Vol. 118, No. 1  January/February 2019

HAPPY NEW YEAR FROM YOUR 2018-2019 NATIONAL BOARD!

INSIDE THIS ISSUE:
• Relief Carrier Appreciation Week
• The New 116th Congress
• Recent Step 4 Settlements
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>From the Desk of President Ronnie Stutts</td>
</tr>
<tr>
<td>4</td>
<td>Question Box</td>
</tr>
<tr>
<td>7</td>
<td>Legislative Report</td>
</tr>
<tr>
<td>8</td>
<td>Insurance Report</td>
</tr>
<tr>
<td>12</td>
<td>Recent Step 4 Settlements</td>
</tr>
<tr>
<td>22</td>
<td>National Convention Delegate Ballot</td>
</tr>
<tr>
<td>24</td>
<td>Area Conference Information</td>
</tr>
<tr>
<td>27</td>
<td>Relief Carrier Appreciation Week</td>
</tr>
<tr>
<td>28</td>
<td>Attn: Candidates for National Office</td>
</tr>
<tr>
<td>30</td>
<td>NRLCA Statement of Financial Position</td>
</tr>
<tr>
<td>32</td>
<td>Updated EMA Charts</td>
</tr>
<tr>
<td>34</td>
<td>TSP Information</td>
</tr>
<tr>
<td>36</td>
<td>Membership Milestones</td>
</tr>
<tr>
<td>37</td>
<td>Membership Analysis</td>
</tr>
<tr>
<td>38</td>
<td>November-December PAC contributions</td>
</tr>
<tr>
<td>42</td>
<td>National Auxiliary</td>
</tr>
<tr>
<td>44</td>
<td>Advertisements</td>
</tr>
</tbody>
</table>

---

**RCAs Pictured on Page 27**


---

**From the Desk of President Ronnie Stutts**

---

**Question Box**

---

**Legislative Report**

---

**Insurance Report**

---

**Recent Step 4 Settlements**

---

**National Convention Delegate Ballot**

---

**Area Conference Information**

---

**Relief Carrier Appreciation Week**

---

**Attn: Candidates for National Office**

---

**NRLCA Statement of Financial Position**

---

**Updated EMA Charts**

---

**TSP Information**

---

**Membership Milestones**

---

**Membership Analysis**

---

**November-December PAC contributions**

---

**National Auxiliary**

---

**Advertisements**

---

The National Rural Letter Carrier (ISSN 0028-0089) is published monthly, by the National Rural Letter Carriers’ Association, 1630 Duke Street, Alexandria, VA 22314-3467. Periodicals postage paid at Alexandria, VA and additional mailing offices. Postmaster: Send address changes to NRLCA Membership Department, 1630 Duke Street, Alexandria, VA 22314-3467. It is a monthly publication for 108,000 members of the NRLCA, providing news and information for regular, substitute and retired carriers, RCRs & RCAs, the Auxiliary and Juniors. The NRLCA magazine is provided under the requirements of the NRLCA Constitution automatically to each member. It is available to surviving spouses at the rate of $20 per year and to non-rural craft persons who meet the NRLCA guidelines at the rate of $150 per year. These rates became effective January 1, 2009.
From the Desk of
NRLCA President
Ronnie W. Stutts

Update on the Rural Route Evaluated Compensation System (RRECS)

Since the final report of the panel for the Rural Route Evaluated Compensation System (RRECS) released June 23, 2018, the Postal Service has had teams developing the software and systems to support RRECS. As we move forward with implementing RRECS, the USPS will conduct an end-to-end test on 4,205 rural study routes to confirm functionality of the system.

A critical component of testing the functionality of internal systems necessary for the implementation of RRECS is Rural Street Database (RSD) mapping and certification. The Postal Service will begin recertification of the original study routes on February 8, 2019.

There will be two actions required that will be completed prior to the recertification process: First, each area will be required to send their rural analyst or designee to an RSD refresher training in Memphis, TN on January 15-16, 2019. This will be a train-the-trainer session as was done in the initial roll-out. The areas will then be responsible for training the districts and in turn the districts will train the units on mapping and recertification of the study routes. April 1, 2019 is the expected competition date for study routes to be recertified in RSD.

Second, HQ Rural Delivery has identified critical steps that must be completed prior to the carrier going into RSD to recertify their route. Completing these items drastically reduces the time to map the route in RSD. These critical actions that need to be completed no later than February 1, 2019 on the study routes within each area are:

1. Complete/update edit books
2. Confirm accuracy of PS 4003 line of travel (Carrier must follow established LOT)
3. Complete/update dismount worksheets in RWHT (Address locations match AMS)
4. Confirm all study routes have the “Rural Study Software” on their scanners

These tasks should be completed by February 6, 2019.

On the NRLCA website you will find a mandatory stand-up talk that is intended for the 4,205 rural routes that are involved in the RRECS study. As part of the RRECS study, specific software was downloaded to the carrier MDDs giving access to additional required daily scans. These scans were included as part of the previous national mail count and it is imperative that these scans be completed daily as they occur.

Keep in mind this is a test for the functionality of the system. The NRLCA will be involved in final mapping and decision on the RRECS.
Q  I didn’t get a paycheck. Am I entitled to a salary advance?

A  In accordance with Handbook 101, postmasters and supervisors are authorized to issue emergency salary to an employee in the following circumstances:

   a. An employee receives a salary check that is substantially less than the amount due.
   b. An employee does not receive a salary check, which is listed in the payroll register as being issued,
   c. New employees including casuals, do not receive a salary check due to a late PS Form 50 (Notification of Personnel Action).

Q  Is equipment maintenance allowance (EMA) included in the salary advance?

A  No. While efforts have been made in contract negotiations to achieve this, at the present time an EMA advance is not authorized.

Handbook 101 lists the following conditions when postmasters and supervisors are not authorized to issue emergency salary:

   a. The direct deposit amount is validated in the payroll register. The employee must contact his or her bank for resolution.
   b. The claim is for less than a full day of pay.
   c. The employee has been terminated.
   d. For equipment maintenance allowance.
   e. For an employee business expense.
   f. For back pay awards.
   g. For grievance settlements, if payment is due to the employee within 60 days,
   h. Employee receives a check and the check is subsequently lost or destroyed.

Q  How big a pay advance can I get?

A  If the net amount cannot be determined for an emergency salary authorization, the unit manager can authorize an amount equal to 65 percent of the estimated gross as a guideline to calculate the net amount due.

Q  What is the procedure for getting a salary advance?

A  If your pay check is for less than the total amount due, a PS Form 2240R or 2240 RA must be completed and signed indicating that you received the advance and your agreement to repay the advance. The PRU (Postal Retail Unit) issues a no-fee money order for the indicated amount. A Form 3544 (USPS Receipt for Money or Services) will be generated. The money order and the receipt will be given to the carrier.

If you do not receive a check at all, your supervisor refers to the payroll register for the amount issued. The supervisor completes a PS Form 1608 (shown on right) and provides it to the employee. The employee signs the form and submits it to the PRU (Postal Retail Unit) for payment. A no-fee money order and a receipt are generated and given to the carrier.

Q  When do I have to pay back the salary advance?

A  In the case of a partial payment where the 2240R is submitted, an automatic collection will result.
When the payroll advance is for non-receipt of a payroll check and the PS Form 1608 has been submitted, the salary advance must be collected from the employee when the original or replacement check is received by the employee.

Q I have not been paid for my grievance settlement and it has been over 60 days. Can I get a salary advance for what is owed to me?

A Yes, in some cases, if all the necessary grievance settlement documentation has been submitted, it has been over 60 days, and the adjustment due is for less than 80 hours, then an interim emergency salary may be issued equal to 65 percent of the gross amount due. For this salary advance a PS Form 1608 is used.

Q I have a grievance settlement for over 80 hours. Can I get a salary advance?

A No, a salary advance of over 80 hours cannot be paid at the local level. The request will have to be submitted to Eagan Payroll Services by management.

(Source Document: Handbook F-101 Field Accounting Procedures Chapter 23.3)

(Stewards’ Reference Guide C-25)
Rural Pay or Leave Adjustment Request
for PS Form 1314

<table>
<thead>
<tr>
<th>Date</th>
<th>PS Form 2240-R, December 2008 (7530-02-000-7407) (Page 1 of 2)</th>
</tr>
</thead>
</table>

**Emergency Salary Advance Authorization and Receipt – AIC 554 Only**

(Salary Check Substantially Less Than Net Amount Due – Excludes EMA)

<table>
<thead>
<tr>
<th>Name</th>
<th>Employee Identification Number</th>
<th>DES</th>
<th>PP</th>
<th>Yr</th>
<th>Amount of Advance for PP</th>
</tr>
</thead>
</table>

Issuing Unit Number

Issuing Office Mailing Address

Employee’s Signature and Date

Authorizer’s Printed Name

Authorizer’s Telephone Number (Include area code)

Processed By

Authorizer’s Signature and Date

Privacy Act Statement: Your information will be used to administer your compensation and payroll request. Collection is authorized by 39 U.S.C. 401, 409, 410, 1001, 1003, 1004, 1005, 1206, and 29 U.S.C. 2601 et seq. Providing the information is voluntary, but if not provided, we may be unable to process your request. We may disclose your information as follows: in relevant legal proceedings; to law enforcement when the U.S. Postal Service (USPS) or requesting agency becomes aware of a violation of law; to a congressional office at your request; to entities or individuals under contract with USPS; to entities authorized to perform audits; to labor organizations as required by law; to federal, state, local or foreign government agencies regarding personnel matters; to the Equal Employment Opportunity Commission; to the Merit Systems Protection Board or Office of Special Counsel.
A new year, new you, and a new Congress! As of press time, we are starting the new year with a government shutdown (ok, maybe it is not a new Congress, after all, maybe the old one has just been re-gifted to us). One thing is for sure: all legislation has to start over and be re-introduced.

On January 3, members of Congress were sworn in and the 116th Congress officially began with a Democratically-controlled House and Republican-controlled Senate. Before we move on to 2019, let us briefly look back at 2018 and the mid-term elections. While not official, the 2018 mid-term elections saw the highest turnout in percentage of eligible voters since 1914, with an estimated 50.3 percent of eligible voters going to the polls. According to opensecrets.org, the total cost of the 2018 mid-term elections for both the House and the Senate races was $5.2 billion, making it the most expensive mid-term election in U.S. history.

Republicans scored a net gain of two seats in the Senate, beating Democratic incumbents in Florida, Missouri, Indiana, and North Dakota, but losing in Nevada and Arizona open seats that were held by Republican members. The Republicans will have a 53-47 seat majority starting January 3.

In the House of Representatives, Democrats gained 40 seats (not counting the North Carolina House seat that is currently unresolved), making the 2018 mid-term elections the largest net gain for the Democratic party since Watergate in 1974. Not only will the 2018 mid-term elections go down in history as the most expensive, but the 2018 mid-terms will also go down in history, as more than 100 women have been elected or re-elected to the House of Representatives. Thirty-six new women were elected to the House of Representatives in 2018, which beat the previous record set in 1992. With the mid-term elections over, Congress will now begin electing leadership positions and figuring out committee ratios and assignments.

Sen. Ron Johnson (R-WI) will continue to chair the Senate Homeland Security and Governmental Affairs Committee. After approval by the Senate, Rob Portman (R-OH), Rand Paul (R-KY), James Lankford (R-OK), Mitt Romney (R-UT), Rick Scott (R-FL), Mike Enzi (R-WY), and Josh Hawley (R-MO) will sit on the GOP side.

Sen. Gary Peters (D-MI) will come on as the new Ranking Member of the committee, and he will be joined by Sens. Tom Carper (D-DE), Maggie Hassan (D-NH), Kamala Harris (D-CA), Kyrsten Sinema (D-AZ) and Jacky Rosen (D-NV) on the Democratic side.

On the House side, Representative Elijah Cummings (D-MD) will become the new chairman of the House Oversight and Government Reform Committee. Representative Jim Jordan (R-OH) will become the new Ranking Member. Neither the Democrats nor the Republicans have officially released a roster of who will be joining them on the committee and what new members will be assigned.

The 116th Congress will offer the NRLCA new challenges and new opportunities. The threat of privatizing the Postal Service still looms. Once again, what will become of postal reform legislation? Will Congress consider any of the Task Force’s recommendations, like eliminating collective bargaining over pay for postal employees, increasing employee contributions to the pension system, converting to a defined contribution system, and opening up the mailbox to private companies? Will rural carriers finally be able to buy back time spent as RCAs? Will the 2020 Presidential election impact what will be accomplished in the new Congress? Strap on your helmets, because 2019 could be a wild ride!
Happy New Year! As this edition of the magazine goes to print, we are a few days into the new year, college football fans are looking forward to ‘another’ boring matchup between Alabama and Clemson (yawn) and Minnesota Vikings fans (your author included) can’t wait for next season!

In our last article of 2018, we covered a number of topics including quality, quality improvement, and the importance of knowing and evaluating your benefits. For 2019, we will begin with a topic that is incredibly important and, arguably, just as important as your physical health: mental health. Over the course of the last 15 years, mental health has received more attention and society’s thinking about mental health has fundamentally shifted—more resources are dedicated to mental health and mental health is much less ostracized than it once was. Further, society now more fully comprehends the physical toll that stress, anxiety, and depression can have on an individual and how that can have a ripple effect on family and society at large.

For instance, “Chronic stress in adults increases the risk of heart disease, heartburn, and many other health problems. Stress increases blood sugar and can make diabetes worse. It can create high blood pressure and cause insomnia. It can also make people become anxious, worried, depressed, or frustrated,” says Dr. Ann Webster, a health psychologist at the Benson-Henry Institute for Mind Body Medicine at Harvard-affiliated Massachusetts General Hospital.

The purpose of this article won’t be to address every facet of mental health but call attention to this incredibly important part of our health and well-being. As every reader can relate, life is stressful enough: kids, work, and aging parents are wonderful parts of life but can take a severe mental toll on any individual. Importantly, most individuals will experience anxiety, stress, or depression at some point in their lives. Thankfully, there are vast amounts of resources to help cope and minimize the consequences of anxiety, stress, and depression many of which don’t require a prescription or visit to a doctor.

The Basics

Mental health and mental illness are often interchangeable terms and are commonly thought of as referring to the more complicated types of mental illness, like schizophrenia, bipolar disorder, or post-traumatic stress disorder (PTSD). The reality is that mental illness encompasses those conditions as well as more common conditions like anxiety and depression. Mental health can be attributable to our mental or emotional state. Because of these subtle differences and the unique nature of mental health and illness, let’s start with the basics:

What is mental illness?

Mental illnesses are conditions that affect a person’s thinking, feeling, mood, or behavior, such as depression, anxiety, bipolar disorder, or schizophrenia. Such conditions may be occasional or long-lasting (chronic) and affect someone’s ability to relate to others and function each day.

What is mental health?

Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others,
and make healthy choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood.

