



The Ohio Rural Letter Carriers' Association Official Publication

OHIO RURAL LETTER CARRIER

Association Year 2021-2022 - Issue Number 4

OHRLCA 2022 STATE CONVENTION

FREE LUNCH

LUNCH REGISTRATION MUST BE RECEIVED BY
MAY 15, 2022

**FREE TO PRE-REGISTERED MEMBERS
AND AUXILIARY MEMBERS**

SUBMIT THE **FREE LUNCH** COUPON ON PAGE 15 TO:

Janna Hirschfeld
00577 Southland Road
New Bremen, Ohio 45869

BANQUET

BANQUET REGISTRATION MUST BE RECEIVED BY
MAY 15, 2022

JUNE 13, 2022 BUFFET MEAL

**BUFFET INCLUDES GRILLED CHICKEN, APPLE BRINED
PORK, BEEF BRISKET, SALAD, SOUP, ROSEMARY
POTATOES, GREEN BEANS, AND ASSORTED PIES**

SUBMIT THE **BANQUET** COUPON ON PAGE 15
AND \$20 PER PERSON TO:

Janna Hirschfeld
00577 Southland Road
New Bremen, Ohio 45869



OHRLCA 2022 STATE CONVENTION

PAC Reverse Raffle

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

**MAKE CHECKS
PAYABLE TO
NRLCA PAC**

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

Brittany Levensky
3405 Leiby Osborne Rd
Southington, Ohio 44470

Your Name: _____

Your Address: _____

Your Phone Number: _____

Amount Enclosed: _____

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

Saturday Night Reception
with hors d'oeuvres,
cash bar, and games with
proceeds going to PAC

PAC Reverse Raffle Prizes

Prizes include a Ring Doorbell, Apple iWatch, Alexia Show, Ninja Blender, Samsung 55" Television, Professional Mixer, and more to come!

Drawing to be held June 15, 2022



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WORSHIP CORNER



Danger in Today's Headlines

Greetings, brother and sister rural carriers!

Rita Beedy
State Chaplain

Well, you proved once again that we are a rare breed. You. Got. The. Job. Done. With the weather, combined with getting stuck in the snow, parcel overabundance, sickness, etc., you did it!

The 2021 Holiday season is over, and you made it through! I know it is still rough in some places and circumstances, but we are a mighty force and very capable of facing it! I am so proud of you!

Now, we look forward to spring. Amen! What a blessed time of year! There is new life in green grass, spring blooms, baby animals in the fields, allergies (no season is perfect), warmer weather, and snow begone! I have seen crocus growing and blooming under snow. That is encouraging



Gone is the snowplow. Back is the farm plow. I enjoy the smell of working the earth, but not so much the manure spreading. Be on the lookout for them and be safe. Time to be planning the family garden! My grandma always said to get the peas in the ground by Saint Patrick's Day.

I know a carrier who would complete their route, go home, work in their garden, and share from it. Her flower beds are beautiful! She baked pies for her favorite customers too! She even managed to go on hikes with her son. Whew! That carrier has since retired. She is now busier than ever doing fun retirement things like trips and such. She must have enjoyed the yard work since she could get that much done! She is my hero.

I am praying that 2022 will be a much better year. God willing, we'll be able to have face-to-face district meetings and state and national conventions! I am so excited to see everybody! One of the best things I have done was join the rural carrier family. That is what all of you are to me; family. Hang in there, take care, and know that I am praying for you, and you are loved!

See you soon!
Rita Beedy
State Chaplain



Official Notice of Annual Meeting

**2022 Annual State Convention
June 12th through 14th, 2022**

**Holiday Inn Fairborn
2800 Presidential Dr
Fairborn, Ohio 45324**

Sunday, June 12th: Registration; Opening Session; National Officers Address; State Officer Reports; Nominations of State Officers (Nominations remain open till election on Tuesday Afternoon). Office vacancies include President, Vice President, Secretary-Treasurer, 3 Committeeman positions (4-year, 3-year, and 2-year terms), and any Committeeman position that may become vacant at the Convention. Appointed positions will be state editor, state chaplain, and PAC Chair/Co-Chair.

Monday, June 13th: Last day to file Delegate Credentials by 4:30 PM. Report of the National Delegate Election Committee; Banquet in the evening; PAC Reverse Raffle valuable items; Report of Time and Place Committee; Selection of 2024 Convention city; Report of Law and Resolution Committees.

Tuesday, June 14th: Election of State Officers; Unfinished Business

Only the duly elected state delegates from each District Organization may vote for the candidate for office.

Per Article 6, section 3 of the OHRLCA Constitution, duly elected District Delegates will receive \$100 per business session of the OHRLCA State Convention they attend from June 12 – 14, 2022.



**Mark Funderburgh
President**

Ready to Meet Again

The winter weather had some frightful moments which I (fortunately) no longer have to work in it because I'm now retired. I enjoy retirement so much that I have no idea how I ever had time to work! I love it, and I know you will too!

On a more serious note, I want to caution everyone on this:

There is a gap period between your retirement date and the date you begin collecting your retirement payments calculated by OPM. You should plan to set money aside to endure this gap period so your bills will not go unpaid and your stomach will not be empty. I was prepared for this period and was fine. I have heard stories from others who weren't prepared and quickly regretted their choices.

The State Convention will be in Fairborn this June. I will be appointing members to convention committees and assigning rooms for their meetings. I'm also completing the meeting agenda. These tasks must be completed well in advance to give everyone ample time to plan for the convention. If you plan to attend, be sure to get your rooms early. Visit the state website, OHRLCA.org, and book your room today!

Eighty rooms were sequestered for our convention when your State Board booked this hotel. When we toured the hotel at the last board meeting, the hotel staff informed us that no additional vacancies were available for Saturday or Sunday. Another hotel right beside the convention site became our solution for any overflow.

With the winter weather mostly behind us, we must plan for district meetings, the Mid-States conference, and our State convention. Plan on attending these if you can. These are all informative meetings covering several topics relevant to your career and beyond. Also, there may be a Steward in attendance (in person or via Zoom) to answer your contractual questions.

Hopefully, everyone attended the Zoom meeting concerning the tentative contract, had your questions answered, and were ready to cast your ballots. NRLCA.org has answers to many member questions regarding RRECS and the tentative agreement posted to review at your convenience.

Regardless of your position on the tentative agreement, I encourage you to exercise your right by being a member and voicing your opinion.

Time for another cup of coffee, so with that, I hope to see everyone at the district meetings or State convention.

God bless this State, this Union, and this Country!

Mark Funderburgh

President



Timothy Barker
Vice-President

One Step Closer to Postal Reform

On February 8th, the House of Representatives passed H.R. 3076 with 342 yea's to 92 no's. On March 8th, the Senate also overwhelmingly passed this legislation with 79 yea's to 19 no's.

The NRLCA has supported this resolution because it rescinds the retirement pre-funding mandate that has haunted the Postal Service since 2006, preserves our 6-day delivery service, and places us into Medicare.

Please call the capitol switchboard at (202) 224-3121 and thank our congressmen for a job well done!

Tim Barker
Vice-President



Penny Koren
Secretary-Treasurer

Membership Analysis Report

MEMBERSHIP

As of February 8, 2022, the Membership Analysis, prepared by the National Office, has Ohio's total membership as 4,346. Ohio has experienced a decrease of 102 members within the past year. RCAs leaving the craft to become City Carriers and newly hired RCAs not becoming members have contributed to this decrease.

