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**On the Cover of this Issue**

Sunset on the route in Bowling Green, KY. Photo courtesy of KYRLCA member Kathy Short.
From the Desk of
NRLCA President
Ronnie W. Stutts

Senate Committee Holds Hearing on President Trump’s USPS Task Force Recommendations
Postal Reform Proposals Met With Criticism from Both Lawmakers and USPS Management

On March 12, I, along with Vice President Don Maston and Director of Governmental Affairs Paul Swartz, attended a hearing held by the Senate Committee on Homeland Security and Governmental Affairs on the recommendations put forth by President Trump’s Task Force on the United States Postal Service. The hearing was entitled, “A Path to Sustainability: Recommendations from the President’s Task Force on the United States Postal Service.”

Committee Chairman Ron Johnson (R-WI), Ranking Member Gary Peters (D-MI), Senators Thomas Carper (D-DE), James Lankford (R-OK), Rick Scott (R-FL), Michael Enzi (R-WY), and Josh Hawley (R-MO) were all present to ask questions of a panel consisting of Gary Grippo, Treasury Department deputy assistant secretary for public finance and a leader of the Task Force, USPS Board of Governors Vice Chairman David Williams, Postal Regulatory Commission Chairman Robert Taub, and Deputy Director of Management for the Office of Management and Budget and Acting Director for the Office of Personnel Management Margaret Weichert.

In his opening comments, Senator Johnson highlighted the financial plight of the USPS. Another problem he stressed is that only two
members of the Postal Service’s board of governors have been nominated out of nine possible due to “bipartisan obstruction.” He said he’d ideally like to see at least five governors nominated to act as a tie breaker for votes.

Of the many issues discussed from the Task Force report, a couple that stood out were that USPS privatization didn’t have support from anyone in attendance and most—if not all—senators want to protect rural America from losing access to consistent postal delivery.

Senator Hawley had similar concerns about rural areas being disproportionately affected, stressing how important service is to people in rural areas, like where he grew up. “I can’t tell you what a difference it makes for small towns … to be able to be connected to the outside world…. They don’t have viable alternatives, certainly not cost-effective alternatives.”

Senator Enzi also expressed unease about rural areas being affected, specifically citing a postal facility that was closed in his state, causing mail to be sorted out of state and then brought back for delivery.

The myth that the Postal Service loses money delivering packages, especially for Amazon, was busted. When Senator Scott kept pressing the panel that taxpayers subsidize Amazon for package delivery, Mr. Taub responded that USPS parcel delivery is the one bright spot, and although it represents approximately 3.9% of the delivery business, it pays for 30% of the institutional costs of the Postal Service.

Elimination of collective bargaining, one of the Task Force’s key proposals, is not supported by postal officials and received criticism from lawmakers as well. In his statement, Senator Peters emphasized his support for unionized labor, saying “Collective bargaining is an essential tool…. I am not clear on how removing collective bargaining … would help deliver quality services while recruiting and retaining a quality workforce.” When asked by Senator Peters whether removing bargaining rights from employees would solve the health care prefunding issue, Vice Chairman Williams replied, “I can think of no way in which it would impact it at all.” Senator Johnson brought up the report’s suggestion that FedEx saves a significant amount on its payroll due to lack of unionization, to which Williams responded that USPS data did not agree with the Task Force analysis.

The NRLCA will continue to work with key lawmakers and stakeholders to push for meaningful postal reform that will keep the USPS healthy and solvent.

Senators Reintroduce Bipartisan Anti-Privatization Resolution

On March 7, Senators Gary Peters (D-MI) and Jerry Moran (R-KS) introduced a resolution (S. Res. 99) along with 23 other senators “expressing the sense of the Senate that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.”