Although the terms are often used interchangeably, poor mental health and mental illness are not the same thing. A person can experience poor mental health and not be diagnosed with a mental illness. Likewise, a person diagnosed with a mental illness can experience periods of physical, mental, and social well-being.

Why is mental health important for overall health?
Mental and physical health are equally important components of overall health. Mental illness, especially depression, increases the risk for many types of physical health problems, particularly long-lasting conditions like stroke, type 2 diabetes, and heart disease. Similarly, the presence of chronic conditions can increase the risk for mental illness.

Can your mental health change over time?
Yes, it’s important to remember that a person’s mental health can change over time, depending on many factors. When the demands placed on a person exceed their resources and coping abilities, their mental health could be impacted. For example, if someone is working long hours, caring for an ill relative or experiencing economic hardship they may experience poor mental health.

How common are mental illnesses?
Mental illnesses are among the most common health conditions in the United States.

- More than 50% will be diagnosed with a mental illness or disorder at some point in their lifetime.
- 1 in 5 Americans will experience a mental illness in a given year.
- 1 in 5 children, either currently or at some point during their life, have had a seriously debilitating mental illness.
- 1 in 25 Americans lives with a serious mental illness, such as schizophrenia, bipolar disorder, or major depression.

What causes mental illness?
There is no single cause for mental illness. A number of factors can contribute to risk for mental illness, such as:

- Early adverse life experiences, such as trauma or a history of abuse (for example, child abuse, sexual assault, witnessing violence, etc.)
- Experiences related to other ongoing (chronic) medical condition, such as cancer or diabetes.
- Biological factors, such as genes or chemical imbalances in the brain.
- Use of alcohol or recreational drugs
- Having few friends
- Having feelings of loneliness or isolation

Source: www.cdc.gov

***

As mentioned before, society has come a long way in recognizing the importance mental health can play in our lives. Plans in the Federal Employee Health Benefit (FEHB) program (e.g. the Rural Carrier Benefit Plan) began universally covering treatment for Autism Spectrum Disorders in 2016, technically known Applied Behavioral Analysis (ABA) Therapy. This was done in part because of the dramatic long-term, positive effects of providing therapy to children with Autism starting as early as two years old. One, it was better for the child and family and two, ABA therapy greatly reduces the necessary physical and health related costs of treatment later in life for people with Autism. Around the same time, all FEHB plans had to treat costs
related to medical care, copays to see the doctor or be admitted to the hospital, the same as the copay for seeing a mental health doctor/provider or the copay for being admitted to a hospital for mental health or treatment. Technically this is called Mental Health Parity and can be simply be summed up by saying health plan costs (copays or coinsurance) for medical care can be no different than costs for mental health care. These are all steps in the right direction.

So, what can be done? Needless to say, this will depend on the individual situation but simply talking to your doctor is a great first step. Anxiety and depression disorders typically require some type of intervention, whether basic therapy or diagnosis and treatment, both of which are very treatable. Here’s a little more on both:

**Anxiety Disorders**

People with anxiety disorders respond to certain objects or situations with fear and dread or terror. Anxiety disorders include generalized anxiety disorder, social anxiety, panic disorders, and phobias.

**Depression and Other Mood Disorders**

While bad moods are common, and usually pass in a short period, people suffering from mood disorders live with more constant and severe symptoms. People living with this mental illness find that their mood impacts both mental and psychological well-being, nearly every day, and often for much of the day.

It is estimated that 1 in 10 adults suffer from some type of mood disorder, with the most common conditions being depression and bipolar disorder. With proper diagnosis and treatment, most of those living with mood disorders lead healthy, normal and productive lives. If left untreated, this illness can affect role functioning, quality of life and many long-lasting physical health problems such as diabetes and heart disease.

Source: www.cdc.gov

**Stress**

Stress is something we all have more control over or, maybe more appropriately, that we all can manage better! Stress can result from managing a chronic illness, caring for a loved one, finances, retirement—simply changing jobs or moving can cause a great deal of stress.

What may be most important is that you don’t ignore the symptoms of stress, which can include:

- tension headaches
- back pain
- indigestion
- heart palpitations
- poor concentration
- indecisiveness
- crying
- irritability
- edginess

Untreated stress can have a lot of long-term consequences; fortunately, there are plenty of things you can do for stress relief! Examples include:

- Engage in regular physical activity. If you are infirm, ask your doctor whether you might benefit from certain types of exercise, such as tai chi, which enhances balance. Many other kinds of physical activity improve your health, lift your mood, and reduce stress, too.
- Consider whether you might benefit from a course in assertiveness training that would help you state your wishes and handle conflicts.
- Join a support group if you are dealing with bereavement.
- Think about getting a pet—both the pluses and minuses. Several studies support the stress-lowering effects of having a dog, cat, or other animal companion. But don’t forget to take into consideration the physical and financial challenges of pet ownership.
- Attend a mind-body program. These can help at any age. Some are specifically designed for seniors. Others may focus on chronic pain or specific ailments, such as heart disease.


Finally, remember that most health plans have benefits and resources dedicated to mental health. Resources can include wellness programs, online tutorials and health coaching. Recognizing that rural carriers and their families may not have
access to mental health providers, the Rural Carrier Benefit Plan (RCBP) offers three great resources for our members:

1. **AbleTo** offers a web-based, video conferencing, personalized 8-week treatment support program. The AbleTo program supports RCBP members through 16 sessions (two times a week) with a therapist and health coach. The program is geared to help members with stress and anxiety. After the 8-week program, RCBP members will have the tools and training to better manage stress and anxiety.

2. **American Well** (AmWell) offers telehealth or telemedicine services. Like AbleTo, the program is done through video-conferencing with a provider in your state, which includes certified doctors and therapists.

3. **TrestleTree** offers a multitude of services through their telephonic health coaching program. RCBP members can speak with a TrestleTree health coach to complete a telephonic health risk assessment (HRA) to help you with tobacco cessation, weight management, exercise, nutrition and stress management. (HINT: you can also earn a wellness reward by completing the HRA!)

RCBP members pay no copays or coinsurance for these services. Mental health and physical health work in tandem to complete our overall well-being. Just as you can’t neglect physical aches and pains, mental stress or anxiety must be addressed as well. As we all know, life has no shortages of curveballs to throw our way; taking the time to recognize the signs that your mental health may not be its best is a great step forward to improve your well-being. I hope you find this article informative and will take steps to ensure that your mental health is as good as your physical health. Enjoy the winter months, and best in health!

Source: https://www.cdc.gov/mentalhealth/learn/index.htm

### TAKE ADVANTAGE OF YOUR HEALTH BENEFITS IN 2019!

No matter what health plan you are in or what type of policy you have, there are a number of steps you can take to make the most of your benefits--making sure you are familiar with the basics will give you an important edge.

Here’s how to make the most of your health benefit plan:

- **Sign-up and create your user account on your health plan’s website.** For RCBP members, that is Aetna Navigator, the RCBP members-only portal that gives you access to all of your claims information, EOBs, and exclusive tools and resources.
- **Download your plan’s mobile app.** For RCBP members, that is Aetna Navigator, which allows you to access your benefits on the go.
- **Take advantage of any available wellness incentives!** That’s money you can use to pay for qualified medical expenses such as doctor’s office copays, prescriptions, and lab fees.
- **Download and review (or at least know where you can find a copy) your official plan documents.** For RCBP members, that’s the 2019 RCBP Plan Brochure. Hint: Your 2019 Summary of Benefits and Coverages (SBC) provides a great summary of your plan benefits.
Step 4 Settlement on Salary Advances

The issue in the grievance is management refusing to issue an emergency salary advance, claiming that the grievant had been “terminated” when, in fact, the grievant was not. The parties agree that: “Handbook F-101, Field Accounting Procedures, Section 23-3, Employee Emergency Salary, outlines the authorized and unauthorized conditions for issuance of an emergency salary advance. The parties agree that these provisions shall apply in those instances when a rural carrier requests an emergency salary advance.”
Step 4 Settlement on Management Accompanying Carrier on Route Inspection

The issue in this grievance concerns whether the postmaster or designee must be accompanied by the rural carrier assigned to the route during a route inspection. After reviewing this matter, we mutually agree that no national interpretive issue is fairly presented in this case. Handbook PO-603, Rural Carrier Duties and Responsibilities, Section 52, defines the inspection of a route as the physical inspection/observation of the route and route conditions made by the postmaster or a designee while accompanying the carrier on the route. It further states that during a rural route inspection, rural carriers must travel the route and deliver the mail precisely as they do the rest of the year. The parties agree that the postmaster or designee will accompany a rural carrier that is knowledgeable of the route, generally, the assigned carrier.

Mr. David Heather
Director of Labor Relations
National Rural Letter Carriers’ Association
1830 Duke Street
Alexandria, VA 22314-3467

Re: B06R-4B-C09160743
Class Action
Chester, NH 03036-9998

Dear David:

On several occasions, the most recent being November 8, 2016, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns whether the postmaster or designee must be accompanied by the rural carrier assigned to the route during a route inspection.

After reviewing this matter, we mutually agree that no national interpretive issue is fairly presented in this case. Handbook PO-603, Rural Carrier Duties and Responsibilities, Section 52, defines the inspection of a route as the physical inspection/observation of the route and route conditions made by the postmaster or a designee while accompanying the carrier on the route. It further states that during a rural route inspection, rural carriers must travel the route and deliver the mail precisely as they do the rest of the year.

The parties agree that the postmaster or designee will accompany a rural carrier that is knowledgeable of the route, generally, the assigned carrier.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle this case.

Time limits were extended by mutual consent.

Joseph L. Thompson
Labor Relations Specialist
Contract Administration (NRLCA)

Date: 11/08/2018

David Heather
Director of Labor Relations
National Rural Letter Carriers’ Association
The issue in this case involved management adjusting a route that was not overburdened for the stated reason of “leveling out the evaluations of the routes.” The parties agreed that no national interpretive issue is fairly presented in this case.

The parties further agree that, though management may provide relief of rural routes as outlined in Handbook M-38, Management of Rural Delivery Services, rural routes should not be adjusted solely for the purpose of creating equitable route evaluations.
Step 4 Settlement on Scanning of International Mail Pieces

The issue in this grievance concerned carriers being required to scan ALL International Mail Pieces. This IS the current direction from USPS, but the carriers in this case were only required to scan those pieces beginning with C, R, A, V, E or L during their previous mail count. The “scan all directive” was reversed in this office until the next mail count. The settlement agreement clarifies that rural carriers are to scan all international pieces and follow the prompts from the scanner. Mail count credit will depend on the handling prompted. (i.e.: scan credit or accountable credit for items requiring signature.)

After reviewing this matter, we mutually agree that no national interpretive issue is fairly presented in this case. In accordance with Handbook PO-610, Signature Capture and Electronic Record Management: Manager’s Guide to Standard Operating Procedures, Section 2-10, rural carriers must scan all incoming international mail pieces that contain a barcode. If a mail piece has an unrecognized barcode, the scanner will present a prompt and the carrier will select international to continue the scanning process.
Mr. David Heather  
Director of Labor Relations  
National Rural Letter Carriers'  
Association  
1630 Duke Street  
Alexandria, VA  22314-3467

Re:  B06R-4B-C 12025771
Class Action
Windsor, CT 06006-0100

Dear David:

On several occasions, the most recent being September 28, 2018, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns the proper credit provided during a mail count for letter mail with addresses that cannot be processed in Delivery Point Sequence (DPS) order, such as apartment or high rise buildings.

After reviewing this matter, we mutually agree no national interpretive issue is fairly presented in this case. There is no dispute that during the implementation of DPS letter mail or when assigned to a new route, rural carriers have one opportunity to notify management whether letter mail with addresses that cannot be processed in Delivery Point Sequence (DPS) order should be included with DPS letter mail.

During a mail count, credit for this mail will be provided as follows:

- When a rural carrier chooses to receive letter mail with addresses that cannot be processed in Delivery Point Sequence (DPS) order with DPS letter mail; credit is provided in Column 2, Sector/Segment Letters and is deducted from Column 3, DPS Letters.

- When a rural carrier chooses to receive letter mail with addresses that cannot be processed in Delivery Point Sequence (DPS) order separately, credit is provided in Column 2, Sector/Segment Letters, and there is no deduction from Column 3, DPS Letters.

- When a rural carrier chooses to receive letter mail with addresses that cannot be processed in Delivery Point Sequence (DPS) order separately from DPS letter mail and the mail is still provided with the DPS letter mail, credit will be provided in Column 1, Random Letters with no deduction from Column 3, DPS Letters.
The parties at Step 3 are directed to apply the above agreement to the fact circumstances in the instant case and determine if any remedy is appropriate. Additionally, any grievances that are being held in abeyance pending the disposition of this case will be reopened.

Time limits were extended by mutual consent.

Please sign and return the enclosed copy of this letter as your acknowledgement of agreement to remand this case.

[Signatures]

David Heather
Director of Labor Relations
National Rural Letter Carriers’ Association

Date: 28 September, 2018

---

**Step 4 Settlement on Proper Credit for Mail That Cannot Be Processed in Delivery Order**

The issue in this grievance concerns the proper credit provided during a mail count for letter mail with addresses that cannot be processed in Delivery Point Sequence (DPS) order, such as apartment or high rise buildings.

After reviewing this matter, we mutually agree no national interpretive issue is fairly presented in this case. There is no dispute that during the implementation of DPS letter mail or when assigned to a new route, rural carriers have one opportunity to notify management whether letter mail with addresses that cannot be processed in Delivery Point Sequence (DPS) order should be included with DPS letter mail.

During a mail count, credit for this mail will be provided as follows:

- When a rural carrier chooses to receive letter mail with addresses that cannot be processed in Delivery Point Sequence (DPS) order separately, credit is provided in Column 2, Sector/Segment Letters, and there is no deduction from Column 3, DPS Letters.
- When a rural carrier chooses to receive letter mail with addresses that cannot be processed in Delivery Point Sequence (DPS) order separately from DPS letter mail and the mail is still provided with the DPS letter mail, credit will be provided in Column 1, Random Letters with no deduction from Column 3, DPS Letters.

Whether the mail that cannot be processed in DPS order is withheld from the DPS sort plan via station input is the choice of the regular carrier. Once the choice is made, management should abide by the choice and the mail should be credited during mail count according to the agreement above. The method of processing and crediting the mail is also a proper discussion for pre-count conferences.
Mr. David Heather  
Director of Labor Relations  
National Rural Letter Carriers’ Association  
1630 Duke Street  
Alexandria, VA  22314-3465

Re: J06R-4J-C13046230  
Hatlevig  
Madison, WI  53711-9998

Dear David:

On several occasions, the most recent being November 8, 2018, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns whether part-time flexible (PTF) rural carriers may be bypassed to avoid the payment of overtime.