Currently, Ohio has 834 non-members. Our total number of non-members has decreased by 136 compared to this time last year. Thank You to all who have recruited a non-member. If you know of a non-member, recruit them to become an NRLCA member. The NRLCA offers an incentive to recruit non-members.

OHRLCA STATE CONVENTION

The convention will be June 12-14, 2022, at the Holiday Inn Fairborn, located at 2800 Presidential Dr, Fairborn, Ohio

45324. Reservation information is in this issue. If you are planning to attend, please register to receive meals. Your registration form is also in this issue.

DELEGATE TO THE STATE CONVENTION

Would you like to be a delegate to the state convention? To become a delegate, you must have your name nominated during your District Meeting to be a delegate to the OHRLCA State Convention. There will be an election during each meeting to determine delegacy. If you cannot attend your District Meeting, you may send a dated, signed request to the District Secretary requesting your nomination as an OHRLCA State Convention Delegate. Elected delegates will receive credentials to present at registration at the convention.

DISTRICT MEETINGS

The OHRLCA Districts will begin holding their 2022 Spring Meeting in March and April. A list of the District Meetings is published in this paper and on ohrlca.org.

OWCP OR LWOP NEGATIVE AFFECTS!

If you are not receiving a check from the USPS, your life insurance may lapse because of nonpayment. Contact Human Resources on this issue. Also, if you are on Workers Compensation, your dues payments are not deducted from your check. If your dues stand unpaid, you are not a member in good standing. A member in good standing is a member who has made payment of dues and has not voluntarily withdrawn or been expelled or suspended by the Association. Only members in good standing may have Rural Carrier Insurance Programs or be nominated and elected as delegates to the State or National convention. If you are on OWCP or LWOP, ensure that your union membership remains current. Contact NRLCA Membership at (703) 684-5545.

NATIONAL CONVENTION

September 6-9, 2022

Rosen Shingle Creek Hotel

9939 Universal Blvd., Orlando, Florida 32819.

A future issue of the National Rural Letter Carrier Magazine will include Convention details and hotel information.

NATIONAL DELEGATE NOMINATING BALLOT

The National Magazine December through April issues includes the nominating ballot for delegates 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 and mail it to NRLCA Delegate Nominations, PO Box 107, Dellroy OH 44620-0107. All National Convention Nominating Ballots must be received by US Mail, in PO Box 107, Dellroy OH 44620-0107, no later than April 19, 2022. The

OHRLCA will send the nominee a confirmation notice upon receiving the nominating ballot. IF THE NOMINEE DOES NOT RECEIVE A CONFIRMATION NOTICE, PLEASE CONTACT – OHRLCA Secretary-Treasurer Koren at 330-735-2727.

NATIONAL DELEGATE BALLOT NAME PLACEMENT DRAWING

Two members of the Election Committee will randomly draw the nominee names and place them on the ballot in the order which they draw. The ballot draw will be on April 20, 2022, at 7:00 P.M. at 104 Clay Rd SW, Dellroy, OH 44620. This event is open to all members. You will receive a ballot to elect delegates to the National Convention in the middle of May 2022. If you do not receive a voting ballot, contact OHRLCA Secretary-Treasurer Koren at 330-735- 2727.

MID-STATES CONFERENCE

May 6-8, 2022
Council Bluffs, Iowa

CORRECT CONTACT INFORMATION

Our member contact information is in the NRLCA database. To receive all the mailing from the State and National Rural Letter Carriers' Association, verify your address is correct. If you move, PLEASE send a change of address to OHRLCA Secretary-Treasurer, 104 Clay Rd. SW, Dellroy, Ohio 44620-9757.

Have you ever heard someone say, "I wish you enough"? Do you know what they are wishing you?

They are wishing you enough sun to keep your attitude bright no matter how gray the day may appear, enough rain to appreciate the sun even more, and enough happiness to keep your spirit alive and everlasting.

They are wishing you enough pain so that even the smallest joys in life may appear even bigger.

They are wishing you enough gains to satisfy your wantings, and enough loss to appreciate all that you possess.

They are wishing you enough "hello's" to get you through the final goodbye.

I wish all of you enough!

Your Secretary/Treasurer

Denny Koren



Carla Dedden
Executive
Committeeman

Focus on Leave Replacement Carriers

Relief Carrier Appreciation week was February 5-11. This article focuses on our Union's relief carriers.

Ohio's relief carrier dedication (and relief carriers nationwide) has been amazing, especially during this past holiday delivery season.

Loveland Post Office has 23 regular rural routes and one auxiliary route. These routes have been serviced professionally and proudly by Loveland's eight leave replacements. After my 29 years with the USPS (4 1/2 of those years as an RCA), the RCAs at the Loveland Post Office have earned my respect. These employees had been plowing through 60-hour workweeks and have continued working long weeks. In Ohio, and throughout our wonderful country, members of the rural craft ensured the USPS had yet another successful holiday delivery season.

Complete the Rural Carrier Request for Leave Replacement form on page 9 of this publication if you want a leave replacement assigned to your route. Have a manager sign, date, and round date the form. Be sure to get a copy of the form once management does these things to prove you made the request, if necessary. Please contact to your assigned union representative for information on requesting a leave replacement for your route.

A privilege of being a State Board Executive Committeeman is attending RCA orientations to inform new relief carriers about the benefits of union membership. I did inform new employees of the benefits the National Board negotiated for RCAs in the recently tentative agreement between the USPS and the NRLCA. If the tentative agreement is adopted, these long-awaited benefits will help secure RCAs to remain with the USPS and make a career with the USPS.

Thanks to all Rural Carriers for their continuously dedicated work. Our Union is only as strong as the members. See you at our upcoming Union meetings.

Carla Dedden
Executive Committeeman

RURAL CARRIER REQUEST FOR LEAVE REPLACEMENT

POST OFFICE_____

RURAL CARRIER_____

ROUTE NUMBER_____

DATE_____

TO:_____ (POSTMASTER OR MGR)

As per Article 30, Section 2.A.2 of the National Agreement, I hereby request that a leave replacement be assigned to my route as soon as possible. I expect this assignment to occur within the 120 day period set forth in the Analysis of the National Agreement.

Rural Carrier

Received by_____ Date_____



Round-Date Here



Michael Aitchison
Executive
Committeeman

Back to Business

As I was preparing to leave to attend the State Board Meeting of the Ohio Rural Letter Carriers Association, I detected a sense of excitement in the air. It had been a while since we have had a regular scheduled working Board Meeting, and the creative juices were starting to flow.

Create, Discuss, Maybe Argue, Then Reconcile...

When considering this in retrospect, certain things occur to me. Most striking is the realization of how important it is for us to get together in person. Being face-to-face gives us a more efficient and effective way to create, then discuss, maybe argue, then reconcile concerns, and, more importantly, new ideas!

Not only is it imperative for the Board to meet face to face, but the membership as well. It appears to me that the isolationism of the past two-plus years has had a deleterious effect on the Union. It has prevented us from coming together as one to create, discuss, maybe argue and then reconcile.

Our Fall Booster/Conference was a positive step forward in bringing our Union back to the place where it can be most efficient and effective at the state level. I am looking forward to the upcoming season of District meetings which should maintain this process.