Original cosponsors for the resolution were Senators Tom Carper (D-DE), Lisa Murkowski (R-AK), Tina Smith (D-MN), Susan Collins (R-ME), Doug Jones (D-AL), Dan Sullivan (R-AK), Bernie Sanders (I-VT), Roy Blunt (R-MO), Sheldon Whitehouse (D-RI), Pat Roberts (R-KS), Angus King (I-ME), Chris Van Hollen (D-MD), Kamala Harris (D-CA), Tom Udall (D-NM), Jack Reed (D-RI), Tammy Baldwin (D-WI), Jeanne Shaheen (D-NH), Tammy Duckworth (D-IL), Kyrsten Sinema (D-AZ), Tim Kaine (D-VA), Jon Tester (D-MT), Jacky Rosen (D-NV), and Maggie Hassan (D-NH).

The NRLCA endorses this resolution. If your senators have not signed on, please contact them and ask them to do so. Log on to www.nrlda.org and navigate to the “Grassroots: Contact Congress!” section under the “Legislative” tab for more information.
NEW RELIEF DAY WORK LIST
POSTED APRIL 20, 2019 through MAY 3, 2019
EFFECTIVE MAY 11, 2019

Q I am on the Relief Day Work List. Do I have to sign it again?
A Yes, if you want to be on the Relief Day Work List (RDWL) you must sign it every time it is posted. If you do not want to be on the RDWL, there is no requirement to sign it.

Article 8.5.A of our Contract states: “The Relief Day Work List at each delivery unit shall be established twice during each guarantee period. The Relief Day Work List will be posted for a two-week period. Each time the new Relief Day Work List is established it shall supersede the previous list. All regular carriers, regardless of route classification, desiring to work their relief days shall place their names on the Relief Day Work List.”

Q I am not on the Relief Day Work List, but I want to be. When is my next opportunity to sign it?
A The RDWL will be posted in each delivery unit from April 20, 2019 through May 3, 2019. The new list will become effective and used beginning May 11, 2019. Another opportunity to sign the RDWL will be three weeks prior to the beginning of the next guarantee period:

“The first opportunity to sign the Relief Day Work List will be three weeks prior to the beginning of the new guarantee period and will be effective at the beginning of the new guarantee period. The second opportunity to sign the Relief Day Work List will be three weeks prior to the beginning of the first full pay period in May and will be effective the first full pay period in May.”

Q What does it mean to sign the Relief Day Work List?
A Rural carriers should think carefully before signing the list. By signing the Relief Day Work List, you are agreeing to work on any relief day when you are needed, and your name is reached on the list.

When a regular carrier is needed to work their relief day, due to the unavailability of a leave replacement, management will select carriers on the list, in order of seniority on a rotating basis, to work the relief day.

Q If I am on the Relief Day Work List and I am selected to work my relief day, can I decline to work the relief day?
A No, a carrier’s name on the Relief Day Work List means that he or she is ready and willing to work any relief day needed. (Analysis of Changes to the 1995 Extension pp 41-42)

Q Does that mean I can be required to work my relief day even if I am on annual leave?
No. A regular rural carrier on the Relief Day Work List will be bypassed in the rotation if the carrier has at least one day of annual leave (including an approved X day) or sick leave adjacent to the relief day. However, the carrier may notify management that he or she does not wish to be bypassed in this situation. (Article 8.5.A.3 and September 1, 2000 Andrea Wilson Letter, P-115 in Steward Reference Guide)

If I am on the Relief Day Work List and I am scheduled to work a relief day, do I have the option of removing my name from the list to avoid working the relief day?

No. If the carrier has been selected to work a relief day, the carrier must first work that scheduled relief day. The carrier may then remove his or her name from the Relief Day Work List. (Analysis of Changes to the 1995 Extension pp. 41-42)

Can I ever take my name off the Relief Day Work List?

Yes. You may remove your name from the list at any time, if not already scheduled to work the relief day, and your name will remain off the list until the next opportunity arises to sign the list as outlined in Article 8.5.A above.

Are there circumstances in which management can bypass me on the list when it is my turn in the rotation to work?

Yes. Management may bypass any regular carrier on the list if the carrier is unable to fully perform the duties of the route, or if working the relief day will cause the carrier to exceed the annual guarantee of 2080 hours, or fifty-six (56) hours in one (1) work week. (Analysis of Changes to the 1995 Extension pp. 41-42)(Article 8.5.C)

If someone calls in sick or another emergency arises, is management required to call me to come in and work my relief day?