During our discussion, we mutually agreed that the following will constitute full and complete settlement of this grievance:

In 1999, the PTF rural carrier position was established to provide additional flexibility in the workforce and replacement coverage for regular rural carriers. The parties agreed that PTF rural carriers could be scheduled as determined by management. The parties further agreed that a PTF rural carrier would be entitled to be compensated for the weekly number of hours, based upon the daily evaluation of the assigned routes; regardless of which route assignments or additional duties were worked.

Article 30.2.O states in part;

A part-time flexible rural carrier is only entitled, on a weekly basis, to a combination of leave and evaluated hours equal to the total of one day’s evaluation of each of the assigned primary routes.
Step 4 Settlement on Scheduling PTF Rural Carriers on Their String Routes

The issue in this grievance is the scheduling of PTF rural carriers on their “string” routes. Local management took the position that they could schedule a PTF on any route and bypass the PTF for work on one of their string routes provided the PTF was provided with work equal to the total evaluated hours of the assigned string routes.

The parties agreed to the following settlement: In 1999, the PTF rural carrier position was established to provide additional flexibility in the work force and replacement coverage for regular rural carriers. The parties agreed that PTF rural carriers could be scheduled as determined by management. The parties further agreed a PTF rural carrier would be entitled to be compensated for the weekly number of hours, based upon the daily evaluation of the assigned routes; regardless of which route assignments or additional duties were worked.

Article 30.2.0 states in part: A part-time flexible rural carrier is only entitled, on a weekly basis, to a combination of leave and evaluated hours equal to the total of one day’s evaluation of each of the assigned primary routes.

A PTF rural carrier should be scheduled on their string assignment, if such assignment would not result in exceeding 40 hours at the end of the work week. (emphasis added) The decision of whether the proposed assignment will exceed 40 hours is made by calculating the following:

- the actual work hours for the week
- the number of hours scheduled to work the remainder of the week
- the number of work hours of the proposed assignment

Please sign and return the enclosed copy of this letter as your acknowledgement of agreement to settle this case.

Time limits were extended by mutual consent.

Reggie W. Rabon  
Labor Relations Specialist  
Contract Administration (NRLCA)

David Heather  
Director of Labor Relations  
National Rural Letter Carriers’ Association

Date: 11/15/18

Date: 11-15-18
Mr. David Heather  
Director of Labor Relations  
National Rural Letter Carriers'  
Association  
1630 Duke Street  
Alexandria, VA  22314-3467  

Re: C10R-4C-C 15357844  
Class Action  
Clarksville, TN 37040-9998  

Dear David:  

On several occasions, the most recent being October 15, 2018, the parties discussed  
the above-captioned grievance at the fourth step of our contractual grievance procedure.  

The issue in this grievance is whether additional compensation is warranted when local  
management requires rural carriers to verify parcels are properly sorted to the assigned  
routes immediately upon completion of parcel distribution.  

After reviewing this matter, we mutually agree no national interpretive issue is fairly  
presented in this case. The parties agree that management may require rural carriers to  
make an additional trip to the parcel hamper in order to verify parcels have been  
properly distributed.  

In those situations where the verification is not performed in conjunction with normal and  
routine handling of the parcels, rural carriers shall be compensated actual time to make  
an additional round trip to the distribution area and to deposit any missorted parcels in  
the designated location. Compensation is provided via PS Form 8127 for regular rural  
carriers or PS Form 1314-A for leave replacements.  

The parties further agree if a rural carrier is required to perform this function during a  
mail count additional credit will be provided in Column 17.
Step 4 Settlement on Carriers Required to Verify Parcels Outside of Normal Parcel Handling

The issue in this grievance is whether additional compensation is warranted when local management requires rural carriers to verify parcels are properly sorted to the assigned routes immediately upon completion of parcel distribution.

The parties agree that management may require rural carriers to make an additional trip to the parcel hamper in order to verify parcels have been properly distributed.

In those situations where the verification is not performed in conjunction with normal and routine handling of the parcels, rural carriers shall be compensated actual time to make an additional round trip to the distribution area and to deposit any missorted parcels in the designated location. Compensation is provided via PS Form 8127 for regular rural carriers or PS Form 1314-A for leave replacements. The parties further agree if a rural carrier is required to perform this function during a mail count additional credit will be provided in Column 17.
Convention Delegate Nominations

Appearing below is Section 2 of Article VI of the Constitution of the National Rural Letter Carriers’ Association. It sets forth in detail the election procedures for delegates to the national convention. This article complies with labor laws which require that national delegates must be elected by direct vote of the membership.

In accordance with Section 2 of Article VI, a nominating ballot appears below:

- You may nominate yourself or someone else from the organized state association in which your membership is affiliated. (Reference Article III, Section 4.A and B of the National Constitution).
- Mail the completely filled out and SIGNED nominating ballot to your State Association at the pre-arranged post office box address that appears on the opposite page. A completely filled out nominating ballot is extremely important in order to determine eligibility of the person making the nomination and that of the nominee. Please print clearly as an illegible nominating ballot may cause it to be not accepted and/or returned for clarification to the person making the nomination.

Section 2. Delegates

A. Eligibility
1. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withheld and cash pay Bargaining Unit and Retired Members on June 30 of the Association year just ended.

2. Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such “good standing” status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.

3. A member who accepts or acts at any time in any capacity normally performed by a manager from the end of one Convention to the end of the next Convention shall be ineligible to be nominated or serve as delegate.

B. Nomination
1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to a pre-arranged post office box on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot and instructions shall be posted on the NRLCA website and in all published issues of The National Rural Letter Carrier from December-May.

2. Nominations must be received in the pre-arranged post office box at least 50 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

C. Elections
1. A member must be on the rolls at least 50 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.

2. The State Secretary shall prepare a ballot listing the candidates for National Delegate. Instructions on each ballot shall include the number of delegates to be elected, the deadline for return of the ballot and the mailing address of the designated post office box. The number of votes cast on each ballot shall not exceed the number of delegates to which the state association was entitled at the previous convention.

3. The State Secretary shall cause the ballot to be mailed to eligible members at least 25 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt of the ballots and another for the return of undeliverable ballots.

4. An envelope marked “Ballot” shall be provided in which to seal the ballot. To permit verification of membership and to maintain the integrity of the voting procedure, an outer envelope, also marked “Ballot” which clearly identifies the name and address of the member, shall also be provided. The sealed envelope containing the ballot shall be placed in the outer envelope by the member and mailed to the designated post office box.

5. An Election Committee shall be appointed by the State President. No candidate for National Delegate may serve on the Election Committee. After the deadline for receipt of ballots, the Election Committee shall collect and tabulate the ballots at the state conven-
titled shall be declared regular delegates; the number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates.

7. Each state association shall be entitled to one Delegate-at-Large from the roster of elected regular delegates. That position shall be filled by a state officer in ranking order, beginning with the State President. A state officer may not be automatically declared a delegate by virtue of office unless elected by direct vote of the membership. National-Paid Delegates shall be named in accordance with the plurality of votes received.

8. The State Secretary shall prepare and send credentials to the National Secretary-Treasurer for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention. The credentials shall be embossed with the state’s seal to verify authenticity.

9. Delegates-at-Large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.

---

**2019 National Delegate Nomination Address by State**

<table>
<thead>
<tr>
<th>State</th>
<th>Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama RLCA</td>
<td>National Delegate Nomination PO Box 402 Hamilton, AL 35570-0402</td>
</tr>
<tr>
<td>Arizona RLCA</td>
<td>National Delegate Nomination PO Box 721 Higley, AZ 85236-0721</td>
</tr>
<tr>
<td>Arkansas RLCA</td>
<td>National Delegate Nomination PO Box 1848 Batesville, AR 72503-1848</td>
</tr>
<tr>
<td>California RLCA</td>
<td>National Delegate Nomination PO Box 698 Oakdale, CA 95361-0698</td>
</tr>
<tr>
<td>Colorado RLCA</td>
<td>National Delegate Nomination PO Box 1351 Greeley, CO 80632-1351</td>
</tr>
<tr>
<td>Connecticut RLCA</td>
<td>National Delegate Nomination PO Box 10 Thomaston, CT 06787-0010</td>
</tr>
<tr>
<td>Delaware RLCA</td>
<td>National Delegate Nomination PO Box 145 Cheswold, DE 19936-0145</td>
</tr>
<tr>
<td>Florida RLCA</td>
<td>National Delegate Nomination PO Box 634 Floral City, FL 34436-0634</td>
</tr>
<tr>
<td>Georgia RLCA</td>
<td>National Delegate Nomination PO Box 227 Ellaville, GA 31806-0227</td>
</tr>
<tr>
<td>Idaho RLCA</td>
<td>National Delegate Nomination PO Box 824 Payette, ID 83661-0824</td>
</tr>
<tr>
<td>Illinois RLCA</td>
<td>National Delegate Nomination PO Box 6244 Galena, IL 61036-6244</td>
</tr>
<tr>
<td>Indiana RLCA</td>
<td>National Delegate Nomination PO Box 151 Romney, IN 47981-0151</td>
</tr>
<tr>
<td>Iowa RLCA</td>
<td>National Delegate Nomination PO Box 101 Davenport, IA 52801-0101</td>
</tr>
<tr>
<td>Kansas RLCA</td>
<td>National Delegate Nomination PO Box 888 El Dorado, KS 67042-0388</td>
</tr>
<tr>
<td>Kentucky RLCA</td>
<td>National Delegate Nomination PO Box 133 Shepherdsville, KY 40165-0133</td>
</tr>
<tr>
<td>Louisiana RLCA</td>
<td>National Delegate Nomination PO Box 275 Mer Rouge, LA 71261-0275</td>
</tr>
<tr>
<td>Maine RLCA</td>
<td>National Delegate Nomination PO Box 571 Waterboro, ME 04087-0571</td>
</tr>
<tr>
<td>Maryland RLCA</td>
<td>National Delegate Nomination PO Box 254 Poolesville, MD 20837-0254</td>
</tr>
<tr>
<td>Massachusetts RLCA</td>
<td>National Delegate Nomination PO Box 1394 Artleboro Falls, MA 02763-0897</td>
</tr>
<tr>
<td>Michigan RLCA</td>
<td>National Delegate Nomination PO Box 864 Mr. Pleasant, MI 48804-0864</td>
</tr>
<tr>
<td>Minnesota RLCA</td>
<td>National Delegate Nomination PO Box 184 Round Lake, MN 56167-0184</td>
</tr>
<tr>
<td>Mississippi RLCA</td>
<td>National Delegate Nomination PO Box 983 Pontotoc, MS 38863-0983</td>
</tr>
<tr>
<td>Missouri RLCA</td>
<td>National Delegate Nomination PO Box 112 Shelbyville, MO 63469-0112</td>
</tr>
<tr>
<td>Montana RLCA</td>
<td>National Delegate Nomination PO Box 353 Corvallis, MT 59828-9220</td>
</tr>
<tr>
<td>Nebraska RLCA</td>
<td>National Delegate Nomination PO Box 393 Firth, NE 68358-0393</td>
</tr>
<tr>
<td>Nevada RLCA</td>
<td>National Delegate Nomination PO Box 60961 Reno, NV 89506-0019</td>
</tr>
<tr>
<td>New Hampshire RLCA</td>
<td>National Delegate Nomination PO Box 1441 Raymond, NH 03077-1441</td>
</tr>
<tr>
<td>New Jersey RLCA</td>
<td>National Delegate Nomination PO Box 3 Long Valley, NJ 07853-0003</td>
</tr>
<tr>
<td>New Mexico RLCA</td>
<td>National Delegate Nomination PO Box 44575 Rio Rancho, NM 87174-4575</td>
</tr>
<tr>
<td>New York RLCA</td>
<td>National Delegate Nomination PO Box 150 Holland, NY 14080-0150</td>
</tr>
<tr>
<td>North Carolina RLCA</td>
<td>National Delegate Nomination PO Box 984 Spring Lake, NC 28390-0984</td>
</tr>
<tr>
<td>North Dakota RLCA</td>
<td>National Delegate Nomination PO Box 533 Hankinson, ND 58041-0533</td>
</tr>
<tr>
<td>Ohio RLCA</td>
<td>National Delegate Nomination PO Box 107 Dillroy, OH 44604-0107</td>
</tr>
<tr>
<td>Oklahoma RLCA</td>
<td>National Delegate Nomination PO Box 336 Konawa, OK 74849-0336</td>
</tr>
<tr>
<td>Oregon RLCA</td>
<td>National Delegate Nomination PO Box 357 Gresham, OR 97030-0004</td>
</tr>
<tr>
<td>Pennsylvania RLCA</td>
<td>National Delegate Nomination PO Box 402 Schaefferstown, PA 17088-0402</td>
</tr>
<tr>
<td>Puerto Rico RLCA</td>
<td>National Delegate Nomination PO Box 367800 San Juan, PR 00936-7880</td>
</tr>
<tr>
<td>Rhode Island RLCA</td>
<td>National Delegate Nomination PO Box 3 North Kingstown, RI 02852-0003</td>
</tr>
<tr>
<td>South Carolina RLCA</td>
<td>National Delegate Nomination PO Box 612 Wagener, SC 29164-0612</td>
</tr>
<tr>
<td>South Dakota RLCA</td>
<td>National Delegate Nomination PO Box 222 Ethan, SD 57334-0222</td>
</tr>
<tr>
<td>Tennessee RLCA</td>
<td>National Delegate Nomination PO Box 873 Benton, TN 37307-0873</td>
</tr>
<tr>
<td>Texas RLCA</td>
<td>National Delegate Nomination PO Box 150403 Lufkin, TX 75901-0403</td>
</tr>
<tr>
<td>Utah RLCA</td>
<td>National Delegate Nomination PO Box 95475 South Jordan, UT 84095-0475</td>
</tr>
<tr>
<td>Vermont RLCA</td>
<td>National Delegate Nomination PO Box 99 Windsor, VT 05089-0099</td>
</tr>
<tr>
<td>Virginia RLCA</td>
<td>National Delegate Nomination PO Box 8713 Norfolk, VA 23503-0713</td>
</tr>
<tr>
<td>Washington RLCA</td>
<td>National Delegate Nomination PO Box 59 Liberty Lake, WA 99019-0659</td>
</tr>
<tr>
<td>West Virginia RLCA</td>
<td>National Delegate Nomination PO Box 144 New Martinsville, WV 26155-0144</td>
</tr>
<tr>
<td>Wisconsin RLCA</td>
<td>National Delegate Nomination PO Box 709 Wyncote, PA 19095-0709</td>
</tr>
<tr>
<td>Wyoming RLCA</td>
<td>National Delegate Nomination PO Box 2701 Cody, WY 82414-2701</td>
</tr>
</tbody>
</table>
Eastern States Conference
April 5-7, 2019 Atlantic City, NJ

The Eastern States Conference will be held Friday April 5, 2019-Sunday April 7, 2019 at The Claridge, a Radisson hotel located at 123 South Indiana Ave, Atlantic City, NJ 08401. The room rate will be $95 night for double occupancy plus taxes. Maximum occupancy for each room is four people, with a charge of $20 assessed for each additional person. The rate includes complimentary internet and waiver of the resort fee. Self-parking is $8.00 daily. The discounted rate is applicable 2 days prior and 2 days after. For hotel reservations, call 1-844-224-7386 or online at www.claridge.com. Our group code is 'EASTRN’. Hotel reservations must be made by 5:00 PM EST March 4, 2019 to receive the group rate.