Ours is not a work-from-home type of responsibility. As rural carriers, we were out there on the front-line day after day providing the services of the United States Postal Service, and with the minimal (if any) recognition at all from the powers that be, I might add! Thank the good Lord above for those individual customers that recognized and appreciated our hard work in "less than normal" circumstances.

And being a Union is not a work-from-home type of responsibility. Trying to accomplish the things that need completed as a Union cannot be done on the phone or in Zoom meetings to the same degree as in person. While having a contract ratification meeting via zoom may be efficient and even cost-effective, it is not people-effective.

There is a big difference between being a spectator versus being an involved and recognized participant. We have all received a copy of the tentative contract and have received the opportunity to watch the Zoom meeting presented by the National Board. Now is the time to be creative, discuss, maybe argue, then reconcile this issue with your friends, family, and most of all, your fellow carriers. Inspiration can strike from anywhere! Time and time again, it has been proven that two heads are better than one!

It was good to see the 130+ members of the 4000+ in the state view the zoom ratification meeting held for our benefit concerning the ratification of the new contract we may all be working under shortly. Since the National Board negotiated this proposal and chose to put it forth to the body for a vote, it is presumed that they approve and support it. A ratification meeting is meant to put forth the facts concerning the proposal, not to be used as a bully pulpit to convince the body to vote for it. Let the facts speak for themselves!

One Man = One Vote

The delegated body has fought long and hard to enjoy the right of "one man, one vote". If each member votes for what is independently right for themselves, the decision carried by the majority of individual voters is reflected as what is best for the whole union.

The notion of "one man, one vote" is to think and vote independently, even if our position opposes that of our closest comrades. We shouldn't vote the way someone tells us to vote because that is their opinion of what is "best for the Union"! When these members are swayed by other than a personal and sincere investigation, we end up working under conditions agreed upon through hearsay, not necessarily what was truly "best for the Union!"

Now is the time for all good Union members to come together to start bringing this Union back to the place it needs to be for the betterment of all! Attend your District meeting. Invite someone who has not been to a union meeting in a while to accompany you!

Consider running for a union office! Become a delegate to the State Convention. Volunteer to work on a committee at the State Convention! Be active! Be involved!

In your service,

Michael D. Aitchison
Executive Committeeman



Janna Hirschfeld
Executive
Committeeman

Working Your Way to Retirement

Hear ye! Hear ye! One and all!

If your employment with the United States Postal Service began after 1989, please read this article!

Under FERS retirement, three segments contribute to your retirement income: Thrift Savings

account (TSP) savings, Social Security, and the pension provided by the Postal Service.

The TSP is from amounts you (hopefully) set aside throughout your career. A variety of plans are available to invest this money, help it multiply, and provide a good return for you.

Social Security is an amount calculated on your earnings over several years of work.

The pension portion calculates the earnings of the highest consecutive 36 months of pay your creditable service years to determine your pension. Your creditable service years are the focal factor for this portion of your retirement benefits.

Are you a new employee (RCA) with plans for a career with the Postal Service in the future? Are you a seasoned regular carrier nearing retirement and would like to glean as much as possible in your pension payments? Do you work any years as a relief carrier that you would like counted as a creditable service period towards retirement? Now is the time to act! H.R.4268, The Federal Retirement Fairness Act of 2021, is still alive!

This bill would allow a Federal career employee to "buy back" their time served in a Federal, non-career position and convert it to creditable service time towards retirement. Carriers with many years as relief carriers

Before 1989, relief carriers could buy their time toward retirement once they attained regular carrier status. Currently, there are 31 cosponsors for the bill. One of them is from Ohio! Please take time from your day and contact your representative TODAY and urge them to support this legislation. There is a form letter on the NRLCA website that you can use and personalize if it would be easier for you. Go to www.nrlca.org/Content/RecentArticles and look under the retirement section of the page to download this form letter.

Please do not let this opportunity for capitalizing on your time served to fall by the wayside. Act today, right now!

Janna Hirschfeld
Executive Committeeman

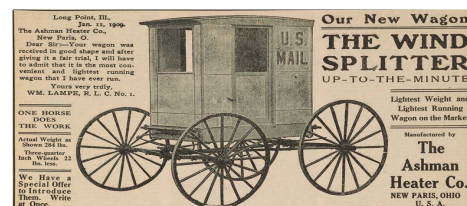


Lisa Heaton
Executive
Committeeman

Interesting Rural Carrier Facts

Rural free delivery began in West Virginia in 1896. By 1904, it had expanded to 24,566 rural routes. Wagon manufacturers knew rural carriers required reliable transportation and rushed to design and develop the rural mail wagon. Two of the first rural mail wagon manufacturers were from

Ohio; the O. Armleder Company from Cincinnati and The Ashman Heater Company out of New Paris. Ashman Heater also produced heaters to put in the mail wagon. The Rural Free Delivery News advertised these wagons in their publication.



Have you visited stamp cave? The Stamp Fulfillment Service facility in Kansas City, Missouri, is 150 feet underground within a limestone mine. This underground industrial park provides perfect conditions for storing postage stamps.



Phillipsburg, Kansas, has the longest route in our nation, with 185.5 miles over 228 boxes. Meanwhile, Parker, Colorado, is reciprocal in length, with 2.3 miles over 869 boxes.

The JW Westcott is a 45-foot contract mail boat with a dedicated ZIP code; 48222. It is located in Detroit and delivers to ships on the Detroit River. Dock-to-dock delivery also happens on the Magnolia River in Alabama on a route with 176 dock-side mailboxes spanning over 31 miles of river.



Mule trains carry the mail on one route in Arizona. These mules travel a 9-mile path to people of the Havasupai tribe, who reside at the bottom of the Grand Canyon. It takes three hours to reach the bottom of the canyon and five hours to return to the top.



The first post office was in Richard Fairbanks Tavern in Boston, Massachusetts.

Mail carriers used to deliver mail twice daily until the discontinuation of this service in 1950.

Congress authorized postage stamps in 1847. The first issue went on sale on July 1st.

The 5-cent postage stamp used for mail traveling less than 300 miles had an image of Ben Franklin. The 10-cent postage stamp used for mail traveling 300 to 3000 miles pictured George Washington.

Lisa Heaton

Executive Committeeman

Pieces of Information in this article are sourced from the Smithsonian Institute and Mentalfloss.com.



**Bonnie Ann
(Overstake) Crago
Retired Member**

Bonnie Ann Overstake Crago, age 79, of Hillsboro, Ohio, passed away on Wednesday night, December 22, 2021, at the Salyer Home in Hillsboro.

She was born May 30, 1942, in Dayton, Ohio, daughter of Noah Delmar Overstake and Emma Clara (Brown) Overstake.

Bonnie was a graduate of Whiteoak High School class of 1960 and retired from the Hillsboro

Post office after 20 years of dedicated service as a mail carrier. She loved to do genealogy and spend time with her family.



**Randall Taylor
Retired Member**

Randall Taylor, 78, of Columbiana, passed away on January 4, 2022, at Hospice House after a long and courageous battle with several illnesses.

He was born on April 6, 1943, to William and Edith Charleton Taylor in Greenford.

On October 17, 1963, Randall married the love of his life, Ellen VanHorn Taylor.

Randall was in the Air Force for four years and served during the Vietnam War. He was also one of the founders of the Columbiana Church of Christ which he faithfully attended until his death. One of his passions, after he retired from over 30 years of working for the United States Postal Service, was dedicating his time to NOCYC (Northeastern Ohio Christian Youth Camp).