No, there is no entitlement to the regular carrier to work the relief day due to the unavailability of a leave replacement. Management must first follow the provisions outlined in Article 30 to provide coverage and on some occasions, management may split a route prior to utilizing a regular to work on the relief day.

If someone calls in sick or another emergency arises, and I am selected on the RDWL to work my relief day, is management required to contact me at home to come in and work my relief day?

Yes, management must make every effort to contact you, either at the office or at home to work your relief day. In addition, when carriers on the Relief Day Work List and volunteers are not available, management may call carriers not on the Relief Day Work List at home, to report to work. (Analysis of Changes to the 1995 Extension pp. 41-42)

Is management required to follow the RDWL when selecting a regular carrier to work the relief day?

Yes, if you are next on the list in the proper rotation, working the relief day will not cause you to exceed 2080 or 56 hours in a work week, and you are not on authorized leave, management must schedule you to work.

If I sign the Relief Day Work List, how will I be compensated for working my relief day?

Regular rural carriers on the Relief Day Work List who work the relief day will select one of the following options: (Article 9.2.C.5.f)
1. An X day (a day for working a prior relief day) to be immediately scheduled by mutual agreement between the carrier and the Employer. The scheduled X day must be within the next twelve (12) weeks. PS Form 3971 will be completed for the mutually agreed X day and the scheduled X day will be given the same consideration as approved annual leave.

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

3. Compensation at 150% of the carrier’s daily rate of pay. The carrier will not receive an X day.

The regular rural carrier must make his or her election of the above options no later than the day of the worked relief day. Management must provide three (3) working days’ notice to a regular rural carrier when assigning an X day, except from the beginning of the guarantee year through the end of the designated Christmas period. (September 1, 2000 Andrea Wilson Letter, P-115 in Steward Reference Guide)

Q If I do not sign the Relief Day Work List, can I still be required to work my relief day?

A Yes, under certain circumstances. If management has exhausted the Relief Day Work List (or if no one in the delivery unit signed the Relief Day Work List) and there is still a need for a regular carrier to work their relief day, management will accept volunteers from regular carriers not on the list before requiring regular carriers not on the list to work the relief day. Such requirement will be by juniority. (Article 8.5.A.2) In this situation, if you are the junior regular carrier not on the Relief Day Work List, you may be required to work your relief day.

Q If I do not sign the RDWL and I am required to work my relief day, how will I be compensated?

A Regular rural carriers not on the Relief Day Work List who are required to work the relief day will receive compensation at 50% of the carrier’s daily rate of pay, in addition to receiving an X day within twelve (12) weeks as scheduled by the Employer. (Article 9.2.C.5.g)

Q I am the junior regular in the office. No one has signed the RDWL. Management says I must work every relief day if needed. Is this true?

A Management can first ask for volunteers to work. If there are no volunteers, then yes, you will be required to work your relief day without rotation.

Q I am on the Relief Day Work List. Management bypassed me and borrowed a leave replacement from another office. Is this proper?

A No. A leave replacement may not be borrowed from another office until all available regular rural carriers (on and off the Relief Day Work List) have been assigned to work the relief day. (Article 30.2.D.4 and September 1, 2000 Andrea Wilson Letter, P-115 in Steward Reference Guide)
I’t’s that time of year again. Budget time. “What’s that, you say? Budget? I thought that was supposed to be out already.” Well, the Administration has delayed publishing the new budget proposal in favor of a two-stage release in mid-March. As you may recall, the budget is typically scheduled for release by the first Monday in February, the legally mandated deadline by which Congress is supposed to receive the coming fiscal year’s proposal. The 35-day government shutdown meant that furloughed Administration staffers had less time to work on the budget—likely the reason for the delay.

Let Congress know your stance so that they know to do the right thing when it comes time to ink new legislation.