Registration for the conference is $30 per person. Registration for non-conference guests wishing to participate in the meet-and-greet, breakfasts and all other program activities is $15 per person. The deadline for registering is March 27, 2019. Registrations received after March 27 or “at the door” will be $40 for conference attendees and $20 for non-conference guests wishing to participate in the meet-and-greet, breakfasts and all other program activities. Registration will include the meet and greet on Friday evening, continental breakfast on Friday, Saturday and Sunday, and all program activities. The Saturday evening Banquet will be $35.

The Executive Committee meeting will be Thursday, April 4, 2019 at 6 PM.

Eastern States Conference Registration
To register to attend the Eastern States Conference, please send your check made payable to Eastern States Conference by March 27, 2019 to:

Lorraine Pacheco
ESC Secretary-Treasurer
368 Washington St
Taunton, Ma 02780

Due to commitments to submitted totals that are required in advance, we cannot give refunds.

Eastern States Conference Registration

Name(s): ____________________________________________________________

Address: ___________________________________________________________

Phone: ___________________________ Email: _____________________________

Saturday Evening Banquet Tickets Number ______ x $35.00 = ______
Registration (Conference Attendees) Number ______ x $30.00 = ______
Registration (Non-conference Attendees) Number ______ x $15.00 = ______

Total $ ___________

☐ Check this box if you wish to have a hard-copy receipt mailed to you.
2019 Western States Conference

DATE: April 24-26, 2019 (Wednesday afternoon through Friday)

LOCATION: Embassy Suites by Hilton Phoenix Tempe 4400 S Rural Rd Tempe, AZ 85282
Phoenix Sky Harbor International Airport - Free airport shuttle.

Room Rates: The room rates are $140 per night plus tax, Single King and Double bed Suites (up to 6 guests per room, additional $10 per guest at third person) if reserved by March 22nd.

Phone 480-897-7444 for Embassy Suites Direct use Group Code WSC. Make your reservations early before the block is full. Rates are good 3 days prior to/after the Convention. These suites have a couch that makes into a bed, coffee makers, refrigerators and free Wi-Fi. Includes Breakfast Buffet and Manager Reception in evening. Complimentary shuttle within 3 miles, includes Downtown Tempe, Arizona Mills Outlet, LEGOLAND Discovery Center, SEALIFE Arizona, Tempe Marketplace. Plenty of places to eat within walking distance.

Conference Registration:

<table>
<thead>
<tr>
<th>Number</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration Fee (Cost is $85 after April 1st) $75</td>
<td>$ _______</td>
</tr>
</tbody>
</table>

Includes Meet & Greet, Breaks, Lunch on Thursday, Seminars

PLEASE PRINT:

TOTAL ENCLOSED $ ___________

Name(S):
____________________________________________________________________________________________

Address:
____________________________________________________________________________________________

City/State/Zip: ____________________________ Phone# : ____________________________

Email:_____________________________________________________

ENCLOSE CHECK PAYABLE TO “AZRLCA” FOR TOTAL AMOUNT. Add Late Fee of $10 after April 1st.
MAIL BY APRIL 1st to: AZRLCA, PO BOX 1017, Higley, AZ 85236-1017
Questions: Call Trudy Ewing at (480) 580-6161 or Email: azrlcasectreas@gmail.com
Green Bay Packers is a mere 3 miles from epic Lambeau Field and the Hall of Fame. Complete with all the comforts away from home, a 24 hour pool and attached to the Oneida Casino. There is plenty of activities for you and your family in Green Bay.

**MID STATES CONFERENCE**

**MAY 3 – 4 – 5, 2019**

Radisson Hotel & Convention Center * 2040 Airport Drive * (920) 494-7300

Single $91 * Double $101 FREE PARKING!!

Name: ________________________________
Address: ______________________________________________________________________
City/ST/Zip: ____________________________________________________________________
Phone: _______________________________  Email: ________________________________

Friday Lunch ___________ @ $20.00 ea
Friday Meet & Greet _____________ (qty)
Saturday Breakfast__________ @ $20.00 ea
Saturday Lunch _______________ @ $25.00 ea
Saturday Banquet______________ @ $40.00 ea
Sunday Breakfast______________ @ $20.00 ea

$____________________ Total Amt Enclosed

Mail to: WIRLCA Mid-States
PO Box 708
Wyocena, WI 53969

Questions? Call (608) 617-4704
The delegates at the 114th National Convention in Grand Rapids, MI passed a binding resolution stating, “That a week during the year be designated as Relief Carrier Appreciation Week.” The NRLCA National Board has designated the first full week in February (2/2-2/8) as “Relief Carrier Appreciation Week.” We ask that you join us in showing our leave replacements that their dedication and commitment do not go unnoticed.

In truth, regular carriers should appreciate the leave replacements in their offices every week throughout the year. Relief carriers play a vital role in the rural carrier evaluated system, working what sometimes seem to be never-ending hours to help the Postal Service succeed, as well as providing relief to regular carriers. As we wrap up the peak holiday season, with a record-breaking number of parcels delivered, now is an especially good time to thank our leave replacements of all designations throughout the country for their hard work! (Note: for carriers’ names, please see inside front cover.)
The following State Associations have chosen to allow candidates for National Office to announce their candidacy at their 2019 State Conventions. For more information, please contact the State Association contact person listed below for each state.

**ARKANSAS**  
Contact: Brent Haley  
Cell: 870-240-5189  
Email: blhaley78@yahoo.com

**NEW JERSEY**  
Contact: Jeff McDonald  
Cell: 908-278-1790  
Email: jpmcd05@verizon.net

**GEORGIA**  
Contact: Phil Upchurch  
Cell: 404-456-8661  
Email: PDU2121@charter.net

**SOUTH DAKOTA**  
Contact: Karrie Mueller  
Cell: 605-351-2733  
Email: jkmueller@goldenwest.net

**IOWA**  
Contact: Cathy Gallentine  
Cell: 402-690-6601  
Email: iarlcacathy@gmail.com

**VIRGINIA**  
Contact: Kelly Magalis  
Cell: 540-409-6291  
Email: kmagalis102@comcast.net

**KANSAS**  
Contact: Jim Hornbostel  
Phone: 785-692-4288; Cell: 785-747-8496  
Email: jhorn@bluevalley.net

**WEST VIRGINIA**  
Contact: William Beeghly  
Cell: 304-290-6540  
Email: w.beeghly@frontier.com

**MISSOURI**  
Contact: George “Mike” Richardson  
Cell: 573-221-7644  
Email: gmike.r@outlook.com

**NEBRASKA**  
Contact: Kim Jansa  
Cell: 402-443-7748  
Email: nerlca.president@gmail.com

**NEVADA**  
Contact: Todd Floyd  
Phone: 775-772-1511; Cell: 775-722-7834  
Email: Todd.Floyd@nrlca.org
USPS Board of Governors Appoints Tammy Whitcomb USPS Inspector General

On November 29, 2018, the Governors of the U.S. Postal Service announced the appointment of Tammy L. Whitcomb as the third Inspector General of the U.S. Postal Service. The Office of Inspector General conducts audits and investigations to promote efficiency and detect and prevent fraud in Postal Service programs and operations.

Whitcomb has served as acting inspector general since 2016. She began her postal career as audit director in 2005 and later served as assistant inspector general for audit and deputy inspector general.

Ms. Whitcomb began her government career at the Internal Revenue Service Inspection Service, and transitioned with them as a part of the Treasury Inspector General for Tax Administration (TIGTA), established in early 1999. During her career at TIGTA, she was an Audit Manager in Dallas, TX for several years before coming to Washington, DC as the director of the Office of Management and Policy.

“Ms. Whitcomb has two decades of experience in the IG community and brings great vision and tenacity to the role of inspector general of the U.S. Postal Service,” said USPS Board of Governors Chairman Robert M. Duncan. “We look forward to working with her in her role to help safeguard the integrity of the postal system, and in identifying opportunities to improve and enhance the operations of the Postal Service.”

Presidential Task Force on the Postal Service Releases Their Long-Awaited Report

On December 4, the Task Force on the United States Postal Service appointed by President Trump released their report on increasing the financial stability of the Postal Service. While the report is non-binding, it did make recommendations the Postal Service can take to reduce labor costs. These steps include eliminating collective bargaining over pay for postal employees, increasing employee contributions to the pension system, and converting to a defined contribution system.

The report also recommends lifting the caps on how much the USPS can charge for letter delivery, giving it the authority to eliminate a day of mail delivery, and allowing the Postal Service to charge private carriers for access to the mail box.

The report states the Postal Service should restructure the payments made into the Retiree Health Benefits Fund to be based on the population of postal employees, but continues to recommend the current mandate to pre-fund. Although the report did not call for outright privatization of the Postal Service, many mailers, postal unions, and members of Congress took issue with many of the recommendations and declined to endorse the report.

The NRLCA will continue to work with stakeholders, including the other postal unions, USPS management, major mailers, Congress, and the White House, to find solutions that will truly put the USPS on a sustainable path forward.

The Task Force’s entire report can be found at the following link: https://home.treasury.gov/system/files/136/USPS_A_Sustainable_Path_Foward_report_12-04-2018.pdf
### STATEMENT OF FINANCIAL POSITION
For the Six Months Ended December 31, 2018

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$8,908,527</td>
<td>$6,461,130</td>
</tr>
<tr>
<td>Investments</td>
<td>$1,364,749</td>
<td>$1,348,203</td>
</tr>
<tr>
<td>Accounts receivable:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Insurance - Federal plan (RCBP)</td>
<td>$201,251</td>
<td>$231,788</td>
</tr>
<tr>
<td>- Office of Personnel Management</td>
<td>$126,098</td>
<td>$124,858</td>
</tr>
<tr>
<td>- Insurance - Non-Federal programs</td>
<td>$125,000</td>
<td>$125,000</td>
</tr>
<tr>
<td>- Postal Data Center</td>
<td>$671,908</td>
<td>$597,335</td>
</tr>
<tr>
<td>- Other</td>
<td>$50,042</td>
<td>$44,536</td>
</tr>
<tr>
<td>Total accounts receivable</td>
<td>$1,174,299</td>
<td>$1,123,517</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>$608,440</td>
<td>$264,035</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>$12,056,015</td>
<td>$9,196,885</td>
</tr>
<tr>
<td><strong>Other Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments held to fund deferred compensation</td>
<td>$1,145,641</td>
<td>$1,241,241</td>
</tr>
<tr>
<td><strong>Property and equipment, at cost</strong></td>
<td>$5,152,826</td>
<td>$5,528,768</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$18,354,482</td>
<td>$15,966,895</td>
</tr>
<tr>
<td><strong>Liabilities and Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Trade</td>
<td>$449,385</td>
<td>$387,172</td>
</tr>
<tr>
<td>- Salaries and payroll withholdings</td>
<td>$263,463</td>
<td>$206,913</td>
</tr>
<tr>
<td>- Insurance - Non-Federal plans</td>
<td>$74,523</td>
<td>$37,824</td>
</tr>
<tr>
<td>- State chapters</td>
<td>$3,037,673</td>
<td>$2,914,974</td>
</tr>
<tr>
<td>- Annual and sick leave</td>
<td>$4,280,464</td>
<td>$3,962,523</td>
</tr>
<tr>
<td>Dues collected in advance</td>
<td>$55,351</td>
<td>$57,088</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>$8,160,859</td>
<td>$7,566,495</td>
</tr>
<tr>
<td><strong>Other liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued postretirement benefits</td>
<td>$2,626,000</td>
<td>$2,069,000</td>
</tr>
<tr>
<td>Deferred compensation</td>
<td>$1,145,641</td>
<td>$1,241,241</td>
</tr>
<tr>
<td><strong>Total other liabilities</strong></td>
<td>$3,771,641</td>
<td>$3,310,241</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>$11,932,500</td>
<td>$10,876,736</td>
</tr>
<tr>
<td><strong>Net assets - unrestricted</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undesignated-operating</td>
<td>$3,795,982</td>
<td>$3,021,158</td>
</tr>
<tr>
<td>Designated-postretirement benefits</td>
<td>$2,626,000</td>
<td>$2,069,000</td>
</tr>
<tr>
<td><strong>Total unrestricted net assets</strong></td>
<td>$6,421,982</td>
<td>$5,090,158</td>
</tr>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td>$18,354,482</td>
<td>$15,966,895</td>
</tr>
</tbody>
</table>
## NATIONAL RURAL LETTER CARRIERS
### STATEMENT OF ACTIVITIES