Randall was known for being a strong, hard worker and someone who would be there to help you no matter what. He also was known for being the BEST papa, dad, and husband.

OHRLCA CONSTITUTION CHANGE

The following Constitution to be presented at the 2022 Annual Convention of the Ohio Rural Letter Carriers' Association for consideration and appropriate action.

The following procedures are suggested for effectively presenting state-adopted Constitution Changes:

- 1) Place only one Constitution per sheet.
- 2) Present in Word document format.
- 3) Formatting instructions:
 - (a) Font - Times New Roman; Font Size - 11
 - (b) New Language **BOLD**; Omitted Language ~~Strike Through~~
 - (c) Article _____ Section _____ Paragraph _____

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

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF / REASON FOR CHANGE:

Signature _____
District Secretary / Union Member

RESOLUTION

CHECK APPROPRIATE BOX

☐ **BINDING**

☐ **NON-BINDING**

The following Resolution was adopted at the 2022 Annual Convention of the Ohio Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2022 National Convention in Orlando, FL for consideration and appropriate action.

ISSUES

Check one:

☐ AUTOMATION

☐ BENEFITS

☐ EMA

☐ GRIEVANCE PROCEDURES

☐ LEAVE REPLACEMENTS

☐ MAILCOUNT

☐ RELIEF DAY

☐ RETIREMENT

☐ SALARY

☐ TIME STANDARDS

☐ VEHICLE

☐ WORK RULES

☐ OTHER

☐ 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 / Member

Auditing

Robert Chapman (Chair) ...	2
Pat Arnold	1
Sandra Laramée	6
Joyce Bower	9
Shirley Ortiz	2

Color Guard

Phil Burnside	10
Kim Dakin	12
Chris McCoy (Alternate)	

Credentials

Elaine Ferguson (Chair)	2
Beci Morris	10
Tuwanna Aitchison	10

Registration

Helen Cline (Chair)	6
Darlene Stewart	8
Carla Daniels	7

Law & Constitution

Barb Pitts (Chair)	2
Terri Clemens	4
Teresa Slaughter	6
Fred Schmitts	9
Jody Schuler	3

Hospitality

Joyce Bower (Chair)	9
Deb Towers	14
Michelle Lewallen	9
Lisa Wymer	13
Pamela Frey	13

Election

Patsy Anderson (Chair)	3
Roberta Shields	10
Kelly Hoffee	8
Gloria Bethel	3
Evelyn Schwieterman	10
Joni Schonauer	3
Roger Herbster	1
Dan Robinson	7

Media

Dominic Crooks	12
Krystal Spahr	12

Parliamentarian

Thomas Demeritt	
-----------------	--

Sergeant at Arms

Norm Humphrey (Chair) .	10
Joe Butcher	5
Ron Ellis` Jr	5

Resolutions

Susan Minnick (Chair)	7
Nathan Acker	10
Patsy Hickel	6
Peggy Ferneding	12
Ron Ellis Jr	5

Tellers #1

Mary Conti (Chair)	2
Rick Troxel	10
Ramona Ackerman	4
Donna Hawkins	10
Brenda Klotz	9

Tellers #2

Diane Cox (Chair)	10
Shannon Guess	2
Rita Beedy	10
Tara Dougherty	9
John Thomas	5

Tellers #3

Deb Towers (Chair)	14
Lee Tipple	5
Randy Childers	8
Daryl Metzger	12
Darlene Stewart	8

Tellers #4

Barb Perkins (Chair)	8
Autumn Kramer	7
Laura Bailey	8
Ramonna Ackerman	4
Amy Stanton	6

2022 Convention City Area 5 (Districts 9, 13, & 14)

Joyce Bower (Chair)	9
Deb Towers	14
Lisa Wymer	13
Sandra King	13
Fred Schmitts	9

2023 Convention City Area 1 (Districts 1, 2, & 8)

Barb Perkins (Chair)	8
Darlene Stewart	8
Matt Burke	1
Barb Pitts	2
Mary Conti	2

2024 Convention City Area 2 (Districts 3, 4, & 6)

Terri Clemens (Chair)	4
Helen Cline	4
Joni Schonauer	3
Amy Stanton	6
Jody Schuler	3

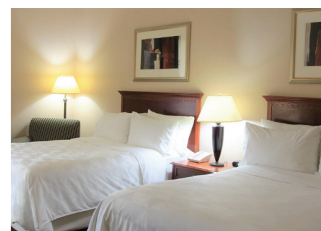
2022 Annual State Convention



Holiday Inn Fairborn
2800 Presidential Dr, Fairborn, Ohio 45324
(877) 666-3243 - Group Code ORC

**\$129 for king or double queen
standard size rooms**

**Call the number above or visit
www.ohrlca.org, click the
2022 State Convention link, and
reserve your room today!**



The Ohio Rural Letter Carriers' 118th Annual State Convention Agenda

FRIDAY, JUNE 10, 2022

11:00 A.M. - 8:00 P.M. OHRLCA Board Meeting... Glenn Boardroom

SATURDAY, JUNE 11, 2022

8:30 A.M. to 11:00 A.M. - OHRLCA Board Meeting...Glenn Boardroom

10:00 A.M. - Election Committee Chair and State Officer Meet to
Pick Up Ballots from the Fairborn Post Office

11:00 A.M. - Election Committee Meeting Columbia Boardroom

11:00 A.M. - Auxiliary Meeting Private Dining Room

1: 00 P.M. - Law & Constitution Meeting Armstrong Room

1:00 P.M. - Resolutions Committee Kitty Hawk Room

2:30 P.M. - Auditing Committee Meeting Sec/Treas. Hotel Room

6:00 P.M. to 10:00 P.M. - Meet and Greet

7:00 P.M. - Corn Hole Tournament

SUNDAY, JUNE 12, 2022

9:00 A.M. to 5:00 P.M. - RegistrationBallroom

9:00 A.M. to 9:45 A.M. - Worship Service Rita Beedy

10:00 A.M. - Opening Joint SessionBallroom

Call to Order Presiding Officer Janna Hirschfeld

Advancement of the Colors (Please Stand) Color Guard

Pledge of Allegiance & National Anthem (Remain Standing)

Invocation Rita Beedy

Welcome - 2022 Time & Place Committee Joyce Bower (Chair)

Welcome - Holiday InnDawn Mader

Auxiliary Response Vice-President Paul Ortiz

Association Response Vice-President Tim Barker

Introductions Auxiliary President Sandy Schwartz

Remarks National Auxiliary

OHRLCA Juniors President

Presentation of Gavel Presiding Officer Janna Hirschfeld

Introduction of Association OfficersPresident Mark Funderburgh

Recognition of Past National Officers

Recognition of Past Association Officers

NRLCA Insurance MarketplaceLinda Foran

APCU Remarks Chief Marketing Officer

Remarks NRLCA Executive Committeeman

Report on Juniors Junior Sponsor

Musical PresentationPresident Mark Funderburgh

Announcements/Recess/Auxiliary

(Juniors Are Excused Until Monday Memorial Service)

12:00 -1:00 P.M. Lunch

1:15 P.M. to 5:00 P.M. – Association Business ResumesBallroom

Reading of Convention RulesSecretary/Treasurer Penny Koren

Partial Report of Credentials Committee Elaine Ferguson (Chair)