Last year’s budget proposal may offer some clues about what we can expect this time around. At that time, we saw proposed changes to Postal Service operations, recommended cuts to federal and postal employee benefits, the suggestion that the USPS reduce mail delivery from six to five days, and a proposed shift to centralized and curbside delivery. There was also a proposed one-time postal rate increase and a requirement that the rate-setting system provide flexibility to ensure stable postal operations, as well as allow the USPS to meet its statutory obligations for retiree health and pension costs.

This time around, the Administration is expected to request an increase on defense spending, though that will likely remain just a dream as the Democrat-led House is loath to support the continuation of six-day delivery (H. Res. 54, currently with 138 cosponsors) and to oppose privatization of the Postal Service (H. Res. 33 in the House and S. Res. 99 in the Senate). Don’t have time to write a letter that you feel proud putting your name on? Log on to www.nrlca.org and navigate to the “Grassroots: Contact Congress!” section under the “Legislative” tab. On that page, you’ll find pre-written form letters that you can fill out, print, sign, and send to your representative in minutes. You’ll also find links to look up the names of your senators and representatives. No excuses! Let Congress know your stance so that they know to do the right thing when it comes time to ink new legislation.
Is it spring yet? Readers may recall your author foolishly beginning the last article with, “Happy Spring.” At the NRLCA National Office in Alexandria, Virginia, and in my home state of Minnesota, that couldn’t be further from the truth as it’s been cold, rainy, and snowy. I’m hoping we have all put that in the rearview mirror!

Over the past month, politics has continued to dominate much of our lives; however, lost in all the noise, readers may not have realized that the seven leaders of the major pharmaceutical companies testified before the Senate Finance Committee about incredibly high drug prices. One of the strangest observations seems to be that each stakeholder agrees on the issue of high drug prices—what we are lacking is the courage for all parties to tackle this issue. (Author’s note and opinion!) There is no person or party that is not part of this problem—health plans, insurance companies, pharmaceutical companies, doctors, hospitals, Congress, Medicare, Medicaid, pharmacy benefit managers (PBMs), etc. Virtually every party compounds the problem of high drug prices.

High drug prices are only one dynamic of our convoluted and confusing healthcare system. As many readers have heard me speak about at conferences and in the pages of this magazine, one of the RCBP’s universal goals is to try and make this convoluted system a little simpler to navigate. Through benefit design and tools and resources, we aim to help make RCBP members the most informed members and patients in the country.

Your member rights and responsibilities the starting point for anyone who wants to best equip themselves to navigate our health plan and healthcare in America. Moreover, every health plan has some form of member rights and responsibilities. For Federal Health Plans (i.e. RCBP, BlueCross and BlueShield, NALC Health Benefit Plan, etc.) this is mandated by the Office of Personnel Management (OPM).

While this is not new and can be found in your plan brochure and on our website, the Member Rights and Responsibilities is worth reflecting on as you receive care and services. At a minimum, it may help readers approach their care differently and get the most out of appointments and healthcare.

***

Members have the right to:

Information

- Know the names and qualifications of health care professionals involved in your medical treatment.
- Get up-to-date information about the services covered or not covered by your plan, and any limitations or exclusions.
- Know how your plan decides what services are covered.
- Get information about copayments and fees that you must pay.
- Get information about the health care professionals, hospitals and other providers that participate in the plan.
- Be told how to file a complaint or appeal with the plan.
- Know how the plan pays both in-network and out-of-network health care professionals for providing services to you.
- Receive information from health care professionals about your medications, including what the medications are, how to take them and possible side effects.
• Receive from health care professionals as much information about their diagnosis, evaluation and any proposed treatment or procedure as you may need in order to consent to or refuse a course of treatment. Except in an emergency, this information should include a description of the proposed procedure or treatment, the potential risks and benefits involved, any alternate course of treatment (even if not covered) or non-treatment and the risks involved in each, and the name of the health care professional who will carry out the procedure or treatment.

• Be informed by participating health care professionals about continuing health care requirements after you are discharged from inpatient or outpatient facilities.