For the Six Months Ended December 31, 2018

### Financial Statement

<table>
<thead>
<tr>
<th>Item</th>
<th>YTD vs Prior YTD</th>
<th>December</th>
<th>December</th>
<th>Increase (Decrease)</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td>2018</td>
<td>2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership Dues</td>
<td></td>
<td>$18,072,775</td>
<td>$16,117,091</td>
<td>$1,955,684</td>
<td>12.13%</td>
</tr>
<tr>
<td>Insurance (Non-Federal Programs)</td>
<td></td>
<td>744,416</td>
<td>763,995</td>
<td>($19,580)</td>
<td>-2.56%</td>
</tr>
<tr>
<td>Investment</td>
<td></td>
<td>40,181</td>
<td>6,337</td>
<td>$33,844</td>
<td>534.05%</td>
</tr>
<tr>
<td>Insurance - RCBP</td>
<td></td>
<td>88,029</td>
<td>121,605</td>
<td>($33,576)</td>
<td>-27.61%</td>
</tr>
<tr>
<td>Publication Advertising</td>
<td></td>
<td>19,025</td>
<td>20,890</td>
<td>($1,865)</td>
<td>-8.93%</td>
</tr>
<tr>
<td>Convention</td>
<td></td>
<td>19,501</td>
<td>16,470</td>
<td>$3,031</td>
<td>0.00%</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td></td>
<td>34,222</td>
<td>197,191</td>
<td>($162,969)</td>
<td>-82.65%</td>
</tr>
<tr>
<td>Gain on Sale of Fixed Assets</td>
<td></td>
<td></td>
<td></td>
<td>$368,744</td>
<td>0.00%</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td></td>
<td>$19,018,148</td>
<td>$17,612,323</td>
<td>$1,405,825</td>
<td>7.98%</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries</td>
<td></td>
<td>9,407,885</td>
<td>8,732,986</td>
<td>674,900</td>
<td>7.73%</td>
</tr>
<tr>
<td>Professional Services</td>
<td></td>
<td>1,220,688</td>
<td>1,397,944</td>
<td>($177,257)</td>
<td>-12.68%</td>
</tr>
<tr>
<td>Insurance Premiums Remitted</td>
<td></td>
<td>296,822</td>
<td>314,216</td>
<td>($17,394)</td>
<td>-5.54%</td>
</tr>
<tr>
<td>Transportation</td>
<td></td>
<td>1,231,056</td>
<td>1,172,316</td>
<td>58,740</td>
<td>5.01%</td>
</tr>
<tr>
<td>Printing and publications</td>
<td></td>
<td>335,944</td>
<td>376,951</td>
<td>($41,006)</td>
<td>-10.88%</td>
</tr>
<tr>
<td>Postage</td>
<td></td>
<td>232,232</td>
<td>343,734</td>
<td>($111,502)</td>
<td>-32.44%</td>
</tr>
<tr>
<td>Hotels</td>
<td></td>
<td>644,360</td>
<td>680,301</td>
<td>($35,942)</td>
<td>-5.28%</td>
</tr>
<tr>
<td>Meals/catering</td>
<td></td>
<td>612,531</td>
<td>689,645</td>
<td>($77,114)</td>
<td>-11.18%</td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td></td>
<td>200,648</td>
<td>282,101</td>
<td>($81,453)</td>
<td>-28.87%</td>
</tr>
<tr>
<td>Membership Recruitment Expenses</td>
<td></td>
<td>6,342</td>
<td>66,685</td>
<td>($60,343)</td>
<td>-90.49%</td>
</tr>
<tr>
<td>Employee benefits</td>
<td></td>
<td>1,964,021</td>
<td>1,743,541</td>
<td>220,480</td>
<td>12.65%</td>
</tr>
<tr>
<td>Office supplies and other expenses</td>
<td></td>
<td>178,035</td>
<td>164,362</td>
<td>13,673</td>
<td>8.32%</td>
</tr>
<tr>
<td>NGIC Promo</td>
<td></td>
<td>274,241</td>
<td>277,860</td>
<td>($3,619)</td>
<td>-1.30%</td>
</tr>
<tr>
<td>Equipment rental and maintenance</td>
<td></td>
<td>452,683</td>
<td>453,699</td>
<td>($1,016)</td>
<td>-0.22%</td>
</tr>
<tr>
<td>Database Maintenance</td>
<td></td>
<td>121,160</td>
<td>122,114</td>
<td>($954)</td>
<td>-0.78%</td>
</tr>
<tr>
<td>Payroll Taxes</td>
<td></td>
<td>602,932</td>
<td>560,431</td>
<td>42,501</td>
<td>7.58%</td>
</tr>
<tr>
<td>Public relations</td>
<td></td>
<td>6,714</td>
<td>6,742</td>
<td>($27)</td>
<td>-0.40%</td>
</tr>
<tr>
<td>Utilities</td>
<td></td>
<td>39,787</td>
<td>55,967</td>
<td>($16,181)</td>
<td>-28.91%</td>
</tr>
<tr>
<td>Rent</td>
<td></td>
<td>412,779</td>
<td>323,368</td>
<td>89,410</td>
<td>27.65%</td>
</tr>
<tr>
<td>Real Estate &amp; Property Taxes</td>
<td></td>
<td>115,439</td>
<td>117,153</td>
<td>($1,714)</td>
<td>-1.46%</td>
</tr>
<tr>
<td>Telephone</td>
<td></td>
<td>194,122</td>
<td>209,674</td>
<td>($15,552)</td>
<td>-7.42%</td>
</tr>
<tr>
<td>Contributions</td>
<td></td>
<td>1,101</td>
<td>5,171</td>
<td>($4,070)</td>
<td>0.00%</td>
</tr>
<tr>
<td>Association emblems</td>
<td></td>
<td>135,534</td>
<td>121,588</td>
<td>13,945</td>
<td>11.47%</td>
</tr>
<tr>
<td>Insurance</td>
<td></td>
<td>49,744</td>
<td>42,261</td>
<td>7,484</td>
<td>17.71%</td>
</tr>
<tr>
<td>Condo fees</td>
<td></td>
<td>14,431</td>
<td>9,706</td>
<td>4,726</td>
<td>48.69%</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td></td>
<td>$18,751,232</td>
<td>$18,290,769</td>
<td>$460,463</td>
<td>2.52%</td>
</tr>
<tr>
<td>Excess of revenue over expense (expenses over revenues)</td>
<td></td>
<td>$266,916</td>
<td>($678,446)</td>
<td>$945,362</td>
<td>-139.34%</td>
</tr>
</tbody>
</table>
NEW EMA CHART RELEASED

<table>
<thead>
<tr>
<th>MILES</th>
<th>0</th>
<th>3</th>
<th>6</th>
<th>9</th>
<th>12</th>
<th>15</th>
<th>18</th>
</tr>
</thead>
<tbody>
<tr>
<td>STOP</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

NOTE: This chart is based on press and mileage rates as of the date shown.

RURAL EQUIPMENT MAINTENANCE

PER MILE EFFECTIVE PP-TR 02-19
In accordance with the provisions of Article 9, Section 2.J.3 of the USPS/NRLCA National Agreement, effective January 5, 2019 (Pay Period 02-2019), the Equipment Maintenance Allowance (EMA) will decrease to 72.5 cents per mile, or a minimum of $29.00 per day, whichever is greater.

Auxiliary Rural Carriers, Rural Carrier Reliefs, Rural Carrier Associates, Rural Carrier Part-Time Flexibles, and Auxiliary Assistance:

Employees providing auxiliary assistance or serving auxiliary routes under the provisions of Article 9, Section 2.J.5, will receive EMA of 72.5 cents per mile or $7.85 per hour, whichever is greater. This EMA should not exceed the amount provided in the special EMA chart for route stops and miles.

This was the 11th opportunity for an EMA adjustment under the terms of the 2015-2018 USPS/NRLCA National Agreement. The next quarterly adjustment will occur after the release of the February 2019 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), and will be effective the second full pay period after release of that index.
Should I Catch Up My Contributions?

If you’re an active participant of a certain age, then consider this unique opportunity to boost your TSP savings with “catch-up contributions.”

What are catch-up contributions?

Catch-up contributions allow you to save more in your TSP account than the maximum amount allowed by the IRS through regular contributions. You can make your first catch-up contribution starting in January of the year you turn 50. Your catch-up contributions come from basic pay through payroll deductions and you can designate them as traditional (pre-tax) and/or Roth (after-tax).

Who is eligible to make catch-up contributions?

In addition to meeting the age requirement, you must be

- an active federal employee and in pay status; and
- making regular contributions to a civilian or uniformed services TSP account (or both), and/or an equivalent employer plan that will equal the Internal Revenue Code (IRC) 2018 maximum elective deferral limit of $18,500.* You must be on track to reach the full elective deferral limit by the end of the year while you’re simultaneously making catch-up contributions. You must make a separate election for catch-up contributions.

How much can I contribute to the TSP?

Once you have determined you are eligible, you can make catch-up contributions up to the IRC catch-up contribution limit of $6,000 for 2018.* Because catch-up contributions are in addition to your regular contributions, they do not count against the IRC elective deferral limit or the total IRC annual addition limit for the year.**

Will I receive any matching contributions on my catch-up contributions?

No. There are no matching contributions on catch-up contributions.

When can I make a catch-up contribution?

Once you become eligible, you can make your election at any time. It will become effective the first full pay period after your agency or service receives it. The election will only be valid through the end of the calendar year in which it is made. This means that you will have to make a new catch-up contribution election each year.

Do special rules or conditions apply to uniformed services participants?

Yes, there are some special rules:

- You cannot use incentive or special pay (including bonus pay) to make catch-up contributions.
- If you are receiving tax-exempt pay while serving in a combat zone, your traditional (pre-tax) catch-up contributions will stop. Only Roth catch-up contributions are allowed from tax-exempt pay.
- If you have both civilian and uniformed services accounts and are contributing the maximum amount of regular contributions, you can also make catch-up contributions to both accounts. The total in catch-up contributions for the two accounts must not exceed the catch-up contribution limit for the year. If you exceed the maximum limit for catch-up contributions, the TSP will refund the excess amount, plus earnings, from your uniformed services account first, no later than April 15 of the following year.

---

* The maximum IRC limits are subject to change every year.
** Correction: In the printed version of this issue, we incorrectly stated that the amount of catch-up contributions added to the amount of your regular and employer contributions cannot exceed the total IRC annual addition limit for the year.
How do I get started?

1. Read the *Catch-Up Contributions* fact sheet on tsp.gov and watch the *Catch-Up Contributions* video on youtube.com/tsp4gov to learn more.

2. Make catch-up contributions using your agency’s or service’s payroll system. If that option isn’t available to you, complete and submit Form TSP-1-C, *Catch-Up Contribution Election*, or TSP-U-1-C if you are a member of the uniformed services.

3. For more information, call the ThriftLine at 1-877-968-3778 and press option 3 to speak to a Participant Service Representative.

**2019 TSP Contribution Limits**

The annual contribution limit in 2019 for the TSP will be $19,000. That is up from $18,500 in 2018, a 2.7% increase.

The catch-up contribution limit for employees aged 50 and over who participate in the TSP remains unchanged at $6,000.

---

**2019**

**Elective Deferral – $19,000**

**Catch-Up – $6,000**

**Annual Addition – $56,000**

Know Your Limits

[Thrift Savings Plan]

January/February 2019
Congratulations to the following rural carriers who have achieved membership milestones in the NRLCA:

60-year members:
George F. Bavin, Michigan
James O. Britton, Indiana
Ralph B. Christy, Indiana
Carol H. Crumb, Kansas
Robert W. Hahn, Wisconsin
Cecil E. Harrison, Michigan
Kenneth H. Kerkhoff, Wisconsin
Harold O. Magnuson, North Dakota
Glen A. Moore, Michigan
Kenneth F. Rausch, Wisconsin
Duane R. Sheley, Michigan
Robert D. Sheridan, Michigan
Arthur G. Virts Jr., Maryland

50-year members:
Kenneth A. Alexander, Michigan
Robert L. Boomer, Michigan
Marshall Bowles, Kentucky
James W. Browning, Kentucky
Robert M. Campbell, Kentucky
Bobby G. Crowley, Kentucky
Charles F. Currin, North Carolina
Stanley R. Dybevik, Wisconsin
James Earp, North Carolina
Sharmon C. Ferguson, Kentucky
Lawrence T. Fincher, Kentucky
Billy G. Garland, Kentucky
Gerald D. Glover, Kentucky
Robert W. Hayes, Kentucky
Noel C. Howard, Kentucky
Lena S. Husher, Kentucky
Tyler E. Jasper, Kentucky
Jerry Kelly, Michigan
William B. Kirk, Kentucky
Howard D. Lindsey, Arizona
Norma K. Lyon, Kentucky
Jesse L. Martin Jr., Kentucky
James R. McCoy, Indiana
William G. McKee, Kentucky
Frances L. Newton, Kentucky
Gale E. Pickens, Washington
Allen T. Powell, Kentucky
Pauline J. Powell, Kentucky
Brenda G. Pyles, Kentucky
Bob W. Ravenscroft, Ohio
Emeral Roe, Kentucky
William L. Routt, Kentucky
Barbara J. Schmidt, Michigan
Everett R. Servais, Minnesota
Betty L. Shembarger, Michigan
Edith O. Smith, Michigan
Leslie N. Walker, Kentucky
Lynn D. Williams, Pennsylvania
Kenneth R. Wininger, Kentucky
## Membership Analysis - Monday, December 31, 2018

<table>
<thead>
<tr>
<th>State</th>
<th>Total RTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>AK</td>
<td>15</td>
</tr>
<tr>
<td>AL</td>
<td>2165</td>
</tr>
<tr>
<td>AR</td>
<td>1228</td>
</tr>
<tr>
<td>AZ</td>
<td>1014</td>
</tr>
<tr>
<td>CA</td>
<td>659</td>
</tr>
<tr>
<td>CO</td>
<td>0</td>
</tr>
<tr>
<td>CT</td>
<td>283</td>
</tr>
<tr>
<td>DC</td>
<td>3648</td>
</tr>
<tr>
<td>DE</td>
<td>1212</td>
</tr>
<tr>
<td>FL</td>
<td>549</td>
</tr>
<tr>
<td>GA</td>
<td>2594</td>
</tr>
<tr>
<td>HI</td>
<td>194</td>
</tr>
<tr>
<td>IA</td>
<td>1212</td>
</tr>
<tr>
<td>ID</td>
<td>659</td>
</tr>
<tr>
<td>IL</td>
<td>2138</td>
</tr>
<tr>
<td>IN</td>
<td>591</td>
</tr>
<tr>
<td>IA</td>
<td>1212</td>
</tr>
<tr>
<td>KS</td>
<td>990</td>
</tr>
<tr>
<td>KY</td>
<td>1617</td>
</tr>
<tr>
<td>LA</td>
<td>1294</td>
</tr>
<tr>
<td>MA</td>
<td>907</td>
</tr>
<tr>
<td>MD</td>
<td>1341</td>
</tr>
<tr>
<td>ME</td>
<td>591</td>
</tr>
<tr>
<td>MI</td>
<td>2806</td>
</tr>
<tr>
<td>MN</td>
<td>1771</td>
</tr>
<tr>
<td>MO</td>
<td>2069</td>
</tr>
<tr>
<td>MS</td>
<td>1546</td>
</tr>
<tr>
<td>MT</td>
<td>237</td>
</tr>
<tr>
<td>NC</td>
<td>4060</td>
</tr>
<tr>
<td>ND</td>
<td>348</td>
</tr>
<tr>
<td>NE</td>
<td>580</td>
</tr>
<tr>
<td>NH</td>
<td>380</td>
</tr>
<tr>
<td>NJ</td>
<td>1051</td>
</tr>
<tr>
<td>NM</td>
<td>341</td>
</tr>
<tr>
<td>NV</td>
<td>591</td>
</tr>
<tr>
<td>NY</td>
<td>2382</td>
</tr>
<tr>
<td>OH</td>
<td>2660</td>
</tr>
<tr>
<td>OK</td>
<td>1412</td>
</tr>
<tr>
<td>OR</td>
<td>701</td>
</tr>
<tr>
<td>PA</td>
<td>3139</td>
</tr>
<tr>
<td>PR</td>
<td>167</td>
</tr>
<tr>
<td>RI</td>
<td>758</td>
</tr>
<tr>
<td>SC</td>
<td>2049</td>
</tr>
<tr>
<td>SD</td>
<td>366</td>
</tr>
<tr>
<td>TN</td>
<td>2673</td>
</tr>
<tr>
<td>TX</td>
<td>6832</td>
</tr>
<tr>
<td>UT</td>
<td>517</td>
</tr>
<tr>
<td>VA</td>
<td>2601</td>
</tr>
<tr>
<td>VI</td>
<td>3</td>
</tr>
<tr>
<td>VT</td>
<td>340</td>
</tr>
<tr>
<td>WA</td>
<td>1313</td>
</tr>
<tr>
<td>WI</td>
<td>2048</td>
</tr>
<tr>
<td>WV</td>
<td>581</td>
</tr>
<tr>
<td>WV</td>
<td>64</td>
</tr>
</tbody>
</table>