State Officers Reports

Ohio Rural Letter Carrier Editor Dominic Crooks

Provident GuildCommitteeman Janna Hirschfeld

National GeneralCommitteeman Lisa Heaton

PAC Co-Chairs Diana Garner/Brittany Levenski

NARFE Joseph Cinadr

Ohio District Representative ReportDR Cathy Funderburgh

Law & Constitution Committee Barb Pitts (Chair)

Resolutions Committee Susan Minnick (Chair)

2023 Time and Place CommitteeBarb Perkins (Chair)

2024 Time and Place CommitteeTerri Clemens (Chair)

State Officer Nominations

First Time Recognition & Other Announcements

5:10 P.M. - Mentor Class for First TimersBallroom

5:00 P.M. to 5:30 P.M. - Retired Carriers MeetingBallroom

5:30 P.M. to 6:00 P.M. - Veterans Club MeetingBallroom

7:00 P.M. - Tellers 1 & 2 Committee Private Dining Room

MONDAY, JUNE 13, 2022

8:00 A.M. to 5:00 P.M. Registration

8:30 A.M. to 8:50 A.M. - Memorial Service Ballroom

Auxiliary Vice-President Paul Ortiz

9:00 A.M. - Association Session Ballroom

Call to OrderPresident Mark Funderburgh

Devotions Rita Beedy

Address NRLCA

Announcements & Recess

12:00 A.M. to 1:00 P.M. - Lunch

1:15 P.M. - Association Session Resumes

Partial Reading of Credentials Elaine Ferguson (Chair)

Financial ReportSecretary/Treasurer Penny Koren

Report of Auditing Committee Pat Arnold (Chair)

Report of Election Committee Patsy Anderson (Chair)

Report of Member of the Year Janna Hirschfeld

Announcements/Recess

6:00 P.M. - 8:00 P.M. Banquet

7:30 P.M. - Member of the Year Award Janna Hirschfeld

8:00 P.M. - Entertainment, Auction, and Reverse Raffle Drawing

TUESDAY, JUNE 12, 2022

8:00 A.M. - 5:00 P.M. Registration

8:30 A.M. - Association Session Ballroom

Call to OrderPresident Mark Funderburgh

Devotions Rita Beedy

Continuation of Association Business

Nomination and Election of State Officers

Report on Retirees MeetingGayle Sweet

Report of the Veterans Club Lee Tipple

Presentation of New Auxiliary Officers

Presentation of New Junior Officers

Legislative Update Committeeman Tim Barker

Unfinished Business

New Business

PAC Announcements

Installation of State Officers NRLCA Execetive

Retirement of the Colors

Benediction Rita Beedy

AdjournmentPresident Mark Funderburgh

WEDNESDAY, JUNE 13, 2022

State Board Meeting

(Agenda is Subject to Change)



Board Meeting Minutes

Holiday Inn
2800 Presidential Dr
Fairborn, Ohio
Monday, January 24. 1:00 PM

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

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

Minutes: The minutes of the October 7 – 10, 2021 meetings were reviewed.

Treasurer Report: The entire Board reviewed the Association's Detailed Financial Position. An additional annuity was discussed for funds above the Federally Insured limits.

Committeeman Hirschfeld moved to accept the Secretary's Report, the motion passed.

District meetings: The dates of the district meetings were reviewed, and State Officers' assignments were made for each meeting.

Mid-States Conference, May 5-8, 2022: Committeeman Heaton moved to secure room reservations for the Mid-States Conference for the entire Board for Thursday, May 5 - Monday, May 9, 2022. The motion passed.

Committeeman Aitchison moved to compensate each attending Board Member to Mid-States Conference, ADOP, per diem, and travel expenses to attend the Mid-States Conference. The motion passed.

PAC: The PAC has been sourced out to a professional lobbyist company. PAC will be presented at each district meeting. State convention raffle tickets will be available for purchase. As of 12/31/2021, Ohio is in fourth (4th) place in Per Capita Totals and second (2nd) place in Aggregate Totals.

Legislative: H.R. 3076 should be coming to the floor soon. Contact your representative for support of the USPS Postal Reform Act. Senator Portman is the man to contact. Please ask that the language NOT be changed in the Bill and to pass it as written!

Provident Guild: Committeeman Hirschfeld contacted each of Ohio's 21 delinquent provident guild members and reminded them to submit their premiums so they would not lose their benefit. Committeeman Hirschfeld is still working on a resolution to increase the benefits for Provident Guild Members.

5:30 PM, Committeeman Dedden moved to adjourn until Tuesday, 9:00 AM. The motion passed.

9:00 AM, Tuesday, January 25, 2022: Meeting Resumes

Hotel Tour: The entire Board toured the facility, reviewed the menu, and chose meals for the convention. Committeeman Hirschfeld left the Board meeting to present NRLCA membership to New Hires in Columbus.

National General Insurance: Insurance Representative, Linda Foran, joined our meeting via telecom. The National General Insurance has merged with another company, and the logo has changed. Ohio needs quotes. RCAs need to know they are covered on and off the routes.

State Paper: The last issue of the State Paper was delivered at different dates throughout the state. Some members received the paper within a few days of mailing, and others received it three weeks later. The deadline for articles for the next State Paper is February 12, 2022; articles received after that date may not be published.

5:30 PM, Committeeman Dedden moved to adjourn until 9 AM, Wednesday, January 26, 2022. The motion passed.

9:00 AM, Wednesday, January 26, 2022: Meeting Resumes

Vice President Barker moved for ADOP for Committeeman Heaton to assist Secretary-Treasurer Koren with the district postcards. The motion passed.

The Board reviewed and approved the past fiscal year's vouchers, invoices, and financial transactions.

State Convention: The Board discussed the room assignments and the agenda for the State Convention. Secretary-Treasurer Koren moved to adjourn. The motion passed.

11:00 AM, adjourned.

Next Board Meeting:
April 11-13, 2022 - 1:00 PM
Hilton Akron/Fairlawn
3180 West Market St.
Akron, Ohio

REGISTRATION MUST BE RECEIVED BY
May 15, 2022

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

Penny Koren
104 Clay Road SW
Dellroy, Ohio 44620

OHRLCA 2022 STATE CONVENTION

NON-DELEGATE

NON-DELEGATE REGISTRATION MUST BE RECEIVED BY
May 15, 2022

Name on Badge _____
Non-Delegate _____ Auxiliary _____ Juniors _____

Name on Badge _____
Non-Delegate _____ Auxiliary _____ Juniors _____

Name on Badge _____
Non-Delegate _____ Auxiliary _____ Juniors _____

**Non-DELEGATE
RURAL CARRIER,
AUXILIARY MEMBER
AND JUNIORS
MEMBERS
USE THIS FORM**

REGISTRATION MUST BE RECEIVED BY
May 15, 2022

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

Janna Hirschfeld
00577 Southland Road
New Bremen, Ohio 45869

OHRLCA 2022 STATE CONVENTION

FREE LUNCH

LUNCH REGISTRATION MUST BE RECEIVED BY
May 15, 2022

NAME _____

ADDRESS _____

DISTRICT _____ PHONE NUMBER _____

**FREE TO
PRE-REGISTERED
MEMBERS AND
AUXILIARY
MEMBERS**

REGISTRATION MUST BE RECEIVED BY
May 15, 2022

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

Janna Hirschfeld
00577 Southland Road
New Bremen, Ohio 45869

OHRLCA 2022 STATE CONVENTION

BANQUET

BANQUET REGISTRATION MUST BE RECEIVED BY
May 15, 2022

NAME _____

ADDRESS _____

DISTRICT _____ PHONE NUMBER _____

TOTAL AMOUNT ENCLOSED _____

**\$20 PER
PERSON**

**MAKE CHECKS
PAYABLE TO:**

OHRLCA

OHRLCA 2022 District Meetings

Below is your 2022 OHRLCA District Spring Meeting Schedule.