• Be informed if a health care professional plans to use an experimental treatment or procedure in your care. You have the right to refuse to participate in research projects.

• Receive an explanation about non-covered services.

• Receive a prompt reply when you ask the plan questions or request information.

• Receive a copy of the plan’s Member Rights and Responsibilities Statement.

**Access to care**

• Obtain primary and preventive care from the primary care physician you chose from the plan’s network.

• Change your primary care physician to another available primary care physician who participates in the plan.

• Get necessary care from participating network specialists, hospitals and other health care professionals.

• Be referred to participating network specialists who are experienced in treating your chronic illness.

• Be told by your health care professionals how to schedule appointments and get health care during and after office hours. This includes continuity of care.

• Be told how to get in touch with your primary care physician or a back-up physician 24 hours a day, every day.

• Call 911 (or any available emergency response service) or go to the nearest emergency facility when you have a medical condition with acute symptoms that are severe enough that a prudent layperson, who has average knowledge of health and medicine, could reasonably expect the lack of immediate medical attention to result in serious danger to the person’s health.

• Receive urgently needed medically necessary care.

**The freedom to make decisions**

• Use these rights regardless of your race, physical or mental disability, ethnicity, gender, sexual orientation, creed, age, religion, national origin, cultural or educational background, economic or health status, English proficiency, reading skills, genetic information, or source of payment for your care.

• Participate in decisions involving your health care.

• Have any person who has legal responsibility to make medical care decisions for you make use of these rights on your behalf.

• Refuse treatment or leave a medical facility, even against the advice of doctors (providing you accept responsibility and the consequences of the decision).

• Complete an Advance Directive, Living Will or other directive and give it to your health care professionals.

• Know that you or your health care professional cannot be punished for filing a complaint or appeal.

• Request information regarding malpractice insurance of providers upon request.

**Personal rights**

• Be treated with respect for your privacy and dignity.

• Have your medical records kept private, except when permitted by law or with your approval.

• Be involved in deciding on the kind of care you do or do not want.

**Input & Feedback**

• Have your health care professional’s help
when you have to make decisions about the need for services, and if you are involved in a complaint process.

- Suggest changes in the plan’s policies and services, including our Member Rights and Responsibilities policy.

**Member Responsibilities** are to:

**Exercise your rights**
- Choose a primary care physician from the plan’s network and form an ongoing patient-physician relationship.
- Help your health care professional make decisions about your health care.

**Follow instructions**
- Read and understand your plan and benefits. Know your copayments and what services are covered and what services are not covered.
- Follow the directions, advice and treatment plan you and your health care professionals have agreed upon.
- See the specialists your primary care physician refers you to.
- Make sure you have the correct authorization for certain services, including inpatient hospitalization and out-of-network treatment.
- Show your member ID card to health care professionals before getting care from them.
- Pay the copayments required by your plan.
- Promptly follow your plan’s complaint procedures if you believe you need to submit a complaint.
- Treat doctors and all providers, their staff, and the staff of the plan with respect.
- Not be involved in dishonest activity directed to the plan or any health care professional.

**Communicate**
- Tell your health care professionals if you do not understand the treatment you receive and speak up if you do not understand how to care for your illness.
- Tell a health care professional promptly when you have unexpected problems or symptoms.
- Consult with your primary care physician for referrals to non-emergency covered specialist care or hospital care.
- Understand that network doctors and other health care professionals who care for you are not employees of Aetna and that Aetna does not control them.
- Call Aetna’s Member Services department about your plan if you do not understand how to use your benefits.
- Give correct and complete information about your health, medications (including over-the-counter products or dietary supplements), and any allergies or sensitivities to doctors and other health care professionals who care for you.
- Tell Aetna about other medical insurance coverage that you or your family members may have.
- Ask your treating doctor about all treatment options, and how the doctor is paid by Aetna.
- You may have additional rights and responsibilities depending upon any state laws applicable to your plan.
- Tell your provider about any living will, medical power of attorney or other directive that could affect your care.