### Membership Analysis - Monday, December 31, 2018

<table>
<thead>
<tr>
<th>State</th>
<th>Total RTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>AK</td>
<td>15</td>
</tr>
<tr>
<td>AL</td>
<td>2165</td>
</tr>
<tr>
<td>AR</td>
<td>1228</td>
</tr>
<tr>
<td>AZ</td>
<td>1014</td>
</tr>
<tr>
<td>CA</td>
<td>659</td>
</tr>
<tr>
<td>CO</td>
<td>0</td>
</tr>
<tr>
<td>CT</td>
<td>283</td>
</tr>
<tr>
<td>DC</td>
<td>3648</td>
</tr>
<tr>
<td>DE</td>
<td>1212</td>
</tr>
<tr>
<td>FL</td>
<td>549</td>
</tr>
<tr>
<td>GA</td>
<td>2594</td>
</tr>
<tr>
<td>HI</td>
<td>194</td>
</tr>
<tr>
<td>IA</td>
<td>1212</td>
</tr>
<tr>
<td>ID</td>
<td>659</td>
</tr>
<tr>
<td>IL</td>
<td>2138</td>
</tr>
<tr>
<td>IN</td>
<td>1617</td>
</tr>
<tr>
<td>IA</td>
<td>1212</td>
</tr>
<tr>
<td>KS</td>
<td>990</td>
</tr>
<tr>
<td>KY</td>
<td>1617</td>
</tr>
<tr>
<td>LA</td>
<td>1294</td>
</tr>
<tr>
<td>MA</td>
<td>907</td>
</tr>
<tr>
<td>MD</td>
<td>1341</td>
</tr>
<tr>
<td>ME</td>
<td>591</td>
</tr>
<tr>
<td>MI</td>
<td>2806</td>
</tr>
<tr>
<td>MN</td>
<td>1771</td>
</tr>
<tr>
<td>MO</td>
<td>2069</td>
</tr>
<tr>
<td>MS</td>
<td>1546</td>
</tr>
<tr>
<td>MT</td>
<td>237</td>
</tr>
<tr>
<td>NC</td>
<td>4060</td>
</tr>
<tr>
<td>ND</td>
<td>348</td>
</tr>
<tr>
<td>NE</td>
<td>580</td>
</tr>
<tr>
<td>NH</td>
<td>380</td>
</tr>
<tr>
<td>NJ</td>
<td>1051</td>
</tr>
<tr>
<td>NM</td>
<td>341</td>
</tr>
<tr>
<td>NV</td>
<td>591</td>
</tr>
<tr>
<td>NY</td>
<td>2382</td>
</tr>
<tr>
<td>OH</td>
<td>2660</td>
</tr>
<tr>
<td>OK</td>
<td>1412</td>
</tr>
<tr>
<td>OR</td>
<td>701</td>
</tr>
<tr>
<td>PA</td>
<td>3139</td>
</tr>
<tr>
<td>PR</td>
<td>167</td>
</tr>
<tr>
<td>RI</td>
<td>758</td>
</tr>
<tr>
<td>SC</td>
<td>2049</td>
</tr>
<tr>
<td>SD</td>
<td>366</td>
</tr>
<tr>
<td>TN</td>
<td>2673</td>
</tr>
<tr>
<td>TX</td>
<td>6832</td>
</tr>
<tr>
<td>UT</td>
<td>517</td>
</tr>
<tr>
<td>VA</td>
<td>2601</td>
</tr>
<tr>
<td>VI</td>
<td>3</td>
</tr>
<tr>
<td>VT</td>
<td>340</td>
</tr>
<tr>
<td>WA</td>
<td>1313</td>
</tr>
<tr>
<td>WI</td>
<td>2048</td>
</tr>
<tr>
<td>WV</td>
<td>581</td>
</tr>
<tr>
<td>WV</td>
<td>64</td>
</tr>
</tbody>
</table>

### REMINDER: UPCOMING RETIREES’ MEETINGS

**Arizona Retirees’ Meeting and Lunch, Thursday, January 17, 2018**
Registration will be at 9 a.m., meeting at 9:30 a.m., followed by lunch
Location: Golden Corral Restaurant, 1868 N. Power Rd, Mesa, AZ
For more information, call Bernie King at 480-396-5454

**Texas Retirees’ Winter Meeting and Lunch, Wednesday, January 23, 2019**
Registration will be at 9 a.m., meeting at 9:30 a.m., followed by lunch
Location: Ann’s Restaurant, 221 W Business 283, San Juan, TX 78589.
For more information, call Edward Soetaert, 816-390-6379 or soetaertec@gmail.com
November & December 2018 PAC Contributions
Chana Ryan, Asst. to the Director of Governmental Affairs

This issue of the magazine features those rural letter carriers whose generous cumulative contributions received in the National Office from August 1, 2018 through December 14, 2018 reached the designated level below during the previous month(s). Please make all checks/money orders payable to NRLCA-PAC.

Top Three Nov–Dec Aggregate Totals:
1. FL $9,764.71 .......... PAC chair: Jaccilee Szafranski
2. GA $7,415.89 ............... PAC chair: Sherri Litchfield
3. OH $6,536 ............... PAC chairs: Randy Childers/ Jason Zedaker

Top Three Nov–Dec Per Capita Totals:
1. KS $2.10 .......... PAC chair: Rebecca Sander
2. WV $2.05 .......... PAC chair: Rebecca Cridler
3. OR $1.73 ............... PAC chair: Mary Guest

Top Three YTD Aggregate Totals:
1. FL $25,588.21 ...... PAC chair: Jaccilee Szafranski
2. OH $16,833 ......... PAC chairs: Randy Childers/ Jason Zedaker
3. GA $13,863.39 ....... PAC chair: Sherri Litchfield

Top Three YTD Per Capita Totals:
1. WY $5.93 .......... PAC chair: Kay Rose
2. IA $5.19 .......... PAC chair: Shirley Ring
3. OK $5.07 .......... PAC chair: Mary Titock-Villareal

Capitol Sapphire Level $3000+
None

Sapphire Level $2000–$2,999
None

Emerald Level $1,500–$1,999

Kansas
Illig, Penny
Perry

Florida
Faison, Theodore
Riverview
Szafranski, Jaccilee
Lake Como

Arkansas
McDonald, David
Harrison
McKee, Brian
Lonoke

Connecticut
Cavanaugh, Peter
Norwalk
Secor, Margaret
Burlington

Georgia
Brinson, Kathleen
Savannah
Harper, Lana
Brunswick
Harris, Pamela
Washington
Howard, Floyd
Statesboro
Morales, Stephanie
Bloomingdale

Iowa
Gallentine, Cathy
Lane, Kevin
Peterson, Rex
Vermeer, Steve

Illinois
Shrode, John
Sutton, Timothy

Indiana
McNall, Kyle

Louisiana
Alexander, Diana

Michigan
Little, Polly

Missouri
Humes, Audrey
Wilson, Marion

North Dakota
Thompson, Gary

Ohio
Childers, Randy
Greene, Dawn

Scallan, Denise
La Place
Little, Polly
Belleville
Humes, Audrey
Jackson
Thompson, Gary
Grafton

Mississippi Valley
Eddyville
Belmond
Boyd

Macomb
Bloomington

Nashville

Riley

Ruby Level $500–$999

Karen, Penny
Schonauer, Joni
Zedaker, Jason

Oklahoma
Callaway, Delonna

Washington
Eckrem, Kurt

Wisconsin
Freymiller, Carla
Freymiller, Carla

La Place
Belleville
Jackson
Amsterdam
Grafton
Glenmo
Chesterland
Shreve
Stony Ridge
Poteau
Mukiele
Boscobel
Watertown
Birchwood
**Contributor Level $100-$499**

Alabama
- Aligood, Candace Foley
- Brown, Dorothy Daleville
- Carlisle, Lori Opelika
- Carnley, Beth Opp
- Cheek, Jeffrey Montrose
- Dillingham, Anna Lineville
- Jones, Theresa Citronelle
- Loper, Kerri Pine Hill
- Mims, Julita Clanton
- O’Brien, Camielus Daphne
- Rosheko, Mark Daphne
- Scholl, Deborah Ragland
- Swindle, Courtney Enterprise
- Upton, Charlotte Hamilton

Arkansas
- Bailey, Diane Harrison
- Bone, Cassandra Jacksonville
- Bramlett, Carol Lonsdale
- Byers, Mary Murfreesboro
- Flescher, James Paris
- Goforth, Sharon Batesville
- Haley, Brent Rector
- Partain, Melissa Hot Springs
- Payne, Ricky Piggott
- Ruby, Lisa Rogers
- Terrell, Susan Russellville

Arizona
- Darin, Faye Phoenix
- Ewing, Trudy Gilbert
- Harris, Amanda Phoenix
- Jagodzinski, Kenneth Wickenburg
- Kegel, Kurt Scottsdale
- Livengood, Darrell Surprise
- Naugle, Susan Tuscon
- Ramirez, Steve Mesa

California
- Culviver, Kathleen Aguaquua
- Davis, Melanie Bakersfield
- Headrick, Tammi Escondido
- Heaney, Laurent Fiddletown
- Love, Sally Hollister
- Stricker, Susan Redding

Connecticut
- Barber, Patricia Dayville
- Long, Theresa E. Hampton

Delaware
- Embleton, John Greenwood
- Nutter, Christopher Dover

Florida
- Balzarano, Jeannette Naples
- Barthe, Martha Dade City
- Braddock Jr., William Cape Coral
- Brush, Jennifer Eustis
- Bryant, Lee Floral City
- Bulger, Babbie Ocala
- Butterworth, Stephan Panama City
- Carlson, Robert Cape Coral
- Colasanti, Susan Lecanto
- Cox, Clifford Ocoee
- Crall, Lisa Zephyrills

Crisssman, Karen Port Charlotte
- Crouch-Payne, Elizabeth Leesburg
- Cutrell, Michael Tampa
- Del Rio Tissera, Paula Cape Coral
- Denham, Thomas Orange City
- Driggers, Deanne Lithia
- Fitzpatrick, Karen Titusville
- Gardiner, Judith Marathon
- Giroux, Joanne Baker
- Graham, Donna Titusville
- Hanners, Kimberly Lehigh Acres
- Hernandez, Ezequiel Milton
- Hiljus, Linda Pensacola
- Jones, Jeannette Port St Lucie
- Joseph, Allisa Venice
- Kelly, Charles Lehigh Acres
- Kennedy, June Felda
- Lang, Laura Lutz
- Libbey, Marybeth Spring Hill
- McGivern, Michael Palm Harbor
- Miller, Karen Riverview
- Mink, Nancy Clearwater
- Mott, Melissa Webster
- Moye, April Land O Lakes
- Nunn, William Mary Esther
- Ortiz, Edwin Port Charlotte
- Parry, Dee Candler
- Patterson, Natasha St Petersburg
- Rebstoinski, Moakier Palm Coast
- Robinson, Michael Largo
- Roman, Alexandra Cape Coral
- Russo, Dawn Lady Lake
- Salter, Linda Plant City
- Salsberry, Barbara Ft Myers
- Shoemaker, Brian Palm Bay
- Smith, Rosanne Milton
- Spell, Timothy Brooksville
- Tisdale Jr, Jack Gainesville
- Trippett, Lois St Augustine
- Vesper, Nancy Zephyrhills
- Voiles, Jeffrey Tampa
- Walker, Janice Palm Harbor
- Ward, James Kevin Cape Coral
- Wetzel, Carolyn Bradenton
- Wiersama, Linda Spring Hill
- Williamson, Carla

Georgia
- Barwick, Murray Saportan
- Brown, Leland Woodstock
- Carter, Zonia Newborn
- Cheimnan, Cynthia Oxford
- Davis, Terri Mcdonough
- Dozier, Sissy Hephzibah
- Duncan, Riley Midland
- Gilbert, Kimberly Mcdonough
- Golub, Neal Braselton
- Hargrove, Joyce Milledgeville
- Harper, Brenda Midway
- Hinno, Brenda Cassville
- Holton, Linda Midway

Hudson, Larry Unadilla
- Johnson, Demetrius Moultrie
- Litchfield, Sherri Guyton
- Livington, Joann Bayke
- Lord, Cindy Jeffersonville
- Mark, Venalda Newman
- Matiz, Pamela Bogart
- McCreaey, Jackie Rome
- McDonald, John Rossville
- Moody, Robin Brooklet
- Pearce, Virgil Dacula
- Ray, Tracy Hinesville
- Reeves, Rayeann Meansville
- Strickland, Donna Kennesaw
- Tatum, Debra Waycross
- Upchurch, Phil Mcdonough
- Weaver, Tammy Flowery Branch
- Whitehead, Darrell Hull
- Wiggins, Sharron Rome
- Willecke, Maria Mcdonough
- Williams, Kassie Rincon
- Wilson, Corine Denton
- Wooten, Lettie Ellaville
- Wurtz, Glynda Ellaville
- Yost, Dianne Fayetteville

Iowa
- Atwood, Douglas Collins
- Barratt, Steven Kirkman
- Cummings, Gary Maxwell
- Gaul, Gene Walnut
- Gaul, Peggy Walley
- Johnson, Mardee Aredale
- Melin, Duane Cylinder
- Newman, Joyce Clarinda
- Oakley, Jeffrey Audubon
- Pfannkuch, Dale Manning
- Wollens, Karen Missouri Valley

Idaho
- Atkins, Sharon Boise
- Bennett, Lori Fruitland
- Draper, Brian Meridian
- Grigg, Paula Kuna
- Hall, Lisa Payette
- Helle, Brett Rexburg
- Hunter, Christine Kooska
- Hurd, Debbi Kimberly
- Parkinson, Brett Rexburg
- Poulsen, Kenneth Rexburg
- Upton, Patricia New Plymouth

Illinois
- Bedar, Ross Elkville
- De Nino, Christine Galena
- Dwyer, Patricia Woodbridge
- Goodby, Christina Rosiclare
- Harvel, Kimberly Anna
- Hogue, Sherry Vienna
- Howland, Barbara White Heath
- Hurley, Patricia Woodbridge
- Jackson, Debra Fillmore
- Jefferson, John Augusta
- Kunde, Bonnie Sterling
- Matthews, Deborah Danville
- Payne, Becky Inglewood
- Ribbs, Norean Terre Haute
- Ruhl, Jane Tepelti
- Sutton, Timothy Bloomington