District 1 Thursday, March 24, 2022. Dinner at 5:30 PM and the Meeting at 6:30 PM. Vernon's Restaurant, 720 Youngstown Warren Rd, Niles OH 44446 Members' Buffet Meals are free. RSVP by March 18th to Brittany Levinsky 330-980-8393 levinskygirl55@gmail.com

District 2 Wednesday, April 6, 2022. Dinner at 6:00 PM and the Meeting at 7:00 PM. Papa Bears' Restaurant, 4990 Dressler Rd NW, ¼ mile from Belden Village Mall, Canton OH. Members meals will be paid by the district. Drawing will be held for gift cards. RSVP by March 25th to Steve Adams 330-879-5039 home, 330-280-4440 cell.

District 3 Thursday, March 31, 2022. Place to be announced. RSVP by March 18th to Jody Schuler, (740-610-8221) jodyschuler@yahoo.com or Patsy Anderson, (740-630-7306) ponyexpress52@yahoo.com.

District 4 Saturday, March 5, 2022. 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 1st to Terri Clemens 740-651-8273.

District 5 Saturday, March 5, 2022. The meal is at 6:00 PM. The Meeting at 7:00 PM. Buffalo Wild Wings, 1001 Ironton Hills Dr, Ironton OH. Order from the menu. Do you need a route filled or a sub??? The union can help you with these problems let us help!!! RSVP by February 28th to Ron Ellis 3046541938.

District 6 Saturday, March 19, 2022. Dinner 6:00 PM and the Meeting 7:00 PM. To be announced. RSVP by March 15th to Teresa Slaughter 740-624-2734 or rural43701@gmail.com

District 7 The District 7 Spring meeting will be held on Thursday, March 17, 2022. Due to the ongoing Coronavirus, a location will be upcoming.

District 8 Wednesday, March 9, 2022. Meal served at 6:00 P.M. Meeting 6:30 – 8:30pm. The Barn Restaurant, 877 West Main St, Smithville OH 44677. District Members meal is free. Non-members and Guest's meal cost is \$20 per person. Door prizes will be drawn during the meeting. District 8 T-Shirt Pick Up. RSVP by February 25th, Call Darlene Stewart - 440-355-5007 or text Barb Perkins at 440-667-7878 *leave message on answering machine, name, office and number attending.

District 9 Wednesday, March 23, 2022. Dinner at 6:00 PM and the Meeting at 7:00 PM. TO BE DETERMINED Tiffin OH 44883. Member's meal is 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. Door Prizes. RSVP by March 21st to Michelle Lewallen 419-822-7228.

District 10 Wednesday, March 30, 2022. Dinner at 6:00 PM and the Meeting at 7:00 PM. Free Meal for member and one (1) guest. Der Dutchman, 445 S Jefferson Route 42, Plain City OH 43064. RSVP by March 27th to Diane Cox 937-869-4724

District 11 Thursday April 7, 2022. Meal at 6:00PM and the Meeting at 7:00PM. Lake White Club, 1166 State Route 552, Waverly OH 45690. First time attendees will be paid for and door prizes will be given away. RSVP by March 31st to Emilee Rogers text or call 937-205-8642, emileearthurs@yahoo.com

District 12 Tuesday, March 29, 2022. Dinner 6PM and Meeting at 7:00 PM. Monroe Community Center, 6 East Avenue, Monroe OH. Directions: West on 63 off I-75, before third light turn into Monroe IGA Express, behind gas station. The meal is being catered by City Barbeque and is complimentary to all attendees. Gift cards will be given to first time attendees. Gift cards will be given away as door prizes. Stewards will have information on the new RRECS system. RSVP by March 20th to Carla Dedden 513-683-4664 or Carla. dedden@aol.com

District 13 Tuesday, April 5, 2022. Meal at 6:00PM and the Meeting at 6:45. Tipp Center, 855 N Third St, Tipp City OH. A meal will be provided free to all members. RSVP by March 30th to Laura Diltz 937-524-6445.

District 14 Thursday, March 24, 2022, Dinner 6:00 PM and the Meeting 6:30 PM. Kissner's, 524 Clinton St, Defiance OH 43512. District Members meals are FREE. First 12 first time attendees will receive a \$25 gift card. RSVP by March 17th to; Debra Towers text or call 419-237-3071.



Catherine Funderburgh
District Representative
Ohio 1 and Ohio 2
Districts

Worker's Compensation: A Brief Overview

Carriers often ask stewards about worker's compensation issues. The reality is that worker's compensation issues are between an employee, their medical professional, and the Department of Labor. The USPS's involvement is to process all claims and comply with the Federal Employees Compensation Act (FECA), which

includes payment of medical expenses, lost wages, and provision of limited duty assignments. There is no mention of the union or union officials in this overview. The steward's involvement is limited to dealing with procedural issues via the grievance process.

Fortunately, the NRLCA provides two professionals to guide union members through the process. Devin Cassidy is at the NRLCA home office and can be called at (703) 684-5545.

Mike Watson is on retainer and can be called at (503) 653-2911. All USPS employees who are injured, or have a job-related illness, are covered by worker's compensation. To reiterate, this includes Regular Carriers, PTFs, RCAs, RCRs, and ARCs.

C.O.P. - What is Continuation of Pay?

The FECA provides that the employer must continue the employee's regular pay during any time resulting in disability up to a maximum of 45 calendar days for most employees who sustain a traumatic injury. This is called COP for "continuation of pay". COP payments come from the employer, not OWCP.

Unlike wage loss benefits, COP is subject to taxes and all other payroll deductions similar to your regular income. As Postal Service employees, we are not entitled to COP for the first three days of temporary disability. We may use annual, sick, or leave without pay during that period. However, if the disability exceeds 14 days, or is followed by permanent disability, the Postal Service employee may have that leave restored to the appropriate leave balance.

ELIGIBILITY FOR COP - What conditions must be met to receive COP?

To be eligible for COP, a person must have a job-related "traumatic injury" that is the cause of the disability and results in lost time due to needing a medical examination and treatment. The carrier files a Form CA-1 within 30 days of the date of the injury and checks the COP box.

Realize that OWCP may find that the employee is not entitled to COP and deny the claim. If this happens to you, contact Devin Cassidy or Mike Watson using the phone numbers provided. OWCP's decisions are independent and do not come from the USPS. The decision is unchallengeable through the grievance-arbitration procedure.

RESPONSIBILITIES - What are the employee's responsibilities in COP cases?

An employee who sustains a traumatic injury must take the following actions to ensure continuing eligibility for COP. The employee must:

- (1) Complete and submit Form CA-1 to the Postal Service as soon as possible, but no later than 30 days from the date the traumatic injury occurred.
- (2) Ensure that medical evidence supporting the disabling injury is provided to the employer within 10 calendar days after filing the claim for COP.
- (3) Ensure that relevant medical evidence is submitted to OWCP and cooperate with OWCP in developing the claim.
- (4) Ensure that the treating physician specifies work limitations and provides it to the employer and/or representatives of OWCP.
- (5) Provide to the treating physician a description of any specific alternative positions offered to the employee (modified work assignment) and ensure that the treating physician responds promptly to the employer and/or OWCP, with an opinion as to whether or not the employee could perform that or any other specific position.