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Clearly, that is a lengthy list and there are no expectations that readers must remember every detail! What should be emphasized and is worthy of remembering is that this is two-pronged: each of us has rights as a member/patient and each of us has responsibilities as a member/patient. Doctors, pharmacists, nurses and any other providers are all incredible people, but incredible care requires knowledge: knowing about you, the patient, your benefits and your questions. Exercising both your rights and responsibilities will simultaneously help you navigate our convoluted healthcare system and get better care from those incredible doctors, nurses, and providers.

**We want to hear from you!**

Each year between February and April, every Federal Health Benefit Plan conducts an annual survey called the Consumer Assessment of Healthcare Providers and Systems (CAHPS). This CAHPS survey is long in name but it’s
The National Rural Letter Carrier

incredibly helpful for health plans to measure the sentiment and experience of their members. Further, the RCBP may adapt or adjust benefits based upon the results.

Last year, many RCBP members rated us a “10” and I want to personally thank you! We have listened to your comments and are always working to improve services for you and your family. We appreciate your feedback. Our member satisfaction survey will be mailed soon. If you happen to receive one, please fill it out. We want to hear from you so we can continue to improve services.

Not in the RCBP? Every health plan in the Federal Employee Health Benefits program sends out a similar survey; help them get better by filling out the survey!

Thank you again for taking the time to read through this article. I hope the information was insightful and provides some guidance to getting the most from your benefits—and more importantly, helps along our continued path to better health. I look forward to seeing many readers at the final area conferences of the year and, hopefully, at National Convention this August. Best in health!

Planning on Attending an Area Conference?
If you are planning to attend an upcoming Area Conference, look for myself and members of our teams from Aetna, CVS Caremark, and Symetra! We are happy to answer any questions you might have.
National Officer Vacancies

In accordance with Resolution 71 of the 1979 convention of the National Rural Letter Carriers’ Association, notice is hereby given of vacancies to be filled by election at the 2019 annual meeting in Grapevine, TX:

- President
- Vice President
- Secretary-Treasurer
- Director of Labor Relations
- Director of Steward Operations
- Four-Year Executive Committeeman

In accordance with Binding Resolution 9 of the 2010 National Convention of the National Rural Letter Carriers’ Association, equal space will be made available to ALL candidates wishing to announce for national office in the June issue of The National Rural Letter Carrier magazine. Current policy of 250 words and picture should continue.

Attention Candidates for National Office:

115th National Convention of the National Rural Letter Carriers’ Association
Gaylord Texan Resort & Convention Center, Grapevine, TX
August 13-16, 2019

Magazine Space Afforded Candidates

A continuation of the 1979 Resolution 71 provides that equal space be made available to any qualified member who wishes to seek a national office in the National Rural Letter Carriers’ Association.

Candidates are hereby advised that they are not required to announce their candidacy in the magazine, but space will be available in the June 2019 magazine to national candidates if they choose to use it for such purpose.

This magazine will allocate no more than 250 words to any member wishing to announce his/her candidacy for a national office. Accordingly, all candidates should not submit announcements that exceed 250 words. Should a candidate submit an announcement exceeding 250 words, only the first 250 words will be published.

Those candidates wanting to include a photograph should send a clear color or black-and-white photo via U.S. mail to Managing Editor Melissa Ray. Candidates should send all material for publication, including photographs, via U.S. mail. All material for publication must be received by Managing Editor Melissa Ray at the National Office no later than close of business, Monday, May 6, 2019.

Address Labels Available to Campaigns

The National Office will make available to any candidate or candidate’s campaign self-adhesive, pre-printed address labels that identify the elected or appointed State Union officials within each chartered state association based on state annual reports submitted to the National Office.

In addition, all NSS District and Assistant District Representatives as of March 1 of the current year will also be included.

Requests must be in writing by a member in good standing and must stipulate that the purpose in obtaining the labels is for the announcement of national officer candidacy or for campaigning related to seeking a national officer position.

Payment of $50.00 for processing costs must accompany each request before the labels will be mailed.