Indiana
- Allen, Natalie Indianapolis
- Bitter, Dwyan Evansville
- Baizard, Jamie Terre Haute
- Brooks, Jackson Terre Haute
- Chestnut, Shelly Odon
- Cible, Alice Peru
- Canner, Samuel Cannesten
- Crawley, Sheila Ladoga
- Emmons, Kathleen Bristol
- Falkenberg, Victoria Cicero
- Fleischman, Morna Valparaiso
- Harney, Deborah Martinsville
- Hill, Darlene Nappanee
- Hoovler, William Columbus
- Kappenman, Larry Lafayette
- Jones, Helen Columbus
- Kappenman, Larry Lafayette
- Klipsch, Dana Whatland
- Lambright, Tammy Syracuse
- Lybarger, Tammy Mishawaka
- Maddox, Lisa Trafalgar
- Plumer, Gary Tipton
- Poppe, Wyatt Franklin
- Puckett, Denise Columbia City
- Snapp, Donna Battleground
- Steele, Lisa Goshen
- Trojan-Piechnik, Barbara Michigan City
- Webb, Cynthia Nineveh

Kansas
- Borne, Sandra El Dorado
- Burgess, Val Lebanon
- Cochran, C. John Wellington
- Goodyear, Tammy Altamont
- Hornostel, James Palmer
- Illig, Mark Perry
- Jehle, Janet Baldwin City
- Kinnier, Shannon Alma
- Lambing, Sarina Augusta
- Manche, Nancy Morrill
- Maloney, Ella Junction City
- Montague, Gary Washington
- Pettengill, Joyce Benton
- Sander, Rebecca Great Bend
- Stubenhofer, William Strong City
- Troutman, David Wellington

Kentucky
- Baker, Larry Paducah
- Hilton, Cynthia Grayson
- Perkins, Evana New Concord

Louisiana
- Brown, Nancy Maringouin
- Byrside, Laura Ruston
- Cannon, Tami Prairieville
- Dickens, Barbara Vinton
Contributor Level $100-$499 Continued

**Massachusetts**
Buccelli, Amy 
Holland

Cocury, Arthur

Markinikolas, Dawn 
Plainville

Pacheco, Lorraine 
Taunton

Piwowarski, William W. 
Brookfield

Ryle, Donald 
Dartmouth

Turner, Shanna 
Tullos

Priest, Candice 
Greenwood

Oden, Monica 
Bastrop

Marsh, Nancy 
Mariontown

Oden, Monica 
Bastrop

Ryle, Donald 
Dartmouth

Turner, Shanna 
Tullos

Cocury, Arthur

Markinikolas, Dawn 
Plainville

Pacheco, Lorraine 
Taunton

Piwowarski, William W. 
Brookfield

Ryle, Donald 
Dartmouth

Turner, Shanna 
Tullos

Priest, Candice 
Greenwood

Oden, Monica 
Bastrop

Kallal, Mel 
Pondine

Bratz, W. 
County Line

Cos Grady, William E. 
B Şub

Anita, Michael 
Mondale

Kaiser, Linda 
La Porte

Wood, Sharon 
Berlin

New Hampshire

Allan, Catheleen 
Alton

Randall, Katherine 
Alton

New Jersey

Inman, Kelly 
Hackettstown

Swain, Michael 
Egg Harbor City

New Mexico

Baca, Gilbert 
Albuquerque

Guerra, Delia 
Albuquerque

New York

Boyle, Lois 
Millerton

Bennett, Gary 
Earlville

Burk, Linda 
Victor

Evets, Debby 
N. Jay

Frey, Wanda 
Clay

Hackett Maria 
Java Center

Kinner, Fred 
Lowman

Miner, Terry 
Sena Falls

Nowicki, Patricia 
Alden

Wood, Kimberlee 
Argyle

Ohio

Aitchison, Michael 
Plain City

Anderson, Dixie 
Cumberland

Barker, Timothy 
New London

Beedy, Rita 
Urbana

Burke, Matthew 
Lyndhurst

Butcher, Joe 
Southpoint

Chapman, Robert 
Negley

Clemens, Terri 
Malta

Cline, Helen 
Lewisville

Cox, Diane 
Urbana

Dailey, Lori 
Leetonia

Daniels, Carla 
Butler

Dedden, Carla 
Loveland

Diltz, Beverly 
Springfield

Funderburgh, Mark 
Springfield

Gamerdinger, Misty 
Chillicothe

Guess, Shannon 
Carrollton

Heaton, Lisa 
Troy

Humphrey, Norman 
Sedalia

Humphrey, Tana 
Kingsville

Landon, Scott 
Killbuck

LeWallen, Michelle 
Delta

McIntire-Millhone, Connie 
Cameron

New Mexico

Baca, Gilbert 
Albuquerque

Guerra, Delia 
Albuquerque

New York

Boyle, Lois 
Millerton

Bennett, Gary 
Earlville

Burk, Linda 
Victor

Evets, Debby 
N. Jay

Frey, Wanda 
Clay

Hackett Maria 
Java Center

Kinner, Fred 
Lowman

Miner, Terry 
Sena Falls

Nowicki, Patricia 
Alden

Wood, Kimberlee 
Argyle

Pennsylvania

Bowers, Dan 
Townville

Briggs, Jill 
Claysville

Brown, Arden 
Union City

Donnell, Harry 
Cambridge Spring

Duschl, Joseph 
Lebanon

Fairman, Pauline 
Armagh

Feldes, Anna 
Irwin

Hamilton, John 
Meadville

Haydt, Susan 
Dielsville

Kovac, Mary 
Carbondale

Miller Chris 
York

Moare, Trina 
Franklin

Ott, Joan 
Spring Grove

Pate, Susan 
Morristown

Sinclair, Rose 
Brogue

Takerer, Kathleen 
Germersville

Verelst, Melissa 
Northumberland

Whited, Gwyneth 
Bedford

Wozniak, Frank 
Canonsburg

South Carolina

Berry, Pamela 
Monetta

Briggs, Michelle 
Enoree

Chaplin, Nadine 
Hilton Head Isl

Cook, Kathy 
Chesnee

Cudd, Kimberly 
Cowpens

Davis, Beth 
Duncan

Geddings Laura 
Manning

Hart, Jody 
Lexington

Hayden, Rhonda 
Cape

Heffner, Brenda 
Yeamesee

Horney, Valeria 
Loris

Howell, Crystal 
Chesnee

Keller, Keith 
Inman

New Hampshire

Allan, Catheleen 
Alton

Randall, Katherine 
Alton

New Jersey

Inman, Kelly 
Hackettstown

Swain, Michael 
Egg Harbor City

New Mexico

Baca, Gilbert 
Albuquerque

Guerra, Delia 
Albuquerque

Otero, Corinne 
Albuquerque

Oregon

Adamson, Douglas 
Reedsport

Fier, Sarah 
Portland

Graham, Kay 
Klamath Falls

Guest, Mary 
Stayton

Huddleston, Carol 
Veneta

Murashishi, Scott 
Hood River

Narr, Dorethea 
St. Helens

Stadelman, Cornelis 
Gervais

Pennsylvania

Bowes, Jan 
Townville

Briggs, Jill 
Claysville

Brown, Arden 
Union City

Donnell, Harry 
Cambridge Spring

Duschl, Joseph 
Lebanon

Fairman, Pauline 
Armagh

Feldes, Anna 
Irwin

Hamilton, John 
Meadville

Haydt, Susan 
Dielsville

Kovac, Mary 
Carbondale

Miller Chris 
York

Moare, Trina 
Franklin

Ott, Joan 
Spring Grove

Pate, Susan 
Morristown

Sinclair, Rose 
Brogue

Takerer, Kathleen 
Germersville

Verelst, Melissa 
Northumberland

Whited, Gwyneth 
Bedford

Wozniak, Frank 
Canonsburg

South Carolina

Berry, Pamela 
Monetta

Briggs, Michelle 
Enoree

Chaplin, Nadine 
Hilton Head Isl

Cook, Kathy 
Chesnee

Cudd, Kimberly 
Cowpens

Davis, Beth 
Duncan

Geddings Laura 
Manning

Hart, Jody 
Lexington

Hayden, Rhonda 
Cape

Heffner, Brenda 
Yeamesee

Horney, Valeria 
Loris

Howell, Crystal 
Chesnee

Keller, Keith 
Inman
Contributor Level $100–$499 Continued

Congratulations, Million Mile Award Recipients!

KSRLCA Member Kerry Grattan has been with the Postal Service 37 years this March. The majority of his career has been delivering to the town of Sedgwick, KS. He received his Million Mile Award in October 2018. His route is over 100 miles a day, so he thinks that he may have honestly driven over a million miles in his career! His daughter says that he has driven the equivalent of “to the moon and back two times!” He has not set a retirement date yet.

WARLCA Member Jim Hemrich (pictured above with PTF clerk Crystal Bailey and Garfield Postmaster Nancy Hathaway) felt so thankful and honored to receive the Million Mile Club award for 30 years without a preventable accident in November 2018. His postmaster brought in homemade cinnamon rolls to celebrate the achievement! Jim says, “I am so blessed to have worked with so many great people over the years, and the innumerable friends made through our great union.”
A Little Act of Kindness
Brianna Schuster, National Junior Auxiliary Secretary

Have you ever gone to a social gathering and seen someone sitting by themselves? Go over to that person and talk to him or her. Ask him or her questions about themselves. Let that person know that you are glad they showed up. Take them around with you and include him or her in whatever you are doing, even if it’s just going around and talking to other people.

When I see someone sitting alone, I can’t help but think that they feel awkward, that they think they shouldn’t have been there. This person just may be shy, or their self-esteem is very low, or feeling they are nothing. Also, you don’t know what that person is going through at this time and maybe your friendliness is just what they needed.

Just listening and talking to them can make someone feel so much better. No one should feel like they don’t belong just because they’re not a social butterfly. You never know, that person you go up and talk to may just become a best friend. Just remember that every person is amazing! When I do this little act of kindness it not only brightens up the other person’s view, it makes me feel good inside too.

Making Christmas Memories
Dakota Allen, National Junior Auxiliary Treasurer

The Christmas season is a time that is meant to be spent with family and friends, making memories that you can talk about for years to come. I enjoy caroling around the neighborhood, bringing the elderly soup and making gifts for others.

My family is just a little different than other families as we start making Christmas memories right after Halloween. We work from Halloween to Thanksgiving to turn over an acre of land around our house into a Christmas wonderland. Families from neighboring towns and our neighbors will drive by at night and admire our display. Besides giving joy to others, the time that it takes to set everything up is also time that we get to be with each other making memories.

ON BEHALF OF THE NRLCA AUXILIARY, WE WISH YOU AND YOUR FAMILIES A HAPPY, HEALTHY NEW YEAR!
### Auxiliary of the National Rural Letter Carriers
#### Statement of Financial Position
**July 1 to December 31, 2018**

#### ASSETS

<table>
<thead>
<tr>
<th>Current Assets</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2017-2018 Project Account</td>
<td>1,668.01</td>
</tr>
<tr>
<td>2018-2016 Project Account</td>
<td>8,574.54</td>
</tr>
<tr>
<td>APCU Savings Account</td>
<td>428,286.69</td>
</tr>
<tr>
<td>CD Account</td>
<td>259,535.01</td>
</tr>
<tr>
<td>APCUChecking Account</td>
<td>49,822.53</td>
</tr>
</tbody>
</table>

**TOTAL ASSETS** 747,886.78

#### LIABILITIES & EQUITY

<table>
<thead>
<tr>
<th>Equity</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Income</td>
<td>(50,403.30)</td>
</tr>
<tr>
<td>Retained Earnings</td>
<td>798,290.15</td>
</tr>
</tbody>
</table>

**TOTAL LIABILITIES & EQUITY** 747,886.85

---

**Summary of Scholarship Accounts**

<table>
<thead>
<tr>
<th>Scholarship Account</th>
<th>Balance 12/31/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clara Gardner Burch Scholarship</td>
<td>8,444.55</td>
</tr>
<tr>
<td>Discovery Scholarship</td>
<td>19,684.68</td>
</tr>
<tr>
<td>Ian M. Etheridge Scholarship</td>
<td>19,074.32</td>
</tr>
<tr>
<td>Lucky Clark Scholarship</td>
<td>59,071.03</td>
</tr>
<tr>
<td>Marie Mulchmore Scholarship</td>
<td>5,685.98</td>
</tr>
<tr>
<td>Nat'l General Scholarship</td>
<td>2,231.77</td>
</tr>
<tr>
<td>PNO Scholarship</td>
<td>76,481.89</td>
</tr>
<tr>
<td>Smith Family Scholarship</td>
<td>4,034.72</td>
</tr>
</tbody>
</table>

**TOTALS** 194,708.94

---

### Auxiliary of the National Rural Letter Carriers
#### Statement of Activities
**July 1 to December 31, 2018**

#### INCOME

| 2017-2018 Project Income | 79,255.34 |
| 2017-2018 Project Interest | 111.01 |
| 2018-2019 Project Income | 19,695.20 |
| 2018-2019 Project Interest | 16.14 |
| APCU Savings/Checking Interest | 1,620.07 |
| Cash Dues 2017-2018 | 24.00 |
| CD Interest | 2,157.80 |
| Jewelry/Emblems | 117.50 |
| Juniors | 6,376.00 |
| Membership Dues | 353,830.07 |
| Officer Reimbursement | 2,159.00 |
| Scholarship Income (Steve Smith mem) | 345.00 |

**Total Income** 465,706.93

#### EXPENSE

| 2017-2018 Project Expenses | 126,118.42 |
| 2018-2019 Project Expenses | 3,407.53 |
| 2019-2020 Project Expenses | 747.39 |
| Annual Reimburse. Indirect Cost | 335.89 |
| Delegate Fee (National) | 78,100.00 |
| Due Collection Expense | 2,034.49 |
| Equipment Purchases/Maintenance | 3,200.00 |
| Gifts | 48.89 |
| Hotels | 41,470.33 |
| Insurance | 465.00 |
| Jewelry | 776.26 |
| Juniors | 14,761.20 |
| Meals/Catering | 3,314.24 |
| Membership Dues State Payout | 179,113.41 |
| Membership Processing Reimbursement | 1,580.44 |
| National Convention | 8,452.95 |
| Office Rent | 6,120.00 |
| Office Supplies & Postage | 2,486.47 |
| Reconciliation Discrepancies | (8,900.38) |
| Postage | 902.79 |
| Printing & Publications | 19,818.52 |
| Professional Services | 6,226.50 |
| Telephone | 2,486.48 |
| Transportation | 23,043.41 |

**Total Expense** 516,110.23

**NET INCOME** (50,403.30)

---

**Mark Your Calendars Now for March 1!**

National Auxiliary Scholarship applications can be downloaded from the NRLCA website. Go to the National & State Officers tab, then select NRLCA National Auxiliary (scroll to the bottom of the page). They can also be requested from Auxiliary Executive Board Member Charles Herrera or from your State Auxiliary Board.

The postmark deadline is **March 1, 2019**.

This is coming up fast, so mark your calendars now!
Route Vehicle Sales & Mutual Transfers
Advertisements
Advertising in this column is available to NRLCA members in good standing for transfers or route vehicle sales only. The charge for each insertion is $25, which is non-refundable, with a maximum of 25 words. We reserve the right to edit your ad if it exceeds 25 words. Make check or money order payable to the NRLCA and send with your ad to: NRLCA, c/o Accounts Receivable-Advertisements, 1630 Duke Street, Alexandria, VA 22314-3467.
Ads are published on a first-come, first-served, space-available basis. The contents of the transfer ads below do not necessarily reflect the contractual language of the agreement between USPS and the NRLCA.

Looking for mutual transfer from Baltimore County, MD to Sussex County, DE. I have 42K, LLV, 37-mile route. Contact Debbie, 215-816-4224 or debisser21@yahoo.com

Mutual or 3/4-way swap from Boise, ID to Henderson/Las Vegas, NV or surrounding areas. All states including PA and TX for multi-way transfer considered. 46K, LLV, in 3 station office. Text/email 208-866-2491 or jamers2419@gmail.com

SE PA (Valley Forge Area) to N/NE MD or North/North Central VA. 4 route office w/all government vehicles. No DPS flats. 571-228-2946

Seeking transfer from Dayton, TN (Near Chatt) to Dublin, GA or nearby. Call Darla, 931-743-2534

Rural carrier in Midland, TX (West Texas, 20 miles from Odessa, TX) seeking mutual transfer to Killeen, TX or surrounding areas. Need to be dual controls, RHD, new transmission, extra tires. Retired, route ready. Text 1st, then call 540-280-9316 -VA

2006 Wrangler, RHD, 4WD, $12,500. Rebuilt transmission, radiator, water pump, battery replaced. 115,350 miles. 256-525-0232 -Anniston, AL

2006 black Jeep Liberty 4x4, RHD, no pulley. 259K, transmission replaced @ 170K. New tires, many new parts. $5,000. 608-386-2228 -SW WI

1995 RHD 4WD 4-dr Jeep Cherokee 87K, 5K miles route only, well maintained, great cond. Asking $11,500. Retired. 419-261-8466 -OH

1996 Jeep Cherokee 4WD, dual control, new drive train, many new parts, extra tires, recently inspected, route ready, retired, text 1st, then call 540-280-9316 -VA

1996 Cherokee, RHD, 4WD, new transmission, 4-dr, AC, flashing light, PW, cruise, many new parts. $1,800. Retired. 419-332-7664 -Fremont, OH

2000 white Jeep Cherokee, RHD, 4-dr, 151,800K, normal wear and tear, mileage may change driven as back-up. $5,500. Call 336-927-3630 -NC

2003 Ford Ranger, 2-dr, auto, FWD, O/D orig. V6 Mazda engine, new tires, 80K, drove only 2K on route before LLV, good in snow. $7,000 OBO. 765-516-0461 -IN

2004 Honda CRV, AWD, transmission, extra tires. Retired, route ready. Text 1st, then call 540-280-9316 -VA

2006 Wrangler, RHD, 4WD, $12,500. Rebuilt transmission, radiator, water pump, battery replaced. 115,350 miles. 256-525-0232 -Anniston, AL

2008 Jeep Wrangler RHD, 142K, 2-dr, heavy duty grill guard, comes with extra wheels/studded snow tires & mail tray. $15,000. 417-955-3554 -MO

2009 RHD white Jeep Wrangler Unlimited. 4x4, 4-dr, power, AC, running boards, well maintained. 214K, 26K on a new transmission. $15,000. 608-386-2228 -SW WI

2010 RHD 4WD Jeep Wrangler Sport, 4-dr hardtop, red rock studded snow tires, 144,000 miles, all new everything, route ready, asking $14,500. Retired. 717-642-8222 -PA


Vehicles for Sale

1995 RHD 4WD 4-dr Jeep Cherokee 87K, 5K miles route only, well maintained, great cond. Asking $11,500. Retired. 419-261-8466 -OH

1996 Jeep Cherokee 4WD, dual control, new drive train, many new parts, extra tires, recently inspected, route ready, retired, text 1st, then call 540-280-9316 -VA

1996 Cherokee, RHD, 4WD, new transmission, 4-dr, AC, flashing light, PW, cruise, many new parts. $1,800. Retired. 419-332-7664 -Fremont, OH

2000 white Jeep Cherokee, RHD, 4-dr, 151,800K, normal wear and tear, mileage may change driven as back-up. $5,500. Call 336-927-3630 -NC

2003 Ford Ranger, 2-dr, auto, FWD, O/D orig. V6 Mazda engine, new tires, 80K, drove only 2K on route before LLV, good in snow. $7,000 OBO. 765-516-0461 -IN

2004 Honda CRV, AWD, transmission, extra tires. Retired, route ready. Text 1st, then call 540-280-9316 -VA

2006 Wrangler, RHD, 4WD, $12,500. Rebuilt transmission, radiator, water pump, battery replaced. 115,350 miles. 256-525-0232 -Anniston, AL

2008 Jeep Wrangler RHD, 142K, 2-dr, heavy duty grill guard, comes with extra wheels/studded snow tires & mail tray. $15,000. 417-955-3554 -MO

2009 RHD white Jeep Wrangler Unlimited. 4x4, 4-dr, power, AC, running boards, well maintained. 214K, 26K on a new transmission. $15,000. 608-386-2228 -SW WI

2010 RHD 4WD Jeep Wrangler Sport, 4-dr hardtop, red rock studded snow tires, 144,000 miles, all new everything, route ready, asking $14,500. Retired. 717-642-8222 -PA


Looking for mutual transfer from Baltimore County, MD to Sussex County, DE. I have 42K, LLV, 37-mile route. Contact Debbie, 215-816-4224 or debisser21@yahoo.com

Mutual or 3/4-way swap from Boise, ID to Henderson/Las Vegas, NV or surrounding areas. All states including PA and TX for multi-way transfer considered. 46K, LLV, in 3 station office. Text/email 208-866-2491 or jamers2419@gmail.com

SE PA (Valley Forge Area) to N/NE MD or North/North Central VA. 4 route office w/all government vehicles. No DPS flats. 571-228-2946

Seeking transfer from Dayton, TN (Near Chatt) to Dublin, GA or nearby. Call Darla, 931-743-2534

Rural carrier in Midland, TX (West Texas, 20 miles from Odessa, TX) seeking mutual transfer to Killeen, TX or surrounding areas. Need to be dual controls, RHD, new
2014 RHD Jeep Wrangler Unlimited, 110K, under 50K route miles. Religiously maintained. $24,000. 570-439-2258 or totalpostal@outlook.com

2014 Honda CRV, AWD, RHD, 71K, Warranty until 120K/2022, snow tires on extra wheels, $15,000. 501-208-4165 or stracner@hotmail.com

2015 RHD Jeep Wrangler, red, 4x4, 4-dr, 115K, $22,000. Good tires, clean, retired. 319-938-2831 -Eastern IA

2016 RHD 4-dr 4x4 Jeep Sport Wrangler, 92K, white, new tires, strobos, very nice, retired. $24,900 OBO. 563-212-1711 -IA

2018 dual control Nissan Frontier $28,000 tow package, cap, running boards, undercoated, 10 ply studded tires plus 4 summer tires. 570-439-2258 or totalpostal@outlook.com

Specializing In New & Pre-Owned Rural Carrier Vehicles in Every Price Range

Dual Controls
Jeep Patriot
Factory Built RHD 4dr, Jeep Wrangler

Little Jess Jeep
3421 Maine • Quincy, IL • (800) 747-5950
www.littlejess.com

Weather Shade for Mail Carriers
www.weathershade.org
877-392-3670

Morgan Dual Controls LLC
901-871-8051
Heber Springs, Arkansas
www.morgandualcontrols.com

Hands Free Window

Made from Lex-An, almost impossible to break. Installs in less than one minute. Keeps out heat, cold, dust & rain. Hinges open at the slightest touch and the wind closes it as you move.

Vehicle Make: ___________________
Year & Model: ___________________
Body Style: ____________________
Cost: $115.00 (includes s & h)

Order From:
Hands Free Window by Super Auto Glass
32 Parsons Road, Natchez, MS 39120
Ph: 601-442-7708 [leave msg after 5 p.m.]
superhandsfree@hotmail.com
http://superhandsfree.vpweb.com

Steel Mail Tray
Fits 08-newer Wrangler
$299 plus shipping
Text/Call 931-247-1369
for more info or photos

Pedal Pros LLC
Steering Conversions
And / Or
Pedals Only Conversion
Professionally installed
Or self installation available
423-762-3159
Charleston, TN 37310
www.pedal-pros.com
right.side.pedals@gmail.com

The Mailhawk
http://www.mailhawkmg.com
1-800-331-5070
P.O. Box 445 Warm Springs, GA 31830

Could you use a Mailhawk

20" or 26" - $16.95, 42" - $18.95 Postage $10 per order
$1.00 discount each on 2 or more.

The National Rural Letter Carriers’ Association reserves the right to accept or reject any advertisement submitted for the Association’s publication “The National Rural Letter Carrier.” The Association does not attempt to investigate or verify any of the claims made in advertisements appearing in the Association’s publication. The appearance of any advertising in the Association’s publication in no way implies endorsement or approval by the Association of any such advertising claims or of the advertiser, its product, or services. The Association disclaims any liability whatsoever, including but not limited to direct, proximate, consequential or other damages, in connection with claims, products or services resulting from advertising appearing in its publication.
Postal Things Inc.
Products for the rural route carrier.

Featuring
Right Hand Drive conversions, with the “Lifetime Guarantee”

Mail Trays, the Flip Window and many other products
Do it yourself or let us install them.

We also carry mail trays and other items for factory RHD Wranglers.
Phone toll-free 800-949-5587 or 423-614-0860 or visit us at www.postalthings.com
1450 Dellwood Lane NE
Cleveland, TN 37312-5803

3 MAGNETIC SIGNS $24.50!
Either door protector with two 4x18” signs. For 4x18” signs simply add $2.

U.S.MAIL FREQUENT STOPS
10”x24” Door Protector, Blue Eagle, Red Lettering & Stripes: $14
Your name is available free on other door protector.

U.S.MAIL FREQUENT STOPS
4”x18” Red Lettering, White Sign, Blue Eagle: $7 ea.

U.S.MAIL FREQUENT STOPS
5”x18” Red Lettering, White Sign, Blue Eagle and Stripe: $8 ea.

U.S.MAIL FREQUENT STOPS
Black Lettering, Yellow Sign: 3”x12” $8 ea. 3”x24” $8 ea.
AMBER OR CLEAR QUAD STROBE LIGHT VERY BRIGHT! $68
5” x 4.5” W, 260 flash per minute, Magnetic base, 12’ cord with on/off switch, 2yr warranty.

POUCH W/DOOR PROTECTOR: 18”x20” blue nylon pouch attaches to DP, 3 pockets inside, folds over to protect door.
With either DP $35
Pouch only $11
More info online

CLEAR STATIC SIGNS—U.S. MAIL OR FREQUENT STOPS
6”x18”, Red lettering on clear, $10 for one, $16 for both.
PARCEL MARKERS: Blue, red, yellow, orange: $4/each.

MC/VISA/DISCOVER or check. Satisfaction guaranteed.
We ship priority within 24 hours. Add $8.95 for shipping.
KC Signs 1-800-545-2217
ORDER ONLINE AT: WWW.KCSIGNS.BIZ
Mail to: KC SIGNS T3 HAPPY LANE, LONDONDERRY, N.H. 03053

DECON Industry Leader Since 1967

Right Hand Drive Kits
Not restricted to Make or Model Brake & Gas

Brake (Mark 3) $220.00
Brake (Mark 3 XL) $240.00
Spare cable-3 $17.50
Spare cable-3 XL $22.95
Gas (Mark 1) $150.00
Gas (Mark 1a) $210.00
Spare cable-1 $14.25
Brake (Mark 5) $260.00
Spare cable-5 $15.25

To Order: Phone 818-243-9446
Or email betty@decondualcontrols.com
www.decondualcontrols.com

C.G. Zaun Sales Inc.
1534 Irving Ave.
Glendale, CA 91201

The National Rural Letter Carrier

DUAL CONTROL

THOUSANDS INSTALLED

SAVE $$$ With US!!

At Lake's, we custom install chain driven and belt driven right hand steering. Not all vehicles qualify.
Check out our website to see if your rural carrier vehicle qualifies...also find photos of both types of dual control systems we offer.

LakesFab.com
1-800-307-1301

Lakes Metal Fabricating
7071 Hwy F Hannibal, Mo 63401
DELIVERY AVAILABLE

AMERICA’S OLDEST RIGHT HAND DRIVE FACTORY OUTLET

LIFETIME WARRANTY

ON THE HARDEST WORKING PARTS OF YOUR JEEP
THE POWERTRAIN

NEW 2018 JEEP WRANGLER UNLIMITED FACTORY RIGHT HAND DRIVE

NEW AND PREOWNED
RIGHT AND LEFT DRIVE JEEPS
WRANGLER • PATRIOT • LIBERTY • COMPASS
• COMPETITIVE FINANCING
• DELIVERED RIGHT TO YOUR DOOR STEP
• MAIL VEHICLES IN EVERY PRICE RANGE

Little Jess
Chrysler • Dodge • Jeep • Ram
3421 Maine, Quincy 62301
LITTLEJESSMOTOR.COM
800-747-5950

BRAND NEW

Jeep Wrangler RHDs

Delivery, Strobes, Mail Trays, Financing.
All inclusive pricing in one package!!
Get your new RHD today by calling Dusty 931-247-1369
Ian, the representative, was helpful and friendly. We spoke several times and he was always courteous and respectful. The rates were lower so we were happy to switch.

Karen W. – Ohio
Top Ten New Year’s Resolutions for Rural Carriers

10. Attend your area conference! Get the latest information about your job, benefits, and hear the latest news from the national level.

9. Learn how to file a grievance. Don’t wait until you need to file one to learn about the process!

8. Review your TSP contributions to make sure you are contributing enough to receive the USPS match. Consider catch-up contributions if you’re over 50. See the information in this issue.

7. Run for delegate for your state and/or national conventions. The ballot for national delegate is included in this issue and runs through May. Clip it out and send it in.

6. Become familiar with the NRLCA National Constitution to learn more about how the NRLCA operates.

5. Give your route vehicle a seasonal tune-up—check your battery and fluid levels, get your oil changed, make sure tire tread is adequate, and keep an emergency kit handy.

4. Get informed about current legislation affecting rural carriers. See the legislative section of the NRLCA website for the latest news and action alerts.

3. Thank a leave replacement in your office today! Relief Carrier Appreciation Week is February 4-8, 2019. (But you can say thank you any day!)

2. Read your state and national magazines and check the NRLCA website regularly.

1. Have a healthy, happy, and safe 2019!