of Fame.

He was inducted on November 7, 2019.

Credit: Kristi R. Garabrant / The Daily Jeffersonian

OHRLCA 2019 District Meetings

Below is your 2019 OHRLCA District's Spring Meeting Schedule.

District 1 Thursday, March 19, 2020. Dinner at 5:00 PM and the Meeting at 6:15 PM. Best Friends Restaurant, Interstate 90 and State Rt 534. Meals are \$6 - \$20, order from the menu. Free dinner for first time attendees. RSVP by March 12, 2020 to Brittany Levinsky 330-980-8393 levinskygirl155@gmail.com or Diane Futtly 440-313-2531 dianefuttly@yahoo.com

District 2 Wednesday, March 25, 2020. Dinner at 6:00 PM and the Meeting at 7:00 PM. Bison Burgers, 1409 Bison St, Massillon OH 44647. Order from the menu. All District 2 members will receive \$8.00 towards their meal. The first-time attendee's meal will be free. Drawing will be held for gift cards. Questions contact Eric Jameson 330-564-5891.

District 3 Thursday April 2, 2020. Meal at 6:00 PM. and the Meeting at 7:00 PM. Dutch Valley Restaurant (Lower Level Banquet Room) 1343 Old Route 39 NW, Sugarcreek OH 44681. Roast Beef, Ham, Turkey, Tossed Salad, Mashed Potatoes, Gravy, Corn, Dressing, Dinner Rolls, Beverage and assorted Pies. \$19.59 per person. First timers attending the District Meeting your meal will be free. RSVP by March 26, 2020 and receive \$5.00 off the price of your meal to Jody Schuler, (740-610-8221) jodyschuler@yahoo.com or Patsy Anderson, (740-630-7306) ponyexpress52@yahoo.com.

District 4 Saturday, March 14, 2020. The meal is at 6:00 PM. The Meeting at 7:00 PM. at Lori's Restaurant, 17020 McConnelville Rd., Caldwell, OH 43724. We will order from the menu, however, to plan how many to expect please RSVP by September 7th to Eileen Piatt 740-934-2849.

District 5 Saturday, February 29, 2020. Dinner at 6:00PM and Meal at 7:00 PM. Proctorville Fire Department Bingo Hall, 132 County Rd 775, Proctorville OH 45669. Questions contact Ron Ellis 304-654-1938.

District 6 Saturday, March 21, 2020. Dinner 6:00 PM and the Meeting 7:00 PM. Central Trinity United Methodist Church, 62 South 7th St, Zanesville OH 43701. The meal is free to members and guest will be \$5.00 per person. RSVP by March 14th to Teresa Slaughter 740-624-2734 or rural43701@gmail.com

District 7 Thursday, March 19, 2020. Dinner 6:30 PM and the Meeting 7:00 PM. P J's Restaurant, 571 W Cherry St, Sunbury OH 43074. Union member's meal is \$5.00. Three (3) \$25 gift cards to be given away as door prizes to those in to attendance. RSVP by March 16th to Autumn Cramer, 419-562-1184 or autumnbcramer62@yahoo.com.

District 8 Thursday, April 2, 2020. Meal served at 6:00 P.M. Meeting to follow the meal. Marie's Restaurant, 130 Smokerise Dr, Wadsworth OH 44281. District Members meal is free. Guest / Non-Members meal is \$10 per person. RSVP by March 26th, Call Darlene Stewart - 440-355-5007 *leave message on answering machine, name, office and number attending.

District 9 Wednesday, March 18, 2020. Dinner at 6:00 PM and the Meeting at 7:00 PM. Fort Ball Pizza Palace, 91 N Washington St, Tiffin OH 44883. Italian-style Buffet. District 9 members will eat free. Guest's meal is \$10.00. Come and visit with friends and support your PAC. Learn what's new, know your rights and talk to stewards. Encourage the best in yourself and others – we are all in this together. Contact person is Jason Zedaker 419-367-2834 or jason_m_zedaker@yahoo.com

District 10 Tuesday, March 24, 2020. First Christian Church, 215 E Sandusky Ave, Bellefontaine OH 43311. Dinner at 6:00 PM and the Meeting at 7:00 PM. Free Meal for member and one (1) guest. First time attendees will receive a \$15 gas card. 10 - \$25 Gift cards to be given as door prizes. RSVP by March 17th to Diane Cox 4780 Stony Creek Rd, Urbana OH 43078-9454 or call 937-869-4724 or diane_rlc@yahoo.com.

District 11 April 7, 2020. Dinner at 6:00 PM and the Meeting at 7:00 PM. Fred's Pizza, 615 W Emmitt Ave #6, Waverly OH 45690. First time attendee's meal will be paid by the District. \$200 worth of door prizes. RSVP by March 30th to Emilee Arthur 937-205-8642 (call or text) or emileedarthur@yahoo.com

District 12 Tuesday, March 24, 2020. Dinner 6:00 PM and the Meeting 7:00 PM. Marion's Piazza, 6176 Snider Road, Mason. The meal is free to all district members, non-members and guest. Gift cards will be given away at the meeting. Gift card to all first timers. RSVP by March 17th to Carla Dedden 513-683-4664 or Carla.dedden@aol.com

District 13 Tuesday, March 24, 2020. Meal at 6:00PM and the Meeting at 6:30 PM. Fort Loramie American Legion, (please use back door) 31 N Main St, Ft Loramie OH 45845. A meal will be provided free to all members. RSVP by March 20th to Pam Frey 937-726-2296 or pampfrey8@gmail.com

District 14 Thursday, March 12, 2020. Dinner 6:00 PM and the Meeting 6:30 PM. Kissner's, 524 Clinton St, Defiance OH 43512. The District will pay for District Members buffet meal. Bring an idea for the PAC Basket. RSVP by March 5th to; Debra Towers 419-237-3071.

Steward Knowledge Test

How Much Do You Know?

QUESTION # 1

Is management allowed to remove an assigned government vehicle from an auxiliary route at any time?

ANSWER # 1

YES. A USPS provided vehicle may be removed from an encumbered regular rural route with the written consent of the assigned carrier and manager; and from any vacant or auxiliary rural route at management's option. However, in accordance with this instruction, the removed vehicle is to be redeployed on another operationally advantageous rural route, rather than being reassigned to another activity.

Steward Reference Guide L-96

Michael F. Spates letter dated August 24, 2001

QUESTION # 2

Are carriers allowed to curtail mail?

ANSWER # 2

PO 603 Section 132.1

Take out daily all mail intended for delivery. Mail must not be curtailed unless specifically authorized by your postmaster or supervisor.

QUESTION # 3

What are the qualifications for FMLA?

ANSWER # 3

- 1) The carrier must have been employed with the Postal Service for a minimum of 1 year
- 2) The carrier's actual work hours must total a minimum of 1250 hours in the previous 12 months
- 3) Must be a qualifying event

QUESTION # 4

Do I receive compensation for second trips during Christmas over time period?

ANSWER # 4

*An additional trip performed by a regular rural carrier during the Christmas period will not be compensable, but the carrier will receive EMA if applicable.

*RCAs (when compensation is based on the evaluation or the regular or auxiliary

route served and when actual workhours do not exceed 40 hours per week) will be compensated for performing an additional trip during the Christmas period.

Class Action Step 4 (Steward Reference Guide V-1)

QUESTION # 5

Office has been formulated and management hires RCAs. How soon must management re-calculate the formula allowing more regulars to have Saturdays as their relief days?

ANSWER # 5

30 DAYS - Once an office has implemented the formula and reassigned relief days, there may be a need to recalculate the formula. If the recalculation results in the availability of an additional Saturday relief day, the reassignment to Saturday must be completed within 30 days of the recalculation. If the formula is being recalculated due to an increase in the number of leave replacements, the recalculation will not be done until the newly hired employee has completed basic orientation and training, including on-the-job training.

Andrea B. Wilson letter dated August 24, 2001 - Steward Reference Guide P-115

QUESTION # 6

Is the regular carrier allowed to put in a 120 day letter requesting a sub if they have a PTF assigned to their route?

ANSWER # 6

NO, since the regular carrier has a leave replacement assigned to their route.

QUESTION # 7

What constitutes break time that needs to be recorded on PS Form 4240?

ANSWER # 7

*Anytime the carrier is not working such as eating, drinking, talking/texting on the phone, smoking, etc.

*Trips to the restroom in the office are not considered to be a break.

*While on the route, restroom stops are not considered to be a break unless on

the way out the door you stop to buy a drink/food/etc. then it becomes a break.

QUESTION # 8

Carrier earned a DACA Code 3. When is the X day scheduled and by whom?

ANSWER # 8

ARTICLE 9.2.C.5.f(2)

Regular rural carriers on the relief day work list who work the relief day will select one of the following options:

(2) Compensation at 50% of the carrier's daily rate of pay, in addition to receiving an X day within twelve (12) weeks as scheduled by the Employer.

Management must provide three (3) days notice to regular carrier when assigning an X day, except from the beginning of the guarantee year through the end of the designated Christmas period.

Steward Reference Guide P-115

QUESTION # 9

How many years of service must a regular carrier have before they are allowed to take high option?

ANSWER # 9

ARTICLE 9.2.C.7.a.(3)

The regular carrier must have a minimum of ten (10) years from their retirement computation date

ARTICLE 9.2.c.7.b determines when a carrier may elect the higher route classification at the time of a national mail count, interim adjustment, special count or the just prior to the beginning of the guarantee period.

QUESTION # 10

Am I allowed to use Leave Without Pay?

ANSWER # 10

*In accordance with *Article 10.4.B* a carrier may use LWOP (Leave Without Pay) on Saturdays provided a leave replacement is available.

*Monday through Friday it is management's discretion whether they will approve it or not.

*We have no contractual rights other than Saturdays

*We are the only craft that has language for LWOP

*A carrier on extended sick leave may be granted up to 1 year of LWOP in order to allow themselves to recover

Fall Booster Meeting Snapshots



Vice-President Tim Barker welcomes all attendees



MyFedRetirementWerks gave helpful advice on retirement



NARFE keeps us in the loop on the federal employee sector



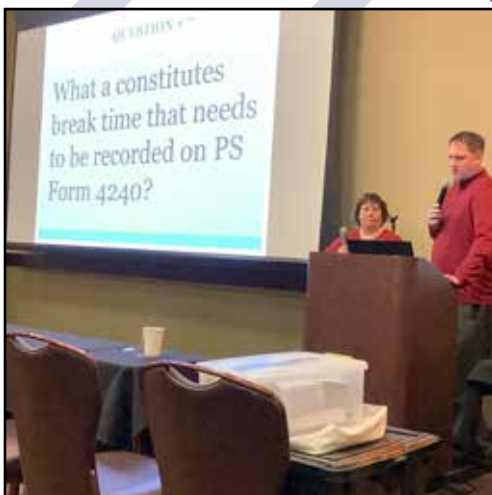
Provident Guild can help your family in a certain time of need



Attendees are immersed in a variety of educational material



Got insurance? National General may get you a better rate



Q and A session with the District Representatives was a hit



Federal Injury Centers gave us a wealth of knowledge on OWCP



Rural craft merchandise purchases support our PAC

OHIO RURAL LETTER CARRIERS' ASSOCIATION CONSTITUTION AND BY-LAWS



Adopted June 12, 2019
Sugar creek, OH

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PREAMBLE

Whereas, every State Association of the Rural Letter Carriers when regularly organized by a convention of representatives from not less than 3 district Associations within the territorial limits of a State, regularly assembled, possess the inherent power to form a constitution not to conflict with the National RLCA as the fundamental law of its action, and to enact such rules and prescribed regulations.

Therefore, in accordance with these principles the OHRLC Association does hereby ordain, establish and promulgate the following constitution and rules of order for the government of the Association within its jurisdiction. The State Association will establish district associations as will ensure the prosperity thereof and promote the general good of the Association.

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

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

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

ARTICLE I Name

The name of this Association shall be the "Ohio Rural Letter Carriers' Association." The Ohio Rural Letter Carriers' Association (OHRLCA), by its Secretary-Treasurer, maintains custody and control of the State Association name as well as any State Association logo or symbol.

Unauthorized use of the State Association name, logo, or symbol shall be addressed by the filing of an internal union charge or legal action or both.

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

ARTICLE II Purpose

- A. The purpose of this Association shall be fraternal and for the study and adoption of the best methods of performing the duties of the Rural Delivery Service; to seek to improve the condition of all its members and co-operate at all times with the U.S. Postal Service for the advancement of the Rural Delivery Service.
- B. This State Association acknowledges its allegiance to the National Association and recognizes the jurisdiction of the latter body with reference to petitioning the Congress or consulting and negotiating with the U.S. Postal Service; its

membership dues and representation to the National Convention. In all other matters appertaining to its affairs, this Association is supreme and has the supreme right.

ARTICLE III Members

Section 1. Member in Good Standing.

A "member in good standing" is a member who has made timely payment of dues and has not voluntarily withdrawn or been expelled or suspended by the Association.

Section 2. Classifications

- A. Bargaining Unit Member. Membership is open to the following rural carriers:
 1. Regular Carriers (Designation Code 71), including regular carriers who are in Injured-on Duty/Leave Without Pay (IOD/LWOP) status and assigned to (980-989) rural routes;
 2. Part-Time Flexible Rural Carriers (PTFs, Designation Code 76);
 3. Substitute Rural Carriers (Designation Codes 72 and 73);
 4. Rural Carrier Associates (RCAs, Designation Codes 78, 74, 79);
 5. Rural Carrier Reliefs (RCRs, Designation Code 75);
 6. Auxiliary Rural Carriers (Designation Code 77);
 7. Assistant Rural Carriers (ARCs, Designation Code 70-5);
 8. Rural Carriers in the Armed Forces of our country provided they were members when their duty began.
- B. Bargaining Unit Members in good standing are entitled to all voting rights and to hold both elective and appointive office at all levels of the Association.
- C. **Retired Member.**
Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year's dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights with the exception of Ratification of National Agreements. Retired members in good standing are entitled to all voting rights, with

the exception of Ratification of National Agreements.

D. Associate Member.

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

E. Retired Associate Member.

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

F. Honorary Member.

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

Section 3. Restrictions.

In as much as it is an unfair labor practice under the Labor Management Reporting and Disclosure Act (LMRDA) for any employer (including persons acting in that capacity) to dominate or interfere with the administration of any labor organization, it follows that employers, while they may be members, may not be candidates for office or serve as officers. Members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or acting in any capacity normally performed by a manager. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed union positions for a period of one year from the last day served in that capacity. These restrictions apply to State, Local, and Subordinate Unit Union activities.

Section 4. Affiliation.

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

Section 5. Dues.

- A. Annual State Per Capita dues shall be defined as follows per membership classification plus the

National per capita dues as defined in the National Constitution.

B. Regular Rural Carriers and Part-Time Flexible Carrier and Associate.

1. The per capita tax shall be \$216.00 annually, for the State Association.
2. The State Association per capita tax shall be applied as follows: \$206.00 will remain in the State General Fund and \$10.00 per regular carrier member to the appropriate District Secretary, at the time of closing the books (June 30th) based on the national report of the current year's membership. To qualify for this remittance, the District must hold at least one meeting during the year to elect Officers and transact business. The District must submit the required reports to the State Secretary-Treasurer. Districts who do not meet the requirements forfeit the right to any money due them.

C. Leave Replacement Carriers (Substitutes, RCR, RCA, ARC and Auxiliary).

1. The per capita tax shall be \$79.00 annually for the state association.
2. The state association per capita tax shall be applied as follows: \$69.00 will remain in the state general fund and \$10.00 per relief carrier member to the appropriate district secretary, at the time of closing the books (June 30th) based on the national report of the current year's membership. To qualify for this remittance, the District must hold at least one meeting during the year to elect Officers and transact business. The District must submit the required reports to the State Secretary-Treasurer. Districts who do not meet the requirements forfeit the right to any money due them.

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

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

F. Retired Associate Members. The per capita tax shall be \$216.00 annually or the State Association, plus National per capita tax.

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

Annual State Convention.

- H. All revenues received by the Association from the Auto-Home Owner Insurance program shall be applied toward promoting the program within the State. Areas of promotion shall include, but not be limited to, the mileage and per diem of the State Officers to attend District or subordinate Meetings within the jurisdiction of the Ohio Rural Letter Carriers' Association as directed by the President for such meetings, the salary and expenses incurred by the Auto-Home Owner Insurance Representatives including National Delegate expenses as set forth in Article VII, Section 2 for the elected delegates, and for promotional advertisements in the State Publication.

Section 6. Family Plan

- A. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designed as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.
1. Regular Rural Carriers; \$5.00
 2. Part-Time Flexible Rural Carriers; \$5.00
 3. Substitute Rural Carriers; \$0.00
 4. Rural Carrier Associates; \$0.00
 5. Rural Carrier Reliefs; \$0.00
 6. Auxiliary Rural Carriers; \$0.00
 7. Retired Rural Carriers; \$5.00
 8. Assistant Rural Carriers; \$0.00

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

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

Section 7. Membership Year.

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

ARTICLE IV

Subordinate Units

Section 1. Subordinate Units.

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

District 1 Ashtabula (24), Geauga (28), Lake (62), Portage (26), and Trumbull (31).
 District 2 Carroll (83), Columbiana-Mahoning (97), Jefferson (86), and Stark (22).
 District 3 Belmont (78), Coshocton (2), Harrison (36), and Tuscarawas-Holmes (95).

District 4 Guernsey (9), Monroe (65), Morgan (59), Noble (57), and Washington (76).
 District 5 Gallia (48), Athens-Meigs-Vinton (93), Jackson (71), and Lawrence (88).
 District 6 Fairfield (60), Hocking (87), Licking (14), Muskingum (20), and Perry (11).
 District 7 Ashland (12), Crawford (32), Delaware (42), Knox (43), Marion (4), Morrow (49), and Richland (3).
 District 8 Cuyahoga (39), Lorain (13), Medina (1), Summit (40) and Wayne (18).
 District 9 Erie, Hancock (38), Huron, Lucas (77), Ottawa (53), Sandusky (94), Seneca (81), Wood and Wyandot (34).
 District 10 Champaign-Union (91), Clark-Madison (90), Franklin (8), Hardin (52), and Logan (21).
 District 11 Adams-Brown (98), Fayette (58), Highland (69), Pickaway (72), Pike (84), Ross (45), and Scioto (70).
 District 12 Butler-Hamilton (99), Clermont-Warren (96), Clinton (66), Greene (56), and Preble (75).
 District 13 Allen (15), Auglaize (46), Darke (19), Mercer (54), Miami-Montgomery (92), and Shelby (47).
 District 14 Defiance (5), Fulton (67), Henry (73), Paulding (63), Putman (68), Van Wert (33), and Williams(10).

- B. The State Board shall be authorized to grant charters and establish guidelines for the support of all subordinate units. Each subordinate unit shall adopt a Constitution and /or By Laws as their needs suggest; but all such laws must harmonize with the code of laws of the State Association.
- C. Each Rural Carrier District Association shall hold a spring meeting each year, for the election of District Officers and delegates to the State Convention, for legislative, social, educational, and membership purposes. Selected dates will be reported to the State Secretary/Treasurer as a matter of record and to facilitate the participation and scheduling of State Officers. All members shall be notified at least 15 days prior to the meeting, of business to be acted upon. Notification of the meeting to be by mailed notice, the "Ohio Rural Carrier" and OHLCA.org. The State Secretary/Treasurer shall send post cards out to district members for each district's spring meeting. All districts shall provide the necessary information for the post cards upon request of State Secretary.
- D. Any subordinate unit failing to comply with the provisions herein set forth, shall be barred from any compensation as provided in Article 3 Section 5 except by unanimous consent of the convention.

Section 2 Elections

- A. Nominations of candidates for Subordinate Unit Officers shall be held at the spring meeting. Officers shall consist of President; Vice President;

Secretary/Treasurer; or Secretary and Treasurer or any other office the subordinate unit creates. Any member in good standing may nominate candidates for office. Nominees present will signify their acceptance of the nomination. Nominees not present must present their acknowledgement, in writing, to the chairman at the time of nomination; as prescribed by federal law.

- B. No member of the Subordinate Unit shall be eligible to accept nomination, or hold office, that is not in good standing or that accepts a management position subsequent to their election. The provisions of section (E.) will apply to those required to step down.
- C. The election of Subordinate Unit Officers shall be by secret ballot among the members in good standing eligible to vote for officers. Any tie vote shall be handled by procedures in the Subordinate Union Constitution.
- D. All delegates to the State Convention will be elected from a list of nominees; subject to the same rules prescribed of officers in (A) above. Should the number of nominees exceed the Constitutionally allotted number of delegates for the District, the vote shall be by secret ballot to elect the allotted number of delegates. If the opposite is true, (without objection) the vote may be by majority acclamation, as directed by the chair.
- E. The Subordinate Unit President shall make appointments when necessary to fill vacancies in elective positions until the next spring meeting.

Section 3. Officers.

- A. All Rural Carrier District officers shall be elected at the spring meeting, to take office at the start of the fiscal year, July 1st. The District Secretary shall make an immediate report of such election to the State Secretary-Treasurer. No member who has transferred to another postal craft shall be elected or reelected to a district office.
- B. The President of each Rural Carrier District Association shall have direct charge of all organization, and membership work in the district, under the supervision of the State President and State Secretary-Treasurer. The District Secretary shall be the assistant organizer. They may be paid from the General Fund such compensation as the Executive Board may direct.
- C. Removal. The State Board may suspend an officer of a subordinate unit for misconduct or neglect of duty in office, pending a hearing before a committee of three members within 30 days of suspension. The members shall be selected as follows: one member selected by the State Board, one selected by the suspended officer and a chairman selected by the other two members. No state officer shall serve on

the committee. The committee shall report its findings and recommendations within 30 days to the State Board. The officer has no right to appeal.

Section 4. Trusteeship

- A. Purpose. The State Board may place any subordinate unit in trusteeship for any of the following reasons:
 1. To uphold the principles of this Constitution;
 2. To prevent or correct corruption or financial mismanagement;
 3. To ensure performance of collective bargaining agreements or duties of a bargaining representative;
 4. To restore democratic procedures;
 5. To otherwise carry out the objectives of the Association.
- B. Authority. The trustee shall assume immediate control of the subordinate unit with full authority over all officers and property. The trustee shall act in compliance with title 3 of the LMRDA and in such capacity for the duration of the trusteeship or 18 months, whichever occurs first.
- C. Hearing. A trusteeship hearing shall be held before a committee of three members within 30 days of imposing trusteeship. The members shall be selected as follows: one member selected by the State Board, one selected by the Board in trusteeship and a chairman selected by the other two members. The committee shall have sole discretion regarding the conduct and procedures of the trusteeship hearing. Only Bargaining Unit Members may serve on this committee. No member of this committee shall be chosen from the subordinate Unit in trusteeship, or from the State Board. The committee shall report its findings and recommendations to the President as soon as practical following the hearing. The State Board shall determine whether to continue or to terminate the trusteeship.
- D. Termination. The affected subordinate unit may petition the State Board to terminate the trusteeship at six-month intervals following the decision of the State Board. The board of the subordinate unit in trusteeship may appeal the decision of the State Board as provided in this Constitution. The State Board may terminate a trusteeship at any time.

ARTICLE V Officers and Appointees

Section 1. Officers.

The officers of this Association shall be elective, consisting of a President, Vice President, Secretary/Treasurer, and four Executive Committeepersons. The President, Vice President, Secretary-Treasurer shall be elected for a term of one year. The four Executive committeepersons shall be elected for a term of four years; and shall serve until their successors are elected and qualified. All the officers shall be in good standing in some District Association or subordinate unit. No

member shall be elected or reelected as a State Board Officer who is appointed as a National Steward District Representative, or Full Time Assistant District Representative. No member who has transferred to another postal craft shall be elected or reelected to a state, district or subordinate unit office.

Section 2. Duties.

- A. During the interval between the annual sessions of this State Association, the President shall administer all its business with the advice of the Executive Board. The President shall preside at all meetings of the State Association and of the Executive Board; appoint all regular committees; have direction and supervision of the State Officers; sign all warrants drawn on the State Treasury, and all charters of subordinate associations. The President may suspend with the sanction of the Executive Board, any subordinate charter for good cause, for a limited period or until next annual session of the State Association; and may decide all questions of law, subject to appeal to the Law Committee, during the interval between the annual sessions of the State Association. The President shall report in writing to the State Association at its annual session, all official acts during the preceding year, with such suggestions and recommendations as may be deemed necessary; a copy of such recommendations shall be filed and referred to the proper committees. The President shall cause to be published in the Official Organ, the names of all committee members, together with a tentative program of the State Convention; and shall approve and be custodian of all bonds filed by the other officers.
- B. The Vice President shall be Ex-Officio member of the Executive Committee and shall act as chairperson. The Vice President shall also be the chairperson of the Spring Booster meeting and the Fall State meeting.
- C. The Secretary-Treasurer shall be a full-time position. The Secretary-Treasurer shall keep a correct journal of all the proceedings of this Association and of the Executive Board; read, or cause to be read, the journal of all Executive Board meetings; file and preserve all books, papers, and documents belonging to said Association and conduct its correspondence under the direction of the President. The Secretary-Treasurer shall keep a record of the name, number, and location of each Subordinate Association and shall require the secretary of each county or other subordinate association, to furnish such information as is necessary to maintain an accurate and complete roster of all regular and retired carriers in Ohio, together with their mail addresses and such other information as may be advisable for a complete record. The Secretary-Treasurer shall keep a correct financial account between this Association and the Subordinate Associations; receive all moneys due

this Association and receipt for the same, depositing them promptly, have printed such official stationery and blanks as may be necessary and issue checks for payments of such printing, for Social Security Tax and for expense of printing the "Ohio Rural Carrier" without the approval of the Executive Board. At each annual meeting the Secretary-Treasurer shall furnish a full report, in writing, of all business transactions during the year and at the expiration of the term of office, or when called upon by the Executive Board, deliver to this Association or successor in office, all property belonging to this Association. The Secretary-Treasurer may, with the President's approval, select an assistant to aid during the annual meeting. Also the Secretary-Treasurer have custody of the seal of the State Association and shall attach and affix the same to all warrants and charters issued by the authority of the President of the Executive Board of this Association. The Secretary-Treasurer shall have the Constitution and By-laws printed and shall furnish them to all members; shall close the books and make a final report to the Association before the final adjournment each year; keep a complete list of all members of this Association; furnish a complete financial and membership statement to the Official Organ for publication not later than thirty days after each annual meeting. Before entering upon the duties of office, the officer shall furnish, at the expense of the Association, a satisfactory bond in the sum of \$1,000.00 and shall be protected by an indemnity bond sufficient to secure the Association against any loss caused by theft or bank failure. The Secretary-Treasurer, with the approval of the Executive Board, shall employ an accounting firm for a quarterly review of the Association financial records. This firm may also be employed to complete the required government reports.

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

Section 3. Election.

- A. Candidates for election as officers of this Association shall be nominated the first business day of the convention. Such Candidates shall identify the district unit in which they hold membership. These nominations shall remain open until the time of the election.
- B. The officers of this Association shall be elected annually, except as hereinafter provided, and installed in their respective offices at the close of

each annual convention and shall assume the duties of office upon installation.

- C. The election of State Officers shall be by ballot. When there is more than one candidate for the same office, it shall require a majority of all votes cast to elect. When there are more than two candidates for the same office, after the second ballot, the candidate receiving the least number of votes on each ballot shall be dropped until an election has been accomplished.

Section 4. Salaries.

- A. The officers shall receive such compensation as this Association shall from time to time prescribe.
- B. The President shall receive a salary of \$1500.00 per annum.
- C. The Vice President shall receive a salary of \$1000.00 per annum.
- D. An active regular rural carrier who is serving as the Secretary-Treasurer on a full-time basis shall receive an annual salary of a 46-hour evaluated route at the carrier's attained step. The salary shall be payable on a biweekly basis. Annual Leave: Be granted annual leave days equal to attained annual leave level with the Postal Service per Association fiscal year. All annual leave requires the approval of the State President. Any unused annual leave shall be payable at the current cash equivalent at the end of each fiscal year (June 30).
- E. Sick Leave: 13 days per Association fiscal year. Sick leave days will be carried over from year to year. Any unused sick leave at end of the employee's tenure as Secretary-Treasurer will be handled in accordance with the method used by the retirement system in which the employee is enrolled. The State Board shall set aside annually an amount equal to the value of any unused sick leave at the end of the fiscal year. Payment of Postal Service's share of benefit costs: The State Association shall assume and pay those costs of benefits normally paid by the Postal Service for such employee such as retirement, health insurance, life insurance, etc
- F. A retired rural carrier craft member who is serving as the Secretary-Treasurer shall receive an annual salary of a 46-hour evaluated route in Step 12. The salary shall be payable on a monthly basis.
1. Annual leave: 26 days per Association fiscal year. All annual leave requires the approval of the State President. Any unused annual leave shall be payable at the current cash equivalent at the end of each fiscal year (June 30).
 2. Sick Leave: 13 days per Association fiscal year. Sick leave days will be carried over from year

to year. Any unused sick leave at end of the employee's tenure as Secretary-Treasurer will be handled in accordance with the method used by the retirement system in which the employee was enrolled. No payments are payable for fringe benefits such as retirement, health insurance, life insurance etc. As are payable for an active rural carrier on a full-time basis. The State Board shall set aside annually an amount equal to the value of any unused sick leave at the end of the fiscal year.

- G. Each Committeeperson shall receive a salary of \$300.00 per year.

Section 5. Expenses.

- A. All elected State Officers who are required to fulfill the duties of their office, using LWOP, an unscheduled work day, or holiday, shall be paid an Association Day of Pay (ADOP). (An ADOP is equivalent to the rate of pay for a 46-hour rate of pay at step 12 less statutory required deductions). This is to be on an as needed basis, subject to the approval of the Executive Board. The Editor shall receive his/her daily or hourly rate of pay less statutory required deduction, subject to the approval of the President with review by the Executive Board.
- B. The President, Vice President, Secretary-Treasurer, Executive Committeepersons, Editor of the "Ohio Rural Carrier", Auto Insurance Representative, and the PAC Chairman shall receive a mileage allowance of the IRS allowed rate per mile each way over the most direct route, hotel room expenses and per diem to cover the cost of meals not otherwise provided for in the amount of \$40.00 per day for an overnight stay or attending the State Convention, \$20.00 per day for association business that requires travel of at least 100 miles. In cases where one person holds more than one state office, whether elective or appointive, remuneration for per diem, mileage, and office allowance shall be limited to one office. The per diem will not exceed \$40.00 per day.
- C. All elected State Officers, and the appointive positions of Editor and PAC Chairman, shall receive an office allowance equal to \$23.00 per pay period, with the exception of the full-time secretary-treasurer.
- D. The full-time secretary-treasurer shall receive an office allowance equal to \$300.00 per month.

Section 6. Appointees.

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

- B. The President shall appoint an Auto Insurance Representative who shall have sole charge of all property and records of the office. Such person shall make a complete report of the financial and activities of the Auto Insurance Plan at each Annual meeting of the Association and shall, at the expiration of such appointment or when called upon by the Executive Board, deliver to the Association or successor in office, all money and property belonging to the Association. The Auto Insurance Representative shall receive a salary of \$100.00 per annum.
- C. The President may appoint a PAC Chairman(s) and Legislative Chairman(s) who would be responsible for raising PAC funds and being knowledgeable on political issues and be a source of information for the membership. Such person(s) shall make a complete report of financial and other activities at each Annual meeting of the Association. At the expiration of such appointment or when called upon by the Executive Board.

Section 7. Removal.

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

Section 8. Vacancy in Office.

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

ARTICLE VI Meetings

Section 1. State Convention.

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

members, at least fifteen days prior to the opening of the State Convention of the time and place and the nomination and election procedures.

Section 2. Site Selection.

- A. The method of selection of the location of the annual State Convention shall be as follows: The location to be rotated among 5 areas of the state divided as follows:
 1. Area 1 consisting of Districts 1, 2, and 8.
 2. Area 2 consisting of Districts 3, 4, and 6.
 3. Area 3 consisting of Districts 5, 11, and 12.
 4. Area 4 consisting of Districts 7 and 10.
 5. Area 5 consisting of Districts 9, 13, and 14.
- B. The Executive Board is to provide to the Time and Place Committee the guidelines a proposed hosting city must meet to be considered. The change is effective with the 1993 State Convention, starting with Area 1.
- C. The Association shall vote on a location and the top two selections be proposed to the Board to negotiate and select the one that best meets our requirements and is the most cost effective for holding the Convention. This change is to be effective with the vote on the 2007 Time and Place selection.

Section 3. Delegates.

- A. No member shall be nominated or be a State Delegate who from the time of nomination through the end of the convention holds a position in management (either permanent or temporary) in the Postal Service; in any other postal craft; or any other job which competes with the Postal Service and/or this Association. This policy is defined as follows:
 1. When a rural carrier craft member is serving in a managerial or supervisory position such as an OIC or 204B, the member is prohibited from Union participation. The member may not be nominated or serve as a State Delegate.
 2. However, there are many instances where a member may be utilized by Postal Management to assist in the rural craft that equally benefit the rural craft and Postal Management. In those instances, where the individual is not in a managerial/supervisory position, the individual will not be prohibited from any Union participation. (Such examples may include, but are not limited to, assisting with route adjustments, mail count, academy trainers, automation team member, safety teams).
- B. Each Rural Carrier District Association shall be represented at the State Convention by one delegate, to be known as, Delegate-at-Large. The President of each Rural Carrier District shall, by virtue of the office, serve as this delegate and the District Secretary shall be the Alternate, in the absence of both the President and Secretary, the Vice President

shall be the delegate.

- C. Quota. Each District Association shall be entitled to one delegate for each seven (7) members or major fraction thereof. All delegates must have submitted their credentials to the Credentials Committee by the close of business on the second day of the Convention.
- D. Alternates. Each District Association shall elect an alternate for each delegate and in case of inability of the delegate to attend the Convention, the alternate shall attend and have all rights and privileges of a regular delegate.
- E. Election. (1) District Associations shall elect their delegates to the State Convention no later than 60 days prior to the State Convention. The District Secretaries shall report the names of all delegates and alternates, on blanks furnished by the State, to the State Secretary/Treasurer no later than 55 days prior to the State Convention. The State Secretary/treasurer shall report the names to the State President, so the President may select the various committees. The committees, together with a tentative program, shall be published in the State paper.
- F. Voting may be by voice, show of hands, rising or ballot. When using voice, hands, or rising vote, all regularly seated delegates shall be eligible to vote. When voting is by ballot, each District President (or District Secretary, if no President is present, in the absence of both, the Vice President) shall be entitled to one vote, provided, that where a District is represented by less than a full delegation, the delegates present may vote the entire District vote.
- G. The State Association will compensate \$100.00 per day to each District Delegate (effective 2019) for each business session day attended during the OHRLCA State Convention.

Section 4. Quorum.

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

Section 5. Order of Business.

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

Section 6. Special and Booster Meetings.

- A. Special sessions may be called by the President upon the written request of not less than 3 district Associations, provided that no special session shall be called without thirty days' notice to all district Associations in good standing.

- B. The Rural Carriers Association shall hold a State Booster meeting or meetings. The location and date of the meeting(s) will be determined by the Executive Board. The State Vice President shall be the Chairperson of the Booster meeting(s).

ARTICLE VII

National Convention Delegates

Section 1. Delegates

- A. Eligibility
 - 1. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members. In order for a state to receive credit for cash pay members, dues must be received no later than the close of business on the first day of the Convention.
 - 2. Only Bargaining Unit Members and Retired Member in good standing may be nominated, elected or seated as delegates. Such "good standing" status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.
 - 3. A member who from the time of nomination through the end of the convention holds any position in USPS management or a job which competes with the USPS or this Association, shall be ineligible to be nominated or serve as delegate for a period of one year from the last day served in that capacity.
- B. Nomination
 - 1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to a pre-arranged post office box on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination and may include self-nomination. The nominating ballot shall be published in the February, March, April and May issues of The National Rural Letter Carrier.
 - 2. Nominations must be received in the office of the State Secretary at least 50 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.
- C. Elections
 - 1. A member must be on the rolls at least 50 days prior to the opening of the state convention in

order to be eligible to vote for National Delegates.

2. The State Secretary shall prepare a ballot listing the candidates for National Delegate. The list of nominees shall be placed on the ballot by drawing each name. Two members of the election committee will pull the nominee names at random and the order they are drawn is the order they shall appear on the ballot. Instructions on each ballot shall include the number of delegates to be elected, the deadline for return of the ballot and the mailing address of the designated post office box. The number of votes cast on each ballot shall not exceed the number of delegates to which the state association was entitled at the previous convention.
 3. The State Secretary shall cause the ballot to be mailed to eligible members at least 25 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt of the ballots and another for the return of undeliverable ballots.
 4. An envelope marked "Ballot" shall be provided in which to seal the ballot. To permit verification of membership and to maintain the integrity of the voting procedure, an outer envelope, also marked "Ballot" which clearly identifies the name and address of the member, shall also be provided. The sealed envelope containing the ballot shall be placed in the outer envelope by the member and mailed to the designated post office box.
 5. An Election Committee shall be appointed by the State President. No candidate for National Delegate may serve on the Election Committee. After the deadline for receipt of ballots, the Election Committee shall collect and tabulate the ballots at the state convention. The post office box designated for the return of ballots shall be accessible only to the Election Committee.
 6. Any candidate or designee may observe the ballot tabulation. In reporting the results of the election, the candidates shall be placed on a roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates.
 7. Each state association shall be entitled to one Delegate-at-Large from the roster of elected regular delegates. That position shall be filled by a state officer in ranking order, beginning with the State President. A state officer may not be automatically declared a delegate by virtue of office unless elected by direct vote of the membership. National-Paid Delegates shall be named in accordance with the plurality of votes received. Those individuals serving as Delegate-at-Large or National Paid Delegate shall be reimbursed the difference between National paid allowance and State paid allowance if the National allowance is less than that received by State Delegates.
 8. The State Secretary shall prepare credentials for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention and send the credentials to the National Secretary-Treasurer. The state's seal shall be embossed on the face of credentials. The Delegate-at-Large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.
 9. Delegates-at-Large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.
 10. The number of candidates to be voted upon by each member shall not be more than the total number of delegates to which the State Association was entitled to the previous year. Appropriate instructions shall be on each ballot stating the number of delegates to be elected and the name and mailing address of the designated post office box at which *the ballot* must be received prior to the cut-off date. Delegates and alternates shall be declared in the order of their finish. In the case of a tie vote for any candidates which may be used to fill delegate position(s), the order of finish shall be determined by the delegate's name placement on the ballot by the Election Committee before they are relieved of their duties.
 11. The results of the National Delegates Election to be published in the state paper following the state convention and those that served as delegates are published following the national convention.
 12. In the event there are not enough delegates present at the National Convention for the number of State votes, those votes not represented by a delegate shall be cast according to the majority vote of those delegates present at the Convention session.
- Section 2. Compensation of State-Paid National Delegates.**
This State Association at each annual meeting shall determine the number of National Delegates, within its quota, for that

year, plus two (2) alternate delegates in the order of votes received, and shall make provisions for their expenses as follows: Delegates and the two (2) alternates delegates (not including Delegate-at-large and National paid) attending the National Convention shall be paid mileage from Columbus, Ohio to the National Convention city, not to exceed 1500 miles, at the rate twice the current IRS allowed rate for one way travel by the most direct route over Federal State Highways, as determined by the State Board. Per Diem shall also be paid at the rate of \$225.00 per day for five (5) days. A delegate may be excused by the chairperson of the delegation to attend committee meetings or other business pertaining to the National Convention to which they may be assigned. Those delegates determined to be alternates at the State Convention who are changed to regular delegates at the National Convention, shall receive a prorated allowance for each half day they attend the National Convention session, provided they are in attendance at the Tuesday afternoon session. The next five (5) registered alternates not being compensated by mileage and per diem that attend all four (4) sessions at the National Convention will be compensated \$100 per day by the State Association. The five (5) alternates will be determined by their order of votes on the OHRLCA National Delegate election result list.

ARTICLE VIII State Board

Section 1. Members.

- A. The Executive Board shall consist of the President, Vice President, Secretary-Treasurer, and four Executive Committeepersons. They shall have one vote each in the State Convention except for the election of Officers. They shall examine all bills and approve or disapprove the same and act as trustees of the Association. They shall have charge of all property of this Association. At the expiration of the term of office or when called upon by the Executive Board they shall deliver to this association or successor in office all property belonging to this association.
- B. The immediate past president of the Ohio Rural Letter Carriers' Association may be retained in an advisory capacity for assistance to the President as an Ex-Officio member of the Executive Board for a period of one year. There will be no compensation. Per Diem and expenses the same as Executive Board members may be allowed. The said individual as an Ex-Officio member of the Executive Board will have no voting power.

Section 2. Duties.

The Executive Board shall maintain a publication to be known as "The Ohio Rural Carrier" which shall be distributed to the members upon such terms as the Board may decide. For this purpose, they may use any unexpended balance in the treasury of this Association and shall turn over to the Association Secretary-Treasurer all receipts arising from this source. They shall employ an Editor, selected from the membership, at a salary of \$1200.00 per year, and shall in

general supervise the work. Such person shall keep an accurate account of all receipts and expenditures and shall render same to the Executive Board immediately prior to the State Convention.

Section 3. Meetings.

- A. The President shall direct the Editor of the "Ohio Rural Carrier" to publish in the paper not less than thirty days in advance of any scheduled OHRLCA Executive Board meeting with time and dates and places of such meeting.
- B. The President shall direct the Editor of the "Ohio Rural Carrier" to publish a condensed version of the minutes of all OHRLCA Executive Board meetings within sixty days of such meetings.
- C. All State Board Meetings are open meetings to any member of the Association who wishes to attend. The State Board may vote to go into Executive Session for a specific reason.

ARTICLE IX Committees

Section 1. Convention Committees.

- A. Credentials Committee shall be composed of three members who shall be appointed in advance from the list of regularly named delegates then in the hands of the President. At least one of this committee shall be on hand the evening before the Convention and in conjunction with the Secretary-Treasurer, shall receive credentials and distribute delegates' badges; they shall make a partial report to the Convention before adjournment of the first session. The Credentials Committee shall have at least one carry over member from the immediate previous year. If this carry over member is not present on the first day of the Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee.
- B. The Law Committee shall be composed of five members appointed in advance from the list of regular delegates in the hands of the President. They will only consider all signed and dated matters or recommendations pertaining to the laws of this Association that are received by mail, at the Secretary-Treasurer's office five (5) days prior to the opening session of the Convention. These proposed changes must be in the possession of the Committee prior to the meeting of the committee. Proposed amendments submitted after this deadline will not be considered by the Law Committee but may be considered under new business at the discretion of the maker. These recommendations will be read at one session of the Convention. The Law Committee shall have at least two carry over members from the immediate previous year. If these carry over members are not present on the first day of the

Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee.

- C. The Resolution Committee shall be composed of five members appointed in advance from the list of regular delegates in the hands of the President. They will only weigh and consider all signed and dated resolutions that are received by mail, at the Secretary-Treasurer's office five (5) days prior to the opening session of the Convention. These proposed changes must be in the possession of the Committee prior to the meeting of the committee. Proposed resolutions submitted after this deadline will not be considered by the Resolution Committee but may be considered under new business at the discretion of the maker. They will make reports in the same manner and at the same sessions as the Law Committee. The Resolutions Committee shall have at least two carry over members from the immediate previous year. If these carry over members are not present on the first day of the Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee.
- D. An Election Committee, composed of seven members, or more, shall be appointed in advance from the list of regular delegates then in the hands of the President. If an unusual number of ballots are received, or if an unusual circumstance should arise, the President may make additional appointments after the opening session of the Convention as the needs may require. The Election Committee shall conduct the vote tabulation for National Delegates in accordance with Article VII, Section C, Paragraphs 2, 5, 6 and 10.

Section 2. Special Committees.

- A. The Auditing Committee, composed of five members, shall be appointed in advance from the list of regularly named delegates in the hands of the President. They shall examine the books and accounts of the Secretary-Treasurer and report their findings immediately after the report of the Secretary-Treasurer has been read. The Auditing Committee shall have at least two carry over members from the immediate previous year. If these carry over members are not present on the first day of the Convention, the President shall appoint, first a past committee chairman, or second a past State or National Officer to the committee.
- B. Time and Place Committee. The Time and Place Committee shall be composed of five members from the area in which the annual convention will be held in three years will be appointed by the President prior to the close of each annual convention. This committee will report their recommendations at the next annual convention following their appointment.
- C. Member of the Year Committee. The Chairman shall receive from the membership all members who have been nominated for the award. The nominees must be received prior to the start of the first day of the State Convention. The Chairman shall bring forward all nominated members to be presented and voted on by the state delegation members present at the state Convention. The nomination form shall be read to the delegation and the reasoning for the nomination be presented to the members for consideration of the prestigious award.

ARTICLE X

Steward System

Refer to the NRLCA Constitution Article IX.

ARTICLE XI

Appeals

Section 1. State

- A. A member aggrieved by any action of a state association, officer or steward shall have the right to appeal to the State Board.
1. Appeals must be in writing and be filed with the State President within 30 days of having knowledge of said action.
 2. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committeeman and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned within 20 days of receipt of the President's request.
 3. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days to respond in writing and provide documentation to the State President.
 4. The State Board shall review the Charging Party's letter of specificity, documentation, relief sought and the response of the Charged Party. The State Board is authorized, in consultation with the Executive Committeeman, to take the necessary action to resolve the issue within 30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.
- B. A Party not satisfied with this decision, or any other action of the State Board on said appeal, shall have the right to appeal to the National Board.

1. This appeal must be in writing and be filed with the President of the National Association within 30 days of receipt of the State Board's decision.
 2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.
 3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.
- C. A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.
1. This appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.
 2. Within 15 days of receipt of said appeal, the President shall notify the Parties that the appeal has been received and shall be forwarded to a National Appeals Committee.
 3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties and to the President of the state association at least 24 hours before the report is presented to the National Delegates.
- B. A Party not satisfied with a decision rendered by the National Board shall have the right to appeal to the next National Convention.
1. The appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.
 2. Within 15 days of receipt of the appeal, the President shall notify the Party(s) that the appeal has been received and shall be forwarded to a National Appeals Committee.
 3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties at least 24 hours before the report is presented to the National Delegates.

Section 2. National

- A. A member aggrieved by any action of the National Association or Officer thereof shall have the right to appeal directly to the National Board.
 1. The appeal must be in writing and be filed with the National President within 30 days of the action.
 2. Within 15 days of receipt of the appeal, the National Board shall retain the appeal for investigation, forward the appeal to the National Appeals Commission or, if received within 90 days of the first business session of the National Convention, refer the appeal to the Appeals

Committee. The President shall notify the Charging Party(s) of the appeal's receipt and disposition.

3. Should the National Board retain the appeal, it shall investigate, render a decision and notify the Charging Party(s) in writing within a reasonable period of time.
4. Should the National Board forward the appeal to the National Appeals Commission; the commission shall complete an investigation and report its findings and recommendations in writing to the National Board within 30 days. Upon receipt, the National President shall notify the Charging Party(s) that the Commission's report is before the National Board. The National Board shall render a decision and notify the Charging Party(s) in writing within a reasonable period of time.
5. Should the National Board refer the appeal to the Appeals Committee, the appeal shall be handled in accordance with the provisions that follow.

Section 3. Administration

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

until the appeal procedures provided herein have been exhausted.

ARTICLE XII
Parliamentary Authority

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

ARTICLE XIII
Amendment of Constitution

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

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

Appendix A:

Office of Labor-Management Standards (OLMS)
Fact Sheet on the Labor-Management Reporting and Disclosure Act (LMRDA).

This Constitution adopted at Sugarcreek, Ohio, June 12, 2019, shall supersede all others which are hereby repealed.

THE OHIO RETIRED RURAL LETTER CARRIERS' BOOK GRANT

The Ohio Retired Rural Letter Carriers are proud to announce that they will be offering their "Ohio Retired Rural Letter Carrier's Book Grant" in the amount of two or more \$100.00 grants. These grants will be awarded at the State Convention in 2020.

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

Rules for the Ohio Retired Rural Letter Carriers' Book Grant:

1. Applicant's parent or grandparent must be a member in good standing of the Ohio Rural Letter Carriers' Association.
2. Application must be postmarked no later than ***May 29, 2020***
3. Applicant must be presently attending classes or has just completed the first year of an accredited college or trade school.
4. The Grant is to be used toward applicant's educational expenses.

NAME _____

ADDRESS _____

CITY _____ **STATE** _____ **ZIP** _____

EMAIL ADDRESS _____

COLLEGE/TRADE SCHOOL WILL BE/ARE ATTENDING _____

FIELD OF STUDY _____

NAME OF PARENT/GRANDPARENT _____

Send your application to:

Gayle Sweet
President Ohio Retired Rural Letter Carriers'
1385 Russellville Road
Winchester, OH 45697

**APPLICATIONS WILL BE REVIEWED AND WINNERS ANNOUNCED AT
THE RETIREE MEETING AT THE STATE CONVENTION IN JUNE, 2020.**

UPCOMING EVENTS

January 13-15, 2020

OHRLCA State Board Meeting
Holiday Inn Centre Park
5800 Muhlhauser Rd
West Chester OH 45069

April 25, 2020

**Last Day to Receive Nominations for
NRLCA Convention Delegates**

April 27, 2020

**Name Draw for Placement on the
OHRLCA State Delegate Ballot**

May 1-3, 2020

Mid-States Conference
DoubleTree Hotel
701 East Adams St.
Springfield, Illinois 62701
www.tinyurl.com/midstates2020

June 14-16, 2020

**Wait for Reservation Code Before
Making Reservations.**
OHRLCA State Convention
Centre Park – Holiday Inn
5800 Muhlhauser Rd
West Chester OH 45069

August 11-14, 2020

NRLCA National Convention
Spokane WA

Ohio Rural Letter Carriers' Association
104 Clay Road SW
Dellroy, Ohio 44620-9757

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IF A HEARING IMPAIRED MEMBER
NEEDS A SIGN LANGUAGE
INTERPRETER FOR A STATE-WIDE
MEETING, PLEASE ADVISE OUR
STATE SECRETARY TWO WEEKS
PRIOR TO YOUR SCHEDULED
MEETING DATE.

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