What are the employer's responsibilities in COP cases?

Once the employer learns of a traumatic injury sustained by an employee, management must provide a CA-1 and CA-16 to authorize medical care. Failure to do so may mean that OWCP will not uphold any termination of COP by the employer. Next, management must advise the employee of the right to receive

COP for the period of disability, and the necessity to elect among COP, annual leave, sick leave, or leave without pay.

Management may challenge the COP/OWCP claim, but they must inform the carrier of any decision to terminate COP. Management must complete the CA-1 and send it to the appropriate personnel for processing within ten working days after receiving the form from the carrier.

Calculation of COP - How does OWCP compute the number of days of COP used?

COP is payable for a maximum of 45 calendar days, and every day used counts toward it. The following rules apply: (1) date of injury does not count as management must keep them in pay status for that day. (2) The first COP day begins the day following the injury unless the injury occurred before the start of their day. (3) Non-scheduled days (relief days) are included in the 45 calendar days (4) Leave replacements – all days are counted regardless if he/she would have been scheduled to work.

How is the pay rate for COP calculated?

The employer shall calculate COP using the period of time and the weekly pay rate.

- (1) The pay rate for COP purposes is equal to the salary for the route evaluation on the date of injury for regular rural carriers.
- (2) The pay rate excludes overtime pay but includes other applicable extra pay, except to the extent prohibited by law.
- (3) Changes in pay or salary (for example, step increases) which would have otherwise occurred during the 45 days are to be reflected in the weekly pay determination.

The weekly pay for COP purposes is determined by the following formulas:

For regular rural carriers, it is the weekly pay rate of the route evaluation on the date of injury.

For leave replacements who do not work the same number of hours each week, but who do work each week of the year, the weekly pay rate is an average of the weekly earnings. This is established by dividing (÷) the total earnings of actual hours worked (excluding overtime) from the year immediately preceding the injury (A) by the number of weeks (or partial weeks) worked in that year (B): $A \div B = \text{Weekly Pay Rate}$.

Termination of COP - When is an employer not required to pay COP?

An employer shall continue the regular pay of an eligible employee without a break in time for up to 45 calendar days, except when, and only when:

- (a) The disability was not caused by a traumatic injury.
- (b) No written claim was filed within 30 days from the date of injury.
- (c) The injury was not reported until after the termination of employment.
- (d) The injury occurred off the employing agency's premises and was otherwise not within the performance of official duties.
- (e) The injury was caused by the employee's willful misconduct, intent to injure or kill themselves or another person, or was caused by intoxication of alcohol or illegal drugs; or
- (f) Work did not stop until more than 45 days following the injury.

How is a claim for COP controverted?

When the employer stops an employee's pay for one of the reasons cited above, the Postal Service must refute the claim for COP on Form CA-1, explaining, in detail, the basis for the refusal. The final determination on entitlement to COP always rests with OWCP.

When may an employer terminate COP which has already begun?

The employer may halt COP when at least one of the following circumstances is present:

- (1) Medical evidence due to a work-related injury is not received within 10 calendar days after the claim is submitted (unless the employer's investigation shows disability to exist). COP shall be reinstated retroactively to the termination date if medical evidence is later provided.
- (2) The medical evidence from the treating physician shows that the employee is not disabled from their regular position.

(3) Medical evidence from the treating physician shows that the employee is not entirely disabled, while the employee refuses a written offer of a suitable alternative position that is approved by the attending physician. If OWCP later determines that the position was not suitable, OWCP will direct the employer to grant the employee COP retroactive to the termination date.

(4) The employee returns to work with no loss of pay.

(5) The employee's period of employment expires or employment is otherwise terminated (as established before the date of injury).

(6) OWCP directs the employer to stop COP; and/or

(7) COP has been paid for 45 calendar days.

Furthermore, the Postal Service may not interrupt or stop COP to which the employee is otherwise entitled because of disciplinary action unless a preliminary notice was issued to the employee before the date of injury, and the action becomes final or otherwise takes effect during the COP period.

What happens if OWCP finds that the employee is not entitled to COP after it has been paid?

If OWCP determines that the employee is not entitled to COP after receipt, the employee may choose to have the time charged to annual leave, sick leave, or considered an overpayment of pay. In the latter case, the carrier would later receive a letter of demand from the Postal Service.

Return to Work Responsibility

Unfortunately, there is a common misconception that limited duty is unavailable for rural carriers. It may stem from inattentiveness to the specific text of Article 13.3, *No Light Duty Assignments*. Please understand that "light duty" is not "limited duty", and rural carriers may be placed on limited duty assignments.

It is management's responsibility to furnish each injured carrier a CA-17 (Duty Status Report) for each medical appointment attended. It is then the employee's responsibility to furnish a completed form CA- 17 to management to help identify a possible limited duty assignment.

Does management have to provide you with a limited duty assignment?

Management is not obligated to provide you with a limited duty

assignment. However, it does not reflect on your pay as they can choose to either pay you to work in the office within your restrictions or allow you to stay at home.

The Employee and Labor Relations Manual (ELM) states:

Section 545.32, Suitable Work

To be considered suitable by OWCP, the job offer must include the following:

- *A description of the duties of the position.*
- *A description of the specific physical requirements of the position and any special demands of the workload or unusual working conditions.*
- *The organizational and geographical location of the job.*
- *The effective date of the position.*
- *The date the employee must accept or refuse the job offer.*
- *Pay rate information for the offered position.*

The job offer may be made verbally, as long as a written job offer is provided to the employee within 2 business days of the verbal job offer.

545.33 Employee Responsibility

The employee is responsible for the following:

- *Ensuring that the treating physician specifies work limitations and provides them to the control office or control point.*
- *Providing the treating physician with a description of any specific alternative positions offered.*
- *Ensuring a prompt response from the treating physician with an opinion on whether and how soon the employee can be expected to return to work in any capacity, either an offered position or offered modified duties.*
- *Seeking and accepting suitable work.*

I hope you **NEVER** need to know this information, but it is wise to be prepared just in case.

Please join me in welcoming three new area stewards to our roster: Scott Sample and Jordan Haynes out of the Ohio 1 District, and Robert Scherer out of the Ohio 2 District. I am looking forward to seeing these young men grow as stewards representing fellow carriers.

Your Union Sister,
Cathy Funderburgh
District Representative



OHIO NRLCA STEWARD DIRECTORIES

(February-March 2022)



Ohio 1 District Steward Directory

District Representative Catherine Funderburgh

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

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

Fax: (937) 528-2297

E-mail: Catherine.Funderburgh@nrlca.org

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

Assistant District Representative Lori Todd

Associated with Zip Codes: 439; 442; 444; 446; 447

Phone: (234) 284-5233

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, Sardis, Strasburg, Gnadenhutten, Millerburg,
Mineral City, Perrysville, Sherrodsville, Steubenville,
Sugarcreek, Toronto, Tuscarawas, Uhrichsville, Walnutcreek,
Bellaire and Powhatan

Area Steward Scot Sample - Phone: (330) 208-7122
Canton, Creston, Doylestown, Orrville, Massillon, Navarre,
Ravenna, Uniontown, Wadsworth, Wooster

Area Steward Jordan Haynes - Phone: (419) 343-1552
Representative of Bowling Green, Fremont, Genoa,
Gibsonburg, Fostoria, Maumee, Oregon/Toledo, Pemberville,
Tiffin, and Waterville

Ohio 2 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, Maineville, Milford, Monroe, Okeana, Oxford,
Springboro, Trenton, and West Chester

Area Steward Robert Scherer - Phone: (740) 250-3123
Chesapeake, Crown City, Gallipolis, Piketon, Portsmouth, Ripley,
South Webster, West Union, Wheelersburg

The NRLCA National Board is seeking qualified and motivated members interested in an Area Steward and/or Assistant District Representative position for the National Steward System.

Visit www.nrlca.org and download an application, today!

PLEASE USE THE DIRECTORY NUMBERS LISTED.

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

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

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!

Ethan Adkins
Christina Arbino
Rick Ayers
Andrea Ballinger
Brennan Beall
Benjamin Beck
Reeva Beiser
Ryan Bentley

Heather Diccio
Patricia Diomedi
Kenneth Eddleman
Ashlyn Figuracion
Timothy Furlow
Christine Gerkenmeyer
Christopher Graham
Morgan Grooms
James Hall Jr

Kevin Malcolm
Ciera Maple
Eric Massie
Leslie Maye-Smallwood
Aja Mccullough
Carita Mcdaniel
Matthew Mclendon
Mitchell Mcmillan
Shawn Mescher
Victoria Meyer
Jared Morgan

Andrew Ruff
Deanna Russell
Kristin Rust
Brooke Rutledge
Megan Sanderson
Courtney Schwab
Baylee Shepler
Vanessa Solomon
Timon Tidwell
Kathryn Townsend
Kurtis Waldron
Seth Walker

Jennifer Berben
Cathy Blankenship I
Stephanie Burke
Caitlyn Burns
Jonathan Bux
Jennifer Casner
Vanessa Caspio
Kenny Chrisman
Tamara Conley
Julene Cottrill
Cody Crabtree
Wendy Cummins
Angela Curry
Antoinette Deane

Makiya Hayes
Dylan Heaton
Ryan Hill
Kayla Hill
Josh Huber
Dion Kendall
Carrie Kratzer
Michael Kreitzer
Brandon Levan
Brooke Life
Donald Loren
Kirk Lundgren
Heather Magley

Shawn Murphy
Misti Nickells
Madilynn O'donnell
Terry Owen
Saria Pastor
Darion Powell
Aaron Razayeski
Stephen Reuber
Brittany Reynolds Palmer
Jesliany's Rivera Benitez
Beth Root

Denero Warner
Kelsie Wehr
Brejande Willis
Noah Wilson
Samantha Wisecup
Cameron Wolfe
Gage Wolfert
Kyle Wright

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

Daniel Cavendish.....Pickerington
Richard Grider.....Columbus
Dianna Durham.....Minford
Leslie Eames.....Conneaut
Thea Foltz.....Louisville
Mark Gordon.....Brookville
Linda Gruenschlaeger...Waterville
Donna Hawkins.....Urbana
Jackie Hisey.....Van Wert
Kathleen Irwin.....Louisville
Diane Karl.....Lewis Center

Kenneth Lambert.....Utica
Alice Lampela.....Ashtabula
Dethel Mccoy.....Sunbury
Susan Mercer.....Mantua
Tracy Pope.....Mineral City
Martin Taylor.....Powell
George Wechter.....Willard
Sandy Wengert.....Johnstown
Susan Wiesler.....Willoughby
Mark Williams.....Powell

THE OHIO RETIRED RURAL LETTER CARRIERS' BOOK GRANT

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

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

ELIGIBILITY AND RULES

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

1. Parent or grandparent must be a member of the Ohio Rural Letter Carriers' Association, and in good standing.
2. Application must be postmarked no later than May 31, 2022.
3. Applicant must be presently attending classes or has just completed the first year of an accredited college or trade school.
4. The Grant must be applied toward applicants educational expenses.

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PHONE NUMBER: _____

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

FIELD OF STUDY: _____

NAME OF PARENT/GRANDPARENT: _____

APPLICANT'S E-MAIL ADDRESS: _____

Send your completed application to:

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

**APPLICATIONS
WILL BE REVIEWED AND
GRANTS WILL BE AWARDED
BEFORE JANUARY 2023**



Gayle Sweet
Ohio Retired Rural
Carriers President

The Ohio Retired Rural Carriers and Our Book Grant Application

Ohio Retired Rural Letter Carriers thank all of our districts that held fall meetings and donated to our Book Grant this past year. We also thank the Atlanta Postal Credit Union, Auxiliary, and our union members for their contributions.

Your donations allowed us to provide each of our 20 applicants of 2021 with a **\$100.00** book grant.

We are looking forward to our Spring District Meetings and will ask for your kind donations again this year if you can spare them. Your contributions allow the Ohio Retired Rural Letter Carriers to continue giving Book Grants to our students that are presently attending classes or have just completed the first

year of an accredited college or trade school.

You will find an application in this magazine on page 22. Applicants must complete and return the application by May 31, 2022, to the address at the bottom of the application.

We look forward to helping our members students again this year. Hopefully, we can get back on track with giving book grants earlier this year after our Ohio Rural Carrier State Convention in June 2022.

We will be giving as many book grants as financially possible with your help through the generosity of the donations we receive this year. Thank you, again, for funding our operation.

Please send your donations to:

Secretary/Treasurer Shirley Ortiz
11696 Youngstown-Pitts Rd.
New Middletown, Ohio 44442.

Gayle Sweet

President - Ohio Retired Rural Carriers



Sandy Schwartz
Auxiliary President

Ohio Auxiliary News

Greetings!

Your State Auxiliary Officers are looking forward to seeing you at the various upcoming Spring District Meetings. We will have Auxiliary Book Grant applications and information about our Juniors' contest. Grant applications are due

May 20, 2022, so please, mark your calendar!

We will continue supporting the Postal Employees' Relief Fund (PERF) through our national "Program of Cooperation." Thank you in advance for your support. These donations will help **you** if ever needed.

We would love for you to join us at our Auxiliary meetings!

Hope to see you all soon,

Sandy Schwartz

President
Ohio Rural Letter Carriers' Auxiliary

State Auxiliary Meeting Assignments:

Districts 1, 2, 3, and 4
Paul Ortiz

District 5, 6, 7, 8
Diana Hausfeld

Districts 9, 10, 11, 12, 14
Sandy Schwartz

District 13
Diana Hausfeld
Sandy Schwartz

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Secretary/Treasurer

Diana Hausfeld

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UPCOMING EVENTS

See Front Cover for
Scheduled Events

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Dominic Crooks
State Editor

A Word from the Editor

Are you ready for the 2022 state and national conventions? With Corona's grip finally beginning to loosen, we can return to business! I hope you all have been brushing up on our state and national constitutions and our parliamentary authority, Robert's Rules of Order.

For active carriers, please review the RRECS manual on NRLCA.org. It comes with your union membership and can help educate you to get the most pay from your work performance. Do not delay! Get the most out of your career and your union!

Retired carriers, we hope you continue participating in your union functions. A variety of experiences exists between routes within each post office. I hope yours was a great one, or at least tolerable. Spring weather is upon us and it's time to again enjoy the warmth and comfort the Sun has to offer.

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

Dominic Crooks
State Editor

State Editor

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