Campaign label requests should be addressed to:

NRLCA
Assistant to the NRLCA Secretary-Treasurer
1630 Duke Street
Alexandria, Virginia 22314-3467
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 to representation by one delegate for every 1,000 members or major fraction thereof. Membership shall be based on the number of dues withholding 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 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-
4. The post office box designated for the return of ballots shall be accessible only to the Election Committee.

6. Any candidate or designee may observe the ballot tabulation. In reporting the results of the election, the candidates shall be placed on a roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates.

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

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.

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### 2019 National Delegate Nomination Address by State

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Step 4 Settlement on Reassignment of Relief Days in a Formula Office

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

Re: E06R-4E-C 13052545  
Class Action  
Riverton, UT 84095-9998

Dear David:

On several occasions, the most recent being February 21, 2019, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns the reassignment of relief days in a formula office, to include those situations when a route changes classification from a J to a K route.

After reviewing this matter, the parties mutually agreed no national interpretive issue is fairly presented in this case.

Once an office has implemented the formula, there are only two situations which may prompt changes to relief days. The first situation involves a recalculation of the formula which will be conducted when the following circumstances occur in a formula office:

- A change in the number of regular routes authorized a relief day in the office.
- A change in the number of auxiliary routes in the office.
- A change in the number of available leave replacements in the office.

The recalculation will determine if carriers with non-Saturday relief days must be offered the opportunity to return to a Saturday relief day, or if management may assign additional non-Saturday relief days. Any relief day reassignments shall be made in accordance with Article 9.2.C.5. If the formula recalculation results in the availability of additional Saturday relief days, the reassignment back to Saturday must be completed within 30 days.

The second situation which may prompt a change in relief days occurs when the number of non-Saturday relief days was not maximized when the formula was initially implemented. Management may reassign these relief days at any time in accordance with Article 9.2.C.5. The carrier must receive notice of the change no later than the Saturday of the service week preceding the effective week of the change.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle this case.
The issue in this grievance concerns the reassignment of relief days in a formula office, to include those situations when a route changes classification from a J to a K route. This would also include the situation when a junior regular carrier is awarded a route with Saturday relief day though the bidding process.

Once an office has implemented the formula, there are only two situations which may prompt changes to relief days. The first situation involves a recalculation of the formula which will be conducted when the following circumstances occur in a formula office:

- A change in the number of regular routes authorized a relief day in the office.
- A change in the number of auxiliary routes in the office.
- A change in the number of available leave replacements in the office.

The recalculation will determine if carriers with non-Saturday relief days must be offered the opportunity to return to a Saturday relief day, or if management may assign additional non-Saturday relief days. Any relief day reassignments shall be made in accordance with Article 9.2.C.5. If the formula recalculation results in the availability of additional Saturday relief days, the reassignment back to Saturday must be completed within 30 days.

The second situation which may prompt a change in relief days occurs when the number of non-Saturday relief days was not maximized when the formula was initially implemented. Management may reassign these relief days at any time in accordance with Article 9.2. C.5. The carrier must receive notice of the change no later than the Saturday of the service week preceding the effective week of the change.

This language makes it clear that changes from Saturday to non-Saturday relief days can only be made through the process agreed to by the parties. A change from J to K route DOES NOT precipitate an automatic change to non-Saturday relief day. And, the assignment of non-Saturday relief days must be accomplished according to Article 9.2.C.5, including offering the incentive to carriers to switch from a Saturday to a non-Saturday relief day according to the contractual language.
Step 4 Settlement on Appropriate Compensation for Rural Carriers Required to Deliver Amazon Fresh Totes

Mr. David Heather  
Director of Labor Relations  
National Rural Letter Carriers’ Association  
1630 Duke Street  
Alexandria, VA 22314-3467

Re: Q15R-4Q-C 16846401  
Class Action  
Washington, DC 20260-4100

Dear David:

On several occasions, the most recent being February 25, 2019, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns the appropriate compensation for rural carriers required to deliver Amazon Fresh totes.

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

The Postal Service began a market test delivering groceries in the San Francisco, California delivery area on August 8, 2014. The test was expanded to additional delivery locations in California on June 30, 2015, and to locations in the New York metropolitan area beginning July 15, 2015.

Based on the logistics involved with the hub market test, the parties agreed that grocery deliveries (Amazon Fresh totes) for rural route addresses would be completed by leave replacement carriers from select hub locations. These carriers were compensated at the hourly rate for the actual time taken to complete these deliveries.

In June 2016, Amazon expanded the market test using hub locations and began a second concept of direct drop shipments at delivery units. In response to the logistics of the second concept, regular rural carriers were utilized, in some instances, to deliver the totes for the assigned routes within the scheduled delivery window; to include situations where deviation was required. In December 2017, Amazon discontinued the direct drop shipments at delivery units.

Accordingly, the parties agree to provide compensation for the period beginning June 2016, and ending December 2017, for any additional duties required to deliver Amazon Fresh totes, other than those associated with the normal delivery of parcels. For instance, compensation is warranted for the actual time to perform additional duties such as, but not limited to, making a separate trip to obtain the totes, reviewing totes to determine if the delivery window will be met, and interrupting casing duties to deliver totes. If regular rural carriers were required to deviate to meet the delivery window, the appropriate compensation will be provided at two (2) minutes per mile.
The issue in this grievance concerns the appropriate compensation for rural carriers required to deliver Amazon Fresh totes.

The Postal Service began a market test delivering groceries in the San Francisco, CA delivery area on August 8, 2014. The test was expanded to additional delivery locations in California on June 30, 2015, and to locations in the New York metropolitan area beginning July 15, 2015.

Based on the logistics involved with the hub market test, the parties agreed that grocery deliveries (Amazon Fresh totes) for rural route addresses would be completed by leave replacement carriers from select hub locations. These carriers were compensated at the hourly rate for the actual time taken to complete these deliveries.

In June 2016, Amazon expanded the market test using hub locations and began a second concept of direct drop shipments at delivery units. In response to the logistics of the second concept, regular rural carriers were utilized, in some instances, to deliver the totes for the assigned routes within the scheduled delivery window; to include situations where deviation was required.

In December 2017, Amazon discontinued the direct drop shipments at delivery units.

Accordingly, the parties agree to provide compensation for the period beginning June 2016, and ending December 2017, for any additional duties required to deliver Amazon Fresh totes, other than those associated with the normal delivery of parcels. For instance, compensation is warranted for the actual time to perform additional duties such as, but not limited to, making a separate trip to obtain the totes, reviewing totes to determine if the delivery window will be met, and interrupting casing duties to deliver totes. If regular rural carriers were required to deviate to meet the delivery window, the appropriate compensation will be provided at two (2) minutes per mile.

In addition, the parties had previously agreed the collection of Amazon Fresh totes would be credited as Carrier Pickup. However, if carriers were required to return the totes to a designated location other than the normal location for deposit of mail or empty equipment; additional compensation for the actual time to perform this work function is also warranted.

Regular rural carriers will be compensated using PS Form 8127, Rural Carrier Supplemental Payment for the additional work performed from June 2016 through December 2017. RCAs that received the daily evaluated compensation for casing and carrying a route, should be compensated for the additional work using PS Form 1314-A. In order to be eligible for payment, the additional work must be clearly identified and documented.

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)

Date: 2/28/19

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

Date: 2/28/19

The issue in this grievance concerns the appropriate compensation for rural carriers required to deliver Amazon Fresh totes.

The Postal Service began a market test delivering groceries in the San Francisco, CA delivery area on August 8, 2014. The test was expanded to additional delivery locations in California on June 30, 2015, and to locations in the New York metropolitan area beginning July 15, 2015.

Based on the logistics involved with the hub market test, the parties agreed that grocery deliveries (Amazon Fresh totes) for rural route addresses would be completed by leave replacement carriers from select hub locations. These carriers were compensated at the hourly rate for the actual time taken to complete these deliveries.

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Accordingly, the parties agree to provide compensation for the period beginning June 2016, and ending December 2017, for any additional duties required