



OHIO RURAL LETTER CARRIER

Association Year 2020-2021 - Issue Number 1

POST-CONVENTION ISSUE



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Schedule with
Latest Updates

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Changes to the NRLCA
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Annual Reports Inside!

The 2020-2021 Association year begins with a canceled state convention. All current state association officers will retain their positions. Their annual reports for the 2019-2020 Association Year are inside this issue!

No Representation Scheduled!

The NRLCA National Board has directed that there will be no steward representation at any state or local meeting from August 1, 2020 until further notice.

The OHRLCA State Board has decided to comply with the NRLCA directive and will not be sending State Board representatives to any meeting from August 1, 2020 until further notice.

Contact Your Congressional Representative Today!

H.R. 6425, the *Protect Our Post Offices Act*, will appropriate payment to the Postal Service Fund for revenue forgone due to the coronavirus pandemic, \$25,000,000,000, to remain available until September 30, 2022: *Provided*, That such amount is designated by the Congress as being for an emergency requirement pursuant to section 251(b)(2)(A) (i) of the Balanced Budget and Emergency Deficit Control Act of 1985 and shall be available only if the President subsequently so designates such amount and transmits such designation to the Congress.





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WORSHIP CORNER



Keep Looking to Brighter Days

Hello Brother, and Sister rural carriers! Someone sent me this story because they thought it would be good for my article, and I agree!

Rita Beedy
State Chaplain

"I hired a plumber to help

me restore an old farmhouse, and after he had just finished a rough first day on the job: a flat tire made him lose an hour of work, his electric drill quit and his ancient one-ton truck refused to start.

While I drove him home, he sat in stony silence.

On arriving at his home, he invited me in to meet his family. As we walked toward the front door, he paused briefly at a small tree, touching the tips of the branches with both hands.

When opening the door, he underwent an amazing transformation... his face was wreathed in smiles and he hugged his two small children and kissed his wife.

After I met them, he walked me to the car. We passed the tree and my curiosity got the better of me. I asked him about what I had seen him do earlier. "oh, that's my trouble tree," he replied, "I know I can't help having troubles on the job, but one thing's for sure, those troubles don't belong in the house with my wife and children. So, I just hang them up on the tree every night when I come home and ask God to take care of them... then in the morning, I pick them up again." "Funny thing is," he smiled "when I come out in the morning to pick them up, there aren't nearly as many as I remember hanging up the night before"! Life may not be the party we hoped for, but while we're here we might as well dance.

We all know how hard our job is, our equipment breaks down frequently, our bodies hurt, it is hotter than blue blazes this time of year... I could go on and on, but I want this to be encouraging, not discouraging! We may not have a tree to hang our problems on, but we do know God, who knows what they are and will get us through so let's give them to Him!!!

Love you, and I pray for you every time you come to mind!!

Consider yourselves "socially distanced hugged"!

Rita Beedy
State Chaplain





Mark Funderburgh
President

President's Annual Report

After our State Delegates elected me for this fourth year as your President, your State Board appointed constitutionally required positions at the post-convention meeting. We selected individuals who have shown outstanding skills related to those positions, and that we believe can do the best job

possible for all of the members of the Ohio Rural Carriers.

Next up was the district officer's training in July. We summoned all Officers of Ohio's 14 districts to the center of the state, then educate and prepare them to conduct smooth district meetings. We also ensure all districts complete and submit required reports to the Department of Labor, so nobody gets a hefty fine.

Last August, I traveled to our national convention in Grapevine, Texas. I proudly carried Ohio's flag for on the stage for display among many others. There were also many educational seminars that I attended; from preparing myself for retirement to fortifying my stewardship arsenal for those contractual battles we occasionally have with management.

We had a couple of board meetings and then the dreaded COVID-19 debacle hit Ohio and put a stop to our orientations and state functions. On March 1st, it wiped our schedule clean out! It canceled the state convention (and everything else) as of March 1st.

Mark Funderburgh



Tim Barker
Vice-President

Vice-President's Annual Report

COVID-19 continues to change the way we live, do business, have meetings, doctor appointments, schooling, and more without saying. However, the USPS was already warning of financial trouble before this all started. The Postal Service predicts they will have enough money to complete 2020

but may run out before the end of 2021.

The Moving Forward Act was just passed by the House Democrats. It is a 1.5 trillion dollar infrastructure spending bill that will give the USPS 25 billion dollars to modernize postal buildings and operations.

Sounds great, right? But here comes the catch.

The bill states that 6 billion dollars must go toward buying a new vehicle fleet! However, 75% of the new vehicles must be electric or zero-emission vehicles by 2030.

Don't think we are out of the woods yet!

Republicans are fighting and trying to amend the bill to remove USPS funding. Some say the parcel increase is improving our numbers and reducing our losses. Some Republicans are leaning towards *The Cares Act* to allow the USPS to borrow 10 billion dollars from the US treasury department, however, both sides continue to discuss the terms of the loan.

President Trump has already stated that he thinks we should charge e-commerce enough to deliver the parcels. Not that there is more bad news, but that has to be moved through the Senate also.

That stated, we all need to call, write, or email both Senator Brown (D) and Senator Portman (R) and let them know they need to support legislation that helps the most trusted government agency - the USPS.

Let them know how we have been on the front lines during this pandemic. We kept our service to our communities and continue to do so 6 days a week, and a 7th to include Amazon parcel delivery! Medications were delivered to children, seniors, and veterans without delay! We keep Americans connected - especially in our rural communities. Your Ohio State Board members and the 2 Ohio PAC chairs had a conference call with Senator Sherrod Brown discussing the use of masks, hand sanitizer, second trips for parcels, and other general information for nearly an hour. We hope he takes the information we dispensed to the Senate floor to hopefully convince his peers that we need postal legislation.

The Board of Governors of the USPS is the board that sets the price of postage and oversees decisions the USPS makes. It includes the Postmaster General, Deputy Postmaster General, and appointed governors. We have a new Postmaster General, Louis DeJoy, who was a logistics executive. He replaces former Postmaster General Megan Brennan. President Trump supported DeJoy for this position. Postmaster General DeJoy's "Trajectory for Success" outlines the USPS's long term business plans and financial problems. It can be found online at link.usps.com.

As of June 2020, Deputy Postmaster General Ron Stroman stepped down. A new Deputy Postmaster General will be appointed and might very well be whoever DeJoy would like to work with. Also, David Williams, the former USPS Inspector General and Vice-President of the board resigned. Two other members also joined the board: Donald Lee Moak and Bill Zollars. Moak is a former pilot and President of the Air Line Pilots Association trade union (ALPA) and Zollars was the chair of a logistics company (YRC Worldwide).

Hopefully, we'll see President Trump putting the best people in place! We have the attention of the American people, the POTUS, the House, and the Senate. This is the time to send an email. I know we work for the USPS and "put a stamp on a letter" is our mantra (trust me - I get it) but, coming from the young men and women working in their D.C. offices, email is considered the preferred method of communication.

Senator Brown's home page: www.brown.senate.gov
 Senator Portman's home page: www.portman.senate.gov

We have the stage! This is the time to send your emails! Let your voices be heard, in the valley's low and the mountain tops high!

Union now, and union in the future,

Tim Barker



Penny Koren
 Secretary/
 Treasurer

Secretary/Treasurer's Annual Report

I could have ever imagined that we would go through a global pandemic of this caliber. It is truly incredible to me. I hope that this horrible outbreak will soon end, and our association will continue business as usual.

Brothers and Sisters of the OHRLCA, it is a privilege to present my 2019-2020 annual report as Secretary-Treasurer of The Ohio Rural Letter Carriers' Association.

Membership

The 2019-2020 membership year began with 4,556 members and as of July 1, 2020, our total membership was 4,420, a decrease of 136 members. The decrease is contributed to several reasons, one reason is that relief carriers leaving our craft to become CCA, regular carriers becoming management, also the recently retired carriers are choosing not to remain as members.

In hope of recruiting newly hired rural carriers as members, your State Board continues to send recruiters to the new hire orientation. The recruiters have a 75% new member achievement rate, however, only 52% of the newly hired members remain as rural carriers after 90 days.

Below is a comparison of the membership for the years of 2013 – 2020.

Financial

The Financial report is for the Association year starting July 1, 2019, to June 30, 2020, is presented in this issue showing income greater than expenses by \$184,024.03. This increased income's largest contributing factors are the cancellations of the mid-state Conference, legislative conference, and the state convention.

Activity Report

July 13, 2019, I verified membership of all attending members at the Contract Ratification meeting, August 11 - 16, 2019, I attended, as a delegate, the National Convention in Grapevine Texas. September 8th, I trained the District Secretaries, Treasurers, Presidents, and Vice Presidents on the procedures of conducting a district meeting and proper completion and filing of the LM-4 report.

I completed and filed the Labor Department required LM-2 for the State Association. The LM-2 report consists of many pages of detailed entries to account for every penny of income, where income was received from, expenditures paid to each

Membership Totals								
Year	2013	2014	2015	2016	2017	2018	2019	2020
Rural Carriers	2,206	2,145	2,162	2,171	2,175	2,153	2,167	2,157
Relief Carriers	1,035	1,177	1,213	1,331	1,421	1,412	1,444	1,303
ARC					7	12	17	5
Retired Carriers	896	920	906	910	918	938	948	949
Associate	10	8	7	7	6	6	7	6

employee, the duties of each employee, and expenditures paid to each vendor of the Association. After completion, the report must be reviewed and signed by both the President and Secretary-Treasurer. The process of complying, completing, and filing took over 40 hours. The Labor Department requires all LM reports to be filed via the Internet. I assisted with the Districts LM-4 electronic filings and I electronically filed the Association's LM-2.

The National Office requires me to complete Bonding Worksheets for each District and one for the State Association. The Bonding Worksheet for the State Association also must be submitted every three months to the National Office.

November 10, 2019, I assisted in the Fall Booster. In November, I completed and filed, via the Internet, the IRS 990 for the State Association and 14 IRS 990-e, one for each of Ohio's Districts. These 990 forms are the equivalent of a business IRS tax return. If the 990 are not filed with the IRS the Association / District would lose their non-profit status. The 990 for the association consists of 12 pages of detailed entries of income and expenditures, which took a mere 16 hours to complete.

This past year, I worked an average of 57 hours weekly to properly perform the Secretary/Treasurer duties as charged in the OHRLCA Constitution and to perform the additional duties assigned by the National Office. During the Covid-19 pandemic, some of our State events were canceled. Despite this fact, my work hours remained constant.

This past year, I attended all the board meetings, wrote minutes, wrote state paper articles, presented financial reports, paid all of the association's liabilities, balanced the checking and savings accounts 12 times, reconciled and paid the credit card 12 times, wrote 175 payroll checks, sent 512 retirement letters, completed 1 LM-2 Report, completed 15 IRS 990s, 53 IRS 940 tax filings, 4 IRS 941 quarterly reports, 12 SD-101 tax filings, 12 IT-501 tax filings, 4 BWC Payroll reports, 4 FUTA Tax reports, 4 JFS UC tax reports, wrote and filed and sent 26 W-2s and 5 1099 with the IRS and Ohio Taxation, completed and filed 18 bonding worksheets, wrote and sent 2408 membership recruitment letters, entered 524 - 1187/1187-R into the National database, processed and submitted 56 membership remittance reports, processed and submitted 56 membership summary reports, designed and printed 9166 meeting postcards, answered 906 phone calls as early as 5:30am and as late as 11:22pm, sent 58 cash due request letters, processed 49 cash dues membership cards, wrote 112 receipts, made 11 deposits, compiled 28 district member lists, compiled 28 district non-member lists, made 845 changes of address in the national database, wrote 368

letters to members on OWCP, processed 46 credentials to the National Convention, processed 197 credentials to the State Convention, and designed and printed 241 name badges for the State Convention.

I also provided numerous hours of assistance and consultation to the President, and members on the State Board, the District Officers, and members.

I have also spent many phone hours speaking with Senators and Congressional Representatives to protect six-day delivery, purchase all relief time toward retirement, and to end the prepayment of healthcare for 75 years in the future.

Along with the training courses, seminars, and conferences I was a guest speaker at Fall District Meetings, designed and printed district meeting postcards, sent membership recruitment letters, and assisted with the OHRLCA Website.

As a Secretary-Treasurer, I am also a board member. I make decisions in the best interest of the Association and its members, consistently following the OHRLCA Constitution and the Department of Labor's Laws. Making decisions is not an easy task, but it is a task that I take seriously. My decisions are lawfully driven and are not clouded by politics or driven by opinions or my own agenda.

Respectfully submitted by,



A REMINDER FROM YOUR OHIO PAC

Due to internal changes involving the PAC program, we can only accept checks for the PAC Reverse Raffle that are made out to "NRLCA-PAC".

We cannot accept checks made out to just "PAC" or just "OHRLCA". Checks MUST be made out to "NRLCA-PAC".

If the checks are not made out to "NRLCA-PAC", we must return the check. If you have any questions feel free to contact Ohio PAC Co-Chair Brittany Levenski at (330) 980-8393 or Vice-President Tim Barker at (419) 901-0900.

Please note the PAC Reverse Raffle will be postponed until the Fall Booster.

Ohio Rural Letter Carriers' Association Statement of Financial Position

As of June 30, 2020

	<u>Jun 30, 20</u>
ASSETS	
APCU Checking	\$21,503.37
Kindler Fund	\$8,189.97
APCU SAVINGS	\$787,925.23
Total Checking/Savings	<u>\$817,618.57</u>
Undeposited Funds	\$1,565.90
Total Other Current Assets	<u>\$1,565.90</u>
Total Current Assets	<u><u>\$819,184.47</u></u>
OTHER ASSETS	
American National	\$250,000.00
Oxford Annuity	\$250,000.00
Standard Insurance	\$250,000.00
American Equity Company	\$100,000.00
Vantis Life Ins Company	\$150,000.00
Total Annuities	<u>\$1,000,000.00</u>
TOTAL ASSETS	<u><u>\$1,819,184.47</u></u>
LIABILITIES	
Payroll Liabilities	
Sick Leave	\$31,317.17
Total Payroll Liabilities	<u>\$31,317.17</u>
Equity	
Opening net assets	\$300,547.82
Retained earnings	\$1,303,295.44
Net Income	\$184,024.03
Total Equity	<u>\$1,787,867.29</u>
TOTAL LIABILITIES & EQUITY	<u><u>\$1,819,184.47</u></u>



Ohio Rural Letter Carriers' Association Statement of Activities

July 1, 2019 through June 30, 2020

	<u>Jul '19 - Jun 20</u>
Income	
Incentive Program	3,930.00
INTEREST-DIVIDEND	22,560.87
MEMBERSHIP DUES	582,764.30
REIMBURSEMENTS	3,641.84
RURAL CARRIER AUTO SALES	26,013.89
	1,643.03
Total Income	<u>640,553.93</u>
Gross Profit	
	<u>640,553.93</u>
Expense	
AWARDS & RECONGNITIONS	15,354.15
EDUCATION & TRAINING	4,059.14
EQUIPMENT RENTAL	443.16
EQUIPMENT PURCHASES	4,348.99
LODGING	4,248.86
NATIONAL CONVENTION	103,636.72
OFFICE EXPENSE	11,296.47
PAYROLL TAXES	13,405.43
PER CAPITA DUES	41,073.26
POSTAGE	9,296.78
PRINTING	62.54
RAFT INCENTIVE	3,422.33
RENT	9,222.50
SALARIES / EARNINGS OTHERS	27,645.30
SALARIES \ EARNINGS - ADMIN	140,109.78
STATE MEETINGS	14,833.88
STATE PAPER	30,934.50
TELEPHONE	1,025.77
TRAVEL - ADMIN	12,250.43
TRAVEL - Other	9,859.91
Total Expense	<u>456,529.90</u>
Net Income	<u><u>184,024.03</u></u>





Executive Board Officer's Annual Report

With much respect, I present to you my annual report as your Executive Committeeman for 2020.

Lisa Heaton
Executive
Committeeman

Representing the OHRLCA for a third year as your Executive Committeeman has been an honor. I've gained invaluable experience and knowledge by holding this

position. I would like to thank the board for always being there for advice and guidance. I would love to thank the members for their ongoing kindness and acceptance. I appreciate the confidence you have shown me in this position.

It truly is a team effort to do all the many tasks that it takes to be part of the State Board. The Board conducted State and District Officers Training and state-based enrichment training. I am assigned to the Budget and a National General representative, along with writing articles for the Ohio Rural Letter Carrier.

I was scheduled to attend fall and spring district meetings, the Mid-States Conference, and elected as your delegate to the National Convention in Texas.

I am assigned to the Dayton PEDC for new hire orientations,

though I occasionally attend similar orientations in Cincinnati. I meet with newly hired RCAs for the union presentation for their new career. I explain the importance of joining the association. I emphasize the benefits of union-focused education and representation. Dayton usually has small groups and conducts orientations every two weeks. The academies have an NRLCA module in which they present the benefits of membership to the new hires. Because of the COVID-19 pandemic, the National Board suspended attendance to the orientations this spring. Fortunately, Debbie Wix (a trainer at the Houston academy) stepped up and covered my portion as well as hers. I am especially thankful for her assistance.

I would like to thank District 5, District 14, as well as my District 10 for allowing me to speak at their district meetings. When speaking to the districts, I bring new information and upcoming events that the board has been working to schedule.

Many of our union-focused educational events have been canceled this year for the sake of our members' health and safety. These events are where we learn new information that we take back to our districts and offices. Canceling these events has been unfortunate, but necessary.

Going forward, I will continue to represent the OHRLCA with honor and respect. It truly has been a pleasure to serve the Rural Carriers of the OHRLCA.

Lisa Heaton
Executive Committeeman

Did You Know?

NRLCA Stewards or Representatives who are removed from office for any reason (or no reason) currently have no appeal rights to challenge the decision? Did you know there currently is no federal law that provides whistleblower protection for union employees reporting corruption or misconduct within their unions?

The Labor-Management Reporting and Disclosure Act outlaws union corruption. However, the Supreme Court has ruled that the act's protections apply only to rank-and-file members—not employees—of labor unions. Internal whistleblower policies exist in *some* unions, however, if corruption exists, enforcement of those policies risk being stonewalled, ignored, or influenced by political ties.

Congressman Francis Rooney on H.R. 6922, the *Union Integrity Act*, introduced September 26, 2018:
"Currently, union employees who uncover and report

misconduct are vulnerable to retaliation by unions. This must be changed to protect these brave whistle-blowers from corrupt union bosses who threaten them or unfairly fire them. Corruption in unions is rampant; for example, high-ranking officers at the United Auto Workers (UAW) have been caught taking bribes. Without whistleblower protections, rank-and-file union employees are afraid to report these actions for fears of losing their jobs. The Union Integrity Act will right this wrong and protect union whistleblowers from being fired for reporting illegal behaviors, the same protections government and private business employees enjoy. This will encourage workers to report corruption and stop union abuse of employees."

Should PAC be silent on *Union Integrity*? Should our union press for safeguards against internal corruption?

Yea or nay? Investigate and send us your thoughts!

Drawing to be held at the 2020 Fall Booster



OHRLCA 2020 FALL BOOSTER

PAC Reverse Raffle

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

**MAKE CHECKS
PAYABLE TO:
NRLCA-PAC**

**YOU ARE NOT
REQUIRED TO
BE PRESENT TO
WIN THIS PRIZE.**

**FILL THIS COUPON
AND SEND IT WITH
YOUR PAYMENT TO:**

Your Name: _____

Your Address: _____

Your Phone Number: _____

Amount Enclosed:
How Many Tickets Are You Purchasing? _____

Brittany Levensky
3405 Leiby Osborne Rd
Southington OH 44470



What is PAC?

Many rural carriers know what PAC is and how it helps protect the future of NRLCA members and all rural carriers. However, many have no idea, some have a vague idea, and some probably think it's only an athletic college conference!

**Diana Garner
Ohio PAC
Co-Chair**

What is a PAC?

A Political Action Committee (PAC) is organized to raise and distribute voluntary donations to help elect/defeat candidates and lobbying for bills or legislation that impact the business, organization, or union of which it was formed to support.

History



PACs were created in the 1940s as an outgrowth of the American labor movement as a way to allow labor unions to contribute money to politicians sympathetic to the interests of their members. It is illegal for labor unions to contribute money directly to a candidate. However, they may sponsor a PAC and provide financial support for its administration and fundraising.

Oversight

PACs must file regular reports detailing who contributed money to them and how they, in turn, spend the money. (This is why receipts have to be completed when purchases are made with PAC)

Why is PAC so important for you?

When you support your NRLCA PAC by buying raffle tickets, merchandise, or monetary donations, you are supporting your future benefits, retirement, and all interests of rural carriers nationwide! You may not feel like you have a voice on Capitol Hill or even in your own post office. But, rest assured in knowing that your PAC surely does have a far-reaching voice that is working hard with your support to protect the rural carriers, their families, and their future!



If you would like more information on how you can help PAC and invest in your future, please reach out to me at djgarner4@gmail.com.

Diana Garner
Ohio PAC Co-Chair



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

Kathy Barkley Cortland
 Betty Buckles Pataskala
 Jerry Cogdill Lancaster
 Glen Conrad Mount Gilead
 Angela Davis Bethesda
 Todd Ensman Geneva
 Kathy Hilton East Sparta
 Marjorie Hindel Dresden
 Patricia Jenks New Lexington
 Michael Kelly South Point

Marcia Massie ... Washington Court House
 James Mierzejewski Burton
 Debra Morarity Racine
 James Morris East Liverpool
 Rudolph Peck III Hinckley
 Leatha Queen Wheelersburg
 Texanne Rahach Mantua
 David Rice Lucasville
 Timothy Tapke Maineville
 Jeff Wheeler Wheelersburg

**Matthew Marvich
 Nelson Soto
 John Kuczkowski**

**Sierra Byington
 William Nagucki
 Sharon Pelfrey
 Linda Savage
 Jessica Cottrill**

**Christy Lindinger
 Lois Shuler
 Tiffany Takas
 Kerby Valcin
 Keisha Middlebrook
 Suzanna Dennison**

**Rhonda Tyson
 Becky Gohring
 Jillian May
 Heather Stupecki
 Melody Cremeans
 Jessica Coolman
 Tesla Spears**

NEW MEMBERS WELCOME

**Cody Ledlow
 Lee Santos
 Alicia Swartzentruber
 Nicholas Rutter
 Amy Wells
 Roenika Armstrong
 Amy Basinger
 James Mauter
 Jasmine Robinson
 Dorothy Rus
 Haydan Crawford
 Christine Hahn I
 Raeanne Olenick
 Wendy Putzulu
 Michael Sieger
 Elizabeth Smigle
 Maxfield Carl
 Jake Angel
 Shawna Davis
 Michael Johnston
 Major Miller
 Shelby Morgan
 Caitlin Vaughn**

**Danielle Hawkins
 Dawn Mitro
 Travis Robinson I
 Wendy Wenclewicz
 Cheryl Gajewicz
 Laura Spurling
 Ashton Thompson
 Gregory Bamberger
 Zachay Hamilton
 Mark Arnoto
 Camillo Gaia IV
 Erin Sellers
 Kimberly Weiner
 Robin Yoka
 Raycine Sperling
 Lori Blankenship
 David Bugay
 Alan Hawkins
 Jason Sarver
 Brooklon Atkins
 Brandy Kellaway
 Sierra Taylor**

**Kim Hopsecger
 Kaleen Nagy I
 Deborah Curtician
 Jeannie Cecil
 Tasha Eastep
 Jody Gregory
 Jackie Hizar
 Candy Washington
 Brendon Wichterman
 David Keller
 Amanda Bowlin
 Janelle Ridgway
 Mariah Vallejo
 Charlie Maroni
 Jennifer Thompson
 Amber Rotroff
 Nathan Gould
 Kerry Clapper
 Donald Miller
 Jenna Hunter
 Isabella Hilligoss**

**Rachel Dickson
 Tyler Hoffman
 Richard Dozier Jr
 Brent Labie
 Sheila Dixon
 Alicia Allen
 Latasha Bart
 Teresa Johnston
 John Lawrence
 Jennifer Barker
 Amy Damavandi
 Chandler Farmer
 Kevin Hackworth II
 David Hunt
 Kendra Mattingly
 Jamie Shaper
 Sandra White**

OHRLCA 2020 District Meetings

Below is your 2020 OHRLCA District's Fall Meeting Schedule.

District 1 No information provided by this District

District 2 Saturday, July 25, 2020. Meal 3:00 PM and the meeting at 4:00 PM. Austin Lake Park, 1002 Township Road 285A, Toronto OH. Shelter #1L Big Beaver Shelter. GPS does not work, please use directions from austinlakepark.com. Spouse / family welcome show your USPS badge at the gate for entry. Bring an RCA for an extra ticket for the prize drawing. Retirement specialist Robin Ross, my fed retirement works will be doing a retirement seminar. Contact person – President Deborah Roth 740-544-5181home, 740-317-7069 cell or 391farmgirl@gmail.com.

District 3 Thursday October 15, 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 (call or text) by October 1, 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, October 17, 2020. The meal is at 6:00 PM. The Meeting at 7:00 PM. at Lori's Restaurant, 17020 McConnellsville Rd., Caldwell, OH 43724. We will order from the menu, however, to plan how many to expect please RSVP by March 7th to Eileen Piatt 740-934-2849.

District 5 Saturday, October 10, 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, October 17, 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 October 10th to Teresa Slaughter 740-624-2734 or rural43701@gmail.com

District 7 No information provided by this District

District 8 Thursday, October 1, 2020. Meal served at 5:30 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 \$20 per person. Due to State Restrictions on Restaurants space is limited you must RSVP by September 17th, Call Darlene Stewart - 440-355-5007 *because this is a land line please leave message on answering machine, name, office, phone number and names of all whom are attending.

District 9 No information provided by this District

District 10 Wednesday, October 21, 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 October 14th to Diane Cox 4780 Stony Creek Rd, Urbana OH 43078-9454 or call 937-869-4724 or diane_rlc@yahoo.com.

District 11 Unable to secure venue large enough with safe distancing. Please keep updated to any updates at ohrca.org

District 12 Unable to secure venue large enough with safe distancing. Please keep updated to any updates at ohrca.org

District 13 Tuesday, October 6, 2020. Meal at 6:30PM and the Meeting at 7:00 PM. Fort Loramie American Legion, (please use back door or doors at the patio between legion and Dairy King) 31 N Main St, Ft. Loramie OH 45845. A meal will be provided free to all members. RSVP by October 10th to Pam Frey 937-726-2296 or pamfrey8@gmail.com

District 14 Thursday, October 8, 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' meal. 4 Gift cards will be given away. If you are eating please RSVP by October 3rd to; Debra Towers 419-237-3071 call or text.

DIST.	OFFICE	FIRST	LAST	ADDRESS	CITY	ST	ZIP	PHONE	E-MAIL
1	PRESIDENT	BRITTANY	LEVENSKY	3405 LEIBY OSBORNE RD	SOUTHINGTON	OH	44470-9729	3309808393	levenskygir55@gmail.com
1	VICE-PRESIDENT	CRYSTAL	RAYMOND	1636 HYDE OAKFIELD RD.	NORTH BLOOMFIELD	OH	44450-9721	2342014383	csr387@yahoo.com
1	SEC / TRE	DIANE	FUTTY	6008 STATE ROUTE 322	WINDSOR	OH	44099-9790	4402725263	dianefutty@yahoo.com
2	PRESIDENT	DEBORAH	ROTH	201 TOWNSHIP ROAD 612	TORONTO	OH	43964-7747	7403177069	391fargirl@gmail.com
2	VICE-PRESIDENT								
2	SEC / TRE	BARBARA	PITTS	12914 WASHINGTONVILLE RD	SALEM	OH	44460-9247	3305336274	queenebabs@gmail.com
3	PRESIDENT	PATSY	ANDERSON	74765 DRY RIDGE RD	FREEMPORT	OH	43973-9717	7406583666	ponyexpress52@yahoo.com
3	VICE-PRESIDENT	GLADYS	DUNLAP	PO BOX 86	FREEMPORT	OH	43973-0086	7406583209	gmdunlap@frontier.com
3	SEC / TRE	JODY	SCHULER	7951 EUGARD	NEWCOMERSTOWN	OH	43832-9518	7406108221	jodyschulder@yahoo.com
4	PRESIDENT	TERRI	CLEMENS	4395 CLEMENS STRODE RD.	MALTA	OH	43758-9778	7409626729	terri_clemens@yahoo.com
4	VICE-PRESIDENT	TERESA	STEWART	121 JEFFERSON ST	DEXTER CITY	OH	45727-9732	7405253576	
4	SEC / TRE	EILEEN	PIATT	38641 STRAIGHT FORK RD	GRAYSVILLE	OH	45734-9749	7409342849	
5	PRESIDENT	RONALD	ELLIS JR	67 TOWNSHIP ROAD 1145	PROCTORVILLE	OH	45669-8557	3046541938	bigron@netacs.net
5	VICE-PRESIDENT	AIMEE	BUTLER	123 COUNTY ROAD 10C	PEDRO	OH	45659-8954	7402455193	aimeekouns@yahoo.com
5	SEC / TRE	DEBORAH	VIRGIN	89 PRIVATE DR 1716	IRONTON	OH	45638-5207	7404420163	debbievirgin123@gmail.com
6	PRESIDENT	AMY	STANTON	370 ROBIN HOOD LN	ZANESVILLE	OH	43701-9216	7404523235	rstanton@columbus.rr.com
6	VICE-PRESIDENT	ERIC	SNYDER	3825 MONA DR	ZANESVILLE	OH	43701-8188	7407043266	
6	SEC / TRE	TERESA	SLAUGHTER	5275 HUNT RD	NASHPORT	OH	43830-9075	7406242734	teresa.slaughter67@gmail.com
7	PRESIDENT	CARLA	DANIELS	19980 CROOKED RD	BUTLER	OH	44822-9488	7405044797	rr743050@myaxion.net
7	VICE-PRESIDENT	RANDY	GREGG	11019 GREGG RD	FREDERICKTOWN	OH	43019-9340	7406941313	
7	SEC / TRE	AUTUMN	CRAMER	4444 LOCUST GROVE RD	BUGYRUS	OH	44820-9108	4195621184	autumnbramer62@yahoo.com
8	PRESIDENT	BARBARA	PERKINS	22389 WEST RD	WELLINGTON	OH	44090-9473	4406475341	rr2barb@aol.com
8	VICE-PRESIDENT	RANDY	CHILDERS	4081 TOWNSHIP ROAD 221	GLENMONT	OH	44628-9774	3304735150	grinerbros@hotmail.com
8	SEC / TRE	DARLENE	STEWART	42584 WHITNEY RD	LAGRANGE	OH	44050-9459	4403555007	darlenes1976@yahoo.com
9	PRESIDENT	JASON	ZEDAKER	PO BOX 324	STONY RIDGE	OH	43463-0324	4193672834	jason_m_zedaker@yahoo.com
9	VICE-PRESIDENT	MICHELLE	LEWALLEN	2780 COUNTY ROAD 5	DELTA	OH	43515-9664	4198227228	michellemae6267@yahoo.com
9	SEC / TRE	FRED	SCHMITS II	2008 EASTVIEW DR	FINDLAY	OH	45840	4193048036	fredschmits@gmail.com
10	PRESIDENT	LISA	HEATON	705 DRURY LANE	TROY	OH	45373-3148	9372150262	lisa4683@msn.com
10	VICE-PRESIDENT	ROBERTA	SHIELDS	4271 COUNTY ROAD 9	BELLEFONTAINE	OH	43311-9587	9375428687	robbishields@rocketmail.com
10	SEC / TRE	DIANE	COX	4780 STONY CREEK RD	URBANA	OH	43078-9454	9378694724	diane_rlc@yahoo.com
11	PRESIDENT	JENNIFER	BENNINGTON	45 OIVE ST	PEEBLES	OH	45660-1129	9375873039	maybej@earthlink.net
11	VICE-PRESIDENT	SHELIA	HATTAN	87 CONNIE DR	WEST UNION	OH	45693-9637	9375443553	
11	SEC / TRE	EMILEE	ROGERS	9503 MCNOUN RD	WINCHESTER	OH	45697-9686	9372058642	emileearthur@yahoo.com
12	PRESIDENT	PEGGY	FERNEDING	2699 VAN TRUMP RD	SOMERVILLE	OH	45064-9407	5133120959	pfemeding@aol.com
12	VICE-PRESIDENT	KIMBERLEY	DAKIN	4272 N STATE ROUTE 42	WAYNESVILLE	OH	45068-9261		sweettoothkqb@aol.com
12	SEC / TRE	CARLA	DEDDEN	742 WARDS CORNER RD	LOVELAND	OH	45140-8740	5136834664	carla.dedden@aol.com
13	PRESIDENT	PAMELA	FREY	126 E PARK ST	FORT LORAMIE	OH	45845-9302	9377262296	pamfrey8@gmail.com
13	VICE-PRESIDENT	LAURA	DILTZ	5704 TROY FREDERICK RD	TIPP CITY	OH	45371-9645	9376678935	mailady85@gmail.com
13	SEC / TRE	LISA	WYMER	4568 GEORGETOWN VERONA RD	LEWISBURG	OH	45338-9518	9374307644	littlepanther@yahoo.com
14	PRESIDENT	TINA	SCHWAB	9025 COUNTY ROAD J	MALINTA	OH	43535-9728	4199667333	ponyexpress82@yahoo.com
14	VICE-PRESIDENT	TAMMY	ADDINGTON	1172 DEFIANCE HENRY CO LINE RD	HOLGATE	OH	43527	4194381944	ccac@ayersvilletelco.com
14	SEC / TRE	DEBRA	TOWERS	13875 COUNTY ROAD 27	FAYETTE	OH	43521-9573	4192373071	harleybob@bright.net



**Executive Board
Officer's Annual Report**

**Carla Dedden
Executive
Committeeman**

At the State Convention in Sugar Creek in June 2019, I was privileged and honored to be elected to a 4-Year Committeeman position for the Ohio Rural Letter Carriers' Association (OHLCA). This position allows me to continually devote my time and energy to the OHLCA. One of

my duties as a Board member is to attend the by-weekly orientations in Cincinnati to speak about our great Union and encourage membership to the newly-hired RCAs and ARCs.

In August 2019, all Union members elected to be delegates at the National Convention in Grapevine, Texas flew or drove to Texas to represent Ohio. Many constitutional changes were presented and later voted upon by the delegates. We also passed many resolutions to be brought forth by our National Board at future contract negotiations. We also attended many seminars and heard various speakers.

In the fall, there were District meetings to attend and State Board meetings. The OHLCA Board also put together a Retirement and OWCP seminar at the Kalahari Resort in Sandusky.

March of 2020, the National Board stopped all public contact by the State Board members and the National Board members due to Covid-19. All Spring District meetings were canceled, the State Convention in West Chester was canceled, and the National Convention in Spokane, Washington was canceled. Covid-19 changed life as we once knew it.

I would like to share a letter I received on my mail route because it is what I feel ALL of our customers feel about ALL Rural Carriers. We are front-line essential employees. We kept life normal to our customers when normal was completely changed in all our lives.

Recently, the State Board members resumed attending and speaking at orientations across the State of Ohio promoting Union membership. Hope to see all of you that can attend meetings and conventions in the upcoming future once the National office gives us clearance. Stay safe!

Carla Dedden
Executive Committeeman

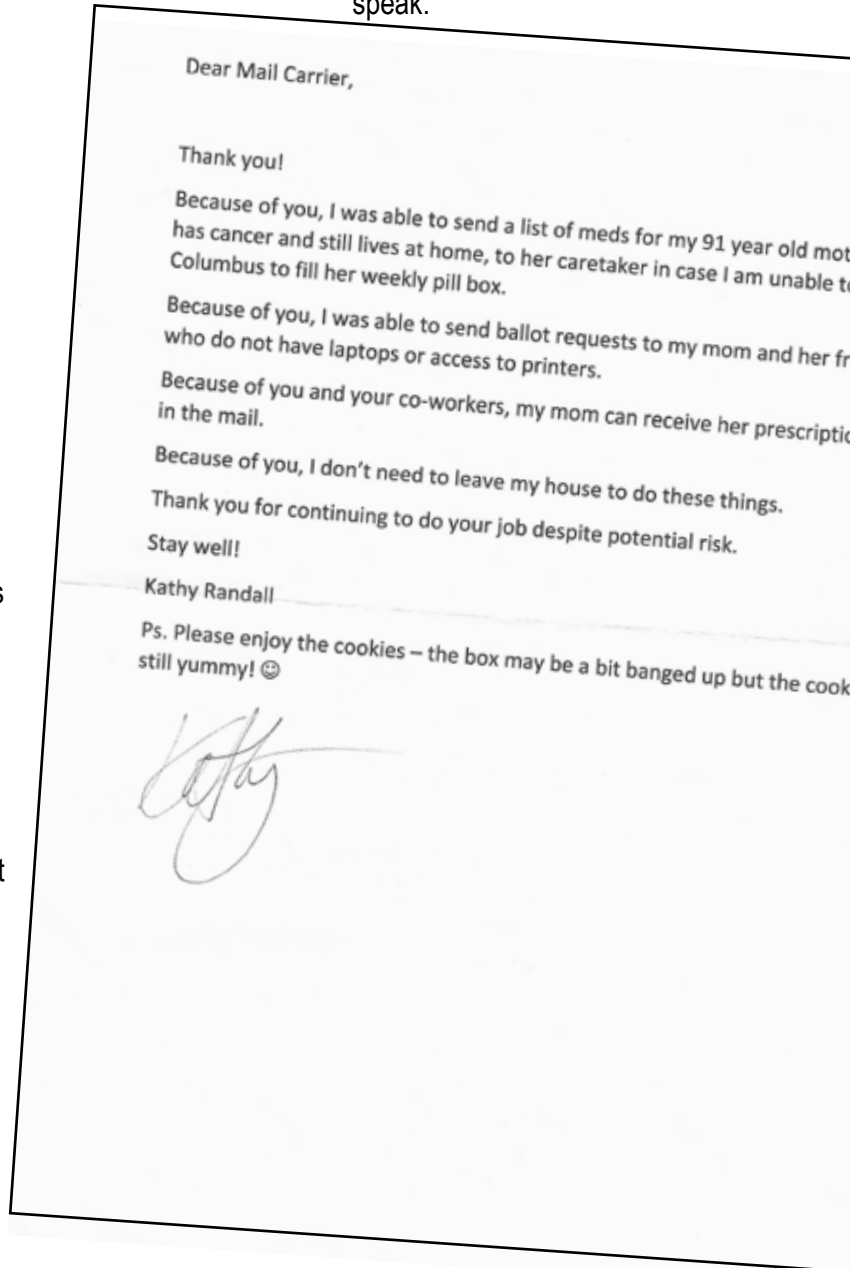


**Executive Board
Officer's Annual Report**

**Janna Hirschfeld
Executive
Committeeman**

Greetings fellow carriers, retirees, and auxiliary! The 2019-2020 Association year will certainly be recorded in our union's history books!

It was my privilege to be elected for a 1-year Executive Committeeman term at the 2019 OHLCA State Convention, and good to "get back in the saddle again", so to speak.



Dear Mail Carrier,

Thank you!

Because of you, I was able to send a list of meds for my 91 year old mother who has cancer and still lives at home, to her caretaker in case I am unable to go to Columbus to fill her weekly pill box.

Because of you, I was able to send ballot requests to my mom and her friends who do not have laptops or access to printers.

Because of you and your co-workers, my mom can receive her prescriptions in the mail.

Because of you, I don't need to leave my house to do these things.

Thank you for continuing to do your job despite potential risk.

Stay well!

Kathy Randall

P.s. Please enjoy the cookies - the box may be a bit banged up but the cookies are still yummy! ☺

President Funderburgh assigned me as Ohio's Provident Guild representative. I attended the National Provident Guild annual board meeting at Grapevine, Texas during the National Convention held last August. Our 2019-2020 recruiting numbers year were not so great. I am asking each of you to help in this association year to assist in recruiting new members for the Provident Guild.

Those NRLCA members (regular, substitute, RCA, RCR, PTF, or ARC) and spouses are qualified to enroll in the Provident Guild. Enrollees (carriers or their spouses) must be less than 56 years of age. Contact any state board member for more information.

The 2019 National Convention in Grapevine, TX was historical. Following Postmaster General Meagan Brennan's address, the National Board and Brennan assembled in front of the delegation and signed the ratified contract. Generally, our contracts are signed behind doors in an office with just a few cameras to 'capture the moment', but here, the entire delegation could witness the signing. I think that was quite a memorable moment.

Probably the most exciting and rewarding experience I have had this year has been the opportunity to introduce newly hired RCAs to the NRLCA at new hire orientations at Citygate in Columbus. There is a new group every two weeks that I can talk with for an hour and educate them on the advantages of becoming an NRLCA member while encouraging them to sign up.

Then came COVID-19! What a mess this has created in our lives! Union presentations at new hire orientations were suspended, your state board found it necessary to cancel spring district meetings and also the 2020 State Convention. The National Convention was later canceled.

Thank goodness the Postal Service was deemed an essential business and carriers could report to their jobs without a salary disruption. I commend all carriers for their dedication and hard work while delivering the immense number of 'extra' packages the pandemic has produced. I have heard it said, "It's like Christmas, with no end in sight". As the calendar pages turn it will soon be time for the 'Christmas Rush' and I know, as rural carriers, you will continue to do the fabulous job the craft is renowned for.

With this year's canceled OHRLCA State Convention,

OHRLCA board members were all retained for another year. I will continue to do my best for you and look forward to meeting with the other board members to conduct association business and will begin making plans for our future district and state meetings for you, our members.

May God Bless,

Janna Hirschfeld
Executive Committeeman



Gayle Sweet
Ohio Retired Rural
Carriers' President

News from the Ohio Retired Rural Carriers'

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

We had no District Meetings or State Convention this year to raise donations, so we are very much in need and are asking for your help

so that we may give as many \$100.00 Book Grants to our applicants as possible. So far, we have 42 applications. We really need your help to raise money to help with these Book Grants.

Thank you to the members and districts that were able to donate this year. Please consider giving a generous donation to help us help students of our union membership that are attending a college or trade school this fall and winter. The COVID-19 pandemic has canceled so many of our district meetings where we depend on member donations to give our students a helping hand.

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

Interested in joining the Ohio Retired Rural Carriers'?

Our dues are *only* \$5.00 annually. If you are a current member of the Retired Carriers (or wish to become a member), please send your \$5.00 yearly dues to Shirley Ortz at the address above, and let us know you want to join the Retired Carriers!

Gayle Sweet
President Ohio Retired Rural Letter Carriers'



Executive Board Officer's Annual Report

To the membership of the great state of Ohio, I present my annual report.

Michael Aitchison
Executive
Committeeman

Since my reaffirmation as a four-year committeeman for the state of Ohio at the close of the State Convention of 2019, I have attended all State Union functions and all board meetings of the

State Board. I have also represented the State Board at the assigned fall district meetings.

I believe that during times of heightened angst, discord, discontent, change, or national emergency those people that have been elected to represent you should have an even greater sense of responsibility and obligation to do just that, represent you!

While I am greatly disappointed that we have not been able to gather at our district meetings, at area conferences, or at our state and national conventions, I believe that we must be of even greater vigilance in representing our craft. It is times like these that management will recognize and seize the opportunities to compromise the contract, "just for the convenience", or "due to the times we are in!" This is the time that adherence to the contract is vital! Stand up for the procedure. Don't accept variations because "it isn't going to make any difference". It might not make any difference this time but it will the next time or when it happens to the carrier on the route next to you. Don't accept, "Well, at the end of the day, it won't get you anything," as a reason not to file a grievance! Don't ever signal to a manager that it is ok to sidestep the contract.

I hope that the rural craft of Ohio knows that their elected representatives are here for you. That the steward program is there for you to use to protect yourselves, your jobs, and your benefits!! A lot of people have worked hard, some for a number of years, to get the jobs and the benefits that we have today.

If you feel that the Union has dropped the ball somehow when it comes to your situation or circumstance, call your elected representative. They are answerable to you!!

I believe the UNION is here to preserve, protect, and enhance

our contract! By being a Union member you are the Union. Inherent in membership is an obligation to preserve, protect, and enhance our contract! Take responsibility to fulfill that obligation!

As always, in your service;

Michael D. Aitchison



Catherine Funderburgh
District Representative
Northern Ohio and
Ohio Valley Districts

Hot Topics in the Stewardship

Coronavirus! COVID-19! Masks!

If I never hear those words, I will be forever grateful. Our personal lives, as well as our work lives, have changed so much do to the unknown properties of this pandemic.

I want to **THANK YOU** for reporting to work every day and doing the best job that you can do! The wearing of masks being mandated months after the virus first appeared is sort of like closing the hen house door after the fox ate all the chickens.

Nevertheless, the Postal Service is our Employer and we are their employees. As a condition of our employment, we are required to wear seat belts. As a condition of our employment, we are required to wear leather shoes. As a condition of our employment, we are to follow the instructions of our managers.

Our Employer has mandated that we will follow the guidelines of our respective state governors. Ohio has mandated that employees will wear masks. The *only* way not to be required to wear a mask is if you have a medical condition and it is approved by the district nurse. Yes, you *may* be required to provide medical documentation. The Ohio Valley District is looking at those that cannot wear masks to providing them with face shields to wear.]

Every day, I am on telecoms over positive cases. Employees of **all** crafts are coming down with the virus. We are all frustrated with not having our lives back to normal. We long for the days of going places or on vacations, hanging out with friends and family. Despite all this, winding up on a ventilator is **never** a good option. It not only affects your lungs, but it affects your liver, kidneys, and brain as well. It is not an easy feat to come off a ventilator and have your life return to normal. Many people need to follow up with therapy just to be able to walk, etc.

People have lost limbs from this virus. Please do not become a statistic. Wear the masks, wash your hands, maintain social distancing to protect yourself as well as your loved ones.

Mail Volumes/Parcels: Another change in our work lives is the decrease in letters and flats. The latest figures show that DPS letter mail has dropped by 21.9% and all cased mail by 19.3%. I do not need to tell you that as you can see it every day on your route. Nor do I need to tell you about the increase of parcels. At one point we were up by more than 60% although lately, it has come down to an increase of 33.8%.

Online orders are increasing and *someone* must deliver it. Your National Officers have heard the complaints and have recently filed a step 4 over the increase in parcel volumes.

The Union is asking for any carrier that worked over their evaluations from PP 06 (February 29) forward to be paid overtime. City carriers were paid over 19 million over time. We have figured that the rural carriers across the country would be paid over 5 million in salaries.

2080-2240 Work Hours: The NRLCA current position is due to the insurmountable increase in parcels that we are not going to tolerate any actions taken by management such as the cutting of routes as an example due to 2080 issues. Nowhere does it say that we cannot work over 2,080 hours in the guarantee year. Carriers should never be forced to take leave without pay. If you are having problems with these issues, then contact your steward. If you do not know who your steward is, contact me.

FSS: In the next few weeks, the Postal Service will be taking over 700+ zip codes off the flat sequencing machines. It has even been reported that these machines will be dismantled. If your route is currently receiving FFS and is one of the zip codes on this list, then your route will receive a base hour change and all FFS flats will convert to raw flat count.

Route Inspections: Every year management is required to complete a route inspection, but this was put on hold due to the pandemic. On June 26, 2020, management received notification that they are to resume the annual route inspections. The inspector must maintain the six-foot distancing from the carrier and the wearing of a mask will be mandatory by both parties when the six-foot distancing cannot be maintained. The inspector must use a separate vehicle as they are prohibited from being in the same vehicle as you. If these guidelines are not being followed, then contact me immediately.

Reporting Times: Northern Ohio is currently looking at having no carriers report to work earlier than 15 minutes before the

office DUTS time (scheduled time that all mail is supposed to be ready). Article 30.1.G states that scheduling is the responsibility of the Employer. Schedules shall be realistic, based upon the receipt of the mail, the route evaluation, and other related service considerations. If management changes your reporting times, then you should have at least one weeks' advanced notice. As a reminder, we do not perform any work-related duties while not on the clock.

Second Trips: Past NRLCA President Dale Holton signed a Pre-Arbitration agreement on March 14, 2005, in which the parties agreed on what the compensation would be for a second trip. The compensation applies for those regulars and leave replacements being paid evaluated hours. It was agreed that the carrier would be compensated for two (2) minutes per mile, **in addition to loading time**.

Carriers that receive EMA would be compensated for each mile over 40 miles for the day that the carrier is required to drive.

The "second trip" is when a carrier makes additional deliveries after returning to the office due to mail being received **after** the carrier originally left for street duties. The intent was that we would not be retracing the entire route to effect delivery for late-arriving mail/trucks.

- Take note of time, date, and duration that you are loading and/or making additional trips.
- Ask to be compensated for actual time if you are making your third (or more) trips to deliver parcels.
- Ask to be compensated for actual time if you must retrace all or most of the route upon completion of the route.
- Ask to be compensated for actual time if mail was in the office but was not worked, and you are required to make a second trip.

The reference document to this topic is on the NRLCA website. Click "department", then "steward operations", then "Steward Reference Guide". Look for "second trips", and click on the document labeled "V-1".

Remember, knowledge is power.

Excessive Backing/Reverse: These issues have been addressed in both districts. Unfortunately, one district is being a little less reasonable than the other. Management has a right to have a job discussion with you, but they should be looking at the location of the alleged incident. The reports are not accurate, despite the Postal Service's claims.

Your stewards have repetitively proven when carriers did

not back up. For example, Management could try charging a carrier with reversing in a circular drive. Why would the carrier reverse 200 feet if they're inside a circular drive though? They could get to the same destination if they drove forward. This is how a 'circle' has always worked! It is ridiculous!

Scanner Alerts: The Postal Service sent out a standup talk targeting management. The alerts are not intended to be utilized, nor should they be cited, for corrective action with employees. Your Union will not tolerate any corrective action whether it be a letter of warning, suspension, or removal over this issue. Your Union will not tolerate threatening behavior from management on this issue.

Mercedes Metris: The Postal Service has notified the NRLCA that they will be deploying over the next three years 17,310 vehicles across the country. Northern Ohio rural carriers will be receiving 53 vehicles while Ohio Valley is scheduled for 148 vehicles. The assignment of these vehicles is your management's decision. Carriers will not be able to refuse them unless they have a 3-year waiver for their recent purchase of an RHD vehicle in place. Looking at the proposed lists, it appears that there is no reason but most of these vehicles will be going to auxiliary routes or in offices that already have some LLVs assigned to them. In some cases, the Postal Service will be putting these vehicles on high mileage route as well.

Filing a Grievance: The NRLCA has a new tracking system for grievances that are filed and either settled or appealed to the next step in the grievance/arbitration procedure by the local steward. Any time that you file a grievance with your local steward then you should be asked to sign-in on the blue grievance logbook which acknowledges that you have filed a grievance. If you are not being asked to sign, then contact me immediately. The local steward will be required to send the District Representative the pink copy. Regardless of whether the grievance has been resolved at step 1 or appealed to Step 2, the file will be sent to the District Representative. Local stewards will be held accountable for any grievance filed in their office.

Local Steward Elections: NRLCA Constitution Article IX, section 7.B.1 states, in part, *"where a local steward is in place, any member may call for an election in the month of July of every fourth year. An election may also be called for any time that the position is vacant or when two-thirds of the members submit a petition to the District Representative for approval."*

Members must be notified by placing a notice of an election. This is usually on the rural carrier bulletin board. This notice

must be hanging for a minimum of 15 days with the date and time of the election along with the names of the carriers who are running for the position. **Only NRLCA Union members may vote.** Upon completion of the election, the paperwork is filled out along with the ballots are sent to the District Representative. **The elected steward will have no authority until he/she has completed and successfully passed the training course.**

Training consists of a two-day training compensated by the NRLCA which has currently been modified due to the pandemic. The first day will be a self-study course day in which the elected steward will spend a paid day at home reading the material. The second day the elected steward will meet in person at a location. This day will consist of a review of the course material, taking the certification test, practicing some simple grievances, going over the NRLCA policies, etc. CDC guidelines will be followed. Some of the duties for the local stewards include:

- *Support and assist all rural craft employees in the office
- *Encourage membership in the NRLCA
- *Have labor/management meetings
- *Attend district and state meetings to become well informed
- *Respond to inquiries from the craft as well as management
- *Maintain the rural craft bulletin board
- *Handle of grievances with due diligence
- *Attend the yearly mandatory training
- *Uphold the National Agreement.

While in the performance of steward duties, regular carriers that have accumulated 8 hours will then receive a paid day off. Leave replacements performing steward duties are paid on a utility (green) card.

The further you go in the steward system; the more time is involved. As a District Representative or Assistant District Representative, it becomes very hard to find a balance between work life and personal life, not to mention the stress of the job. Recently two area stewards stepped down for various reasons. Long time Northern Ohio Area Steward Tana Humphrey, is stepping down as she is close to retirement, and Ohio Valley Area Steward Terri Clemens is stepping down due to health concerns. Both stewards will be greatly missed, and I thank them for their years of service and dedication to the betterment of the rural craft. I wish them much happiness and great health in their future endeavors.

Your Union Sister,

Cathy Funderburgh



OHIO NRLCA STEWARD DIRECTORIES

(July 2020)



Ohio Valley District Steward Directory

District Representative Catherine Funderburgh

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

Fax: (937) 528-2297

E-mail: Catherine.Funderburgh@nrlca.org

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

Assistant District Representative Misty Gamerdinger

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

E-mail: Misty.Gamerdinger@nrlca.org

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

Assistant District Representative Philip Burnside

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

E-mail: Philip.Burnside@nrlca.org

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

Assistant District Representative Jimmy Julian

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

E-mail: James.Julian@nrlca.org

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

Assistant District Representative Lori Todd

Phone: (234) 284-5233

E-mail: Lori.Todd@nrlca.org

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

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

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

Northern Ohio District Steward Directory

District Representative Catherine Funderburgh

Associated with Zip Codes: 440; 441; 448; 449

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

Fax: (937) 528-2297

E-mail: Catherine.Funderburgh@nrlca.org

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

Assistant District Representative 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

Assistant District Representative Jimmy Julian

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

E-mail: James.Julian@nrlca.org

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

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

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

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

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

I REQUEST UNION REPRESENTATION

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

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

THE STATEMENT ABOVE COULD SAVE YOUR JOB!

PLEASE USE THE DIRECTORY NUMBERS LISTED.

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

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Richard Holley
Retired Member

Richard H. Holley, age 90, passed away at Blossom Hill Care Center on Saturday, April 11, 2020. He was born in Windsor Township

Richard received a Bachelor of Science degree in Dairy Science from The Ohio State University in 1951. He was married to Sharon (Harpest) Holley in June of 1961. He was employed by the United States Postal Service as a rural mail carrier while also farming. Richard was a member of Windsor United Methodist Church, Hartsgrove and

Triandria Masonic Lodges, Promise Keepers, Windsor Historical Society, founding member of Windsor Fire Department and served as a past Windsor Township Trustee. Those who knew Richard best will always remember him as being devoted to his faith and family, a lifelong Ohio State Buckeyes Football fan, and an expert vegetable gardener.



Pamela Cycyk
Retired Member

Pamela J. Cycyk, 70, passed away unexpectedly at her home on April 20, 2020.

She was born in Geneva on July 21, 1949 the daughter of George and Thelma (Fortney) Berg.

Pamela was a graduate of the Madison High School Class of 1967. She worked for the US Postal Service for 27 years until her retirement in 2012. On May 19, 1995 she married Stephen Cycyk, her loving and devoted husband of almost 25 years.

Pam was an avid Pittsburgh Steelers fan; she enjoyed reading, crossword and word search puzzles, as well as matching murder mystery shows on TV. She loved volunteering her time if it meant helping others in need- from baking cupcakes for nursing home residents to cooking meals for veterans; she was always eager to help. Her true source of happiness came from the love she gave and received from her family. She was a very proud, loving and caring wife, mother, grandmother, sister and aunt.



Jean Farver
Retired Member

Opal Jean Farver, age 78, of Holmesville, Ohio passed away Tuesday May 26th, 2020 at LifeCare Hospice, Wooster, Ohio.

Opal was born December 10, 1941 in Beatrice, West Virginia and was the daughter of Charles Orlan and Mary Florinda (Nottingham) Parks. On March 15th, 1964 she married David Farver and he preceded her in death on September 25th, 2018. Opal was a rural letter carrier for 17 years and enjoyed attending Postal Conventions. She loved working jigsaw puzzles, crocheting and embroidery, watching hummingbirds and was an avid reader.



Dominic Crooks
State Editor

State Editor's Annual Report (Condensed)

Thank you for a fourth year as your State Editor. Your publication expense report is below. Keep reading your contract, constitution, and publications for union success!

In your service,
Dominic Crooks

Ohio Rural Carrier Publication Expense Report 2019-2020

Issue	Pages in Issue	Data Processing	Lettershop Cost	Printing Cost	Taxes	Postage	Issue Total Cost
Post-Convention	24	\$110.59	\$258.83	\$4,158.00	\$300.96	\$1,479.68	\$6,308.06
Fall	20	\$109.49	\$268.71	\$3,610.00	\$269.67	\$1,494.51	\$5,752.38
Dec/Jan	36	\$114.39	\$268.31	\$4,747.00	\$352.45	\$1,587.06	\$7,069.21
Spring	20	\$109.65	\$269.29	\$3,648.00	\$272.43	\$1,559.12	\$5,858.49
Pre-Convention	24	\$108.13	\$249.81	\$3,800.00	\$283.34	\$1,505.08	\$5,946.36
Totals	124	\$552.25	\$1,314.95	\$19,963.00	\$1,478.85	\$7,625.45	\$30,934.50



Minette Hess
Regular Member

Minette Y. Hess, age 50, of Bladensburg, Ohio passed away on Tuesday, May 12, 2020, at the Licking Memorial Hospital.

She was born on November 14, 1969 in Hamilton, Ohio to Bonnie Vernon. Minette graduated from Mount Vernon High School in 1988. She spent the next few years being a homemaker and raising her children. Minette was employed at the Mount Vernon Post Office for over 18 years.

She enjoyed softball, bowling, golfing, and going around watching dirt track racing wherever she could.



Faye Mendenhall
Retired Member

Alice Faye Mendenhall, 68 years, of Peebles, passed away on Friday, July 10, 2020, at the Adams County Regional Medical Center.

Faye was born in Peebles, on December 30, 1951, the daughter of the late Thomas G. and Irene (Robinson) Mendenhall.

Faye was retired from her work as a rural mail carrier for the United States Postal Service. She was a member of the Peebles Church of Christ in Christian Union.



Sandy Schwartz
Auxiliary President

Ohio Auxiliary News

Greetings!

Hopefully, this newsletter finds you healthy and without cabin fever from this long time of isolating and mask-wearing! This surely has been an unusual year and one for all of us to remember!

Happy Birthday, NRLCA Auxiliary - celebrating 95 years! Mrs. Roy (Clarence) Tricker and 77 other ladies organized the NRLCA Auxiliary on September 10, 1924, in St. Paul Minnesota. The purpose of the Auxiliary as stated in our Constitution is:

- to unite fraternally its members
- to help create a greater interest in rural mail service and Association work
- to cooperate with the National Rural Letter Carriers' Association to seek beneficial legislation

As an Ohio Auxiliary, we are here to help YOU in any way we can. Our national "Program of Cooperation", continued this year, will again be supporting the Postal Employees' Relief Fund (PERF). Flooding, hurricanes, tornadoes, fires, and earthquakes have left many in our country in need of help.

The OHRLCA, Auxiliary, and Junior Auxiliary are a family and in turn, we are members of a larger family, the United States Postal Service. It seems fitting that we, as an Auxiliary, offer support to those in our postal family who have been the victims of these disasters. PERF is committed to helping postal families rebuild their lives. We greatly appreciate your monetary donations last year for this worthy cause. We will continue to accept donations this year at district and state meetings. These donations will help YOU if needed. We will also have a pin to sell this year. People that collect yearly pins asked to have one for this project. The pins will sell for \$10 each and is a combination of the PERF logo (clasped hands forming a heart) and a rural mailbox.

We would love to have you join us at our Auxiliary meetings. Don't forget to have your children or grandchildren (ages 6 to 21) join us for our Juniors program too!

Sandy Schwartz
Ohio Auxiliary President

OHRLCA 2019-2020 AUXILIARY BOARD

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UPCOMING EVENTS

August 11-14, 2020
Event Has Been Cancelled
 NRLCA National Convention
 Spokane, Washington

Fall Booster Meeting
 To Be Announced

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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 IS ON THIS PAGE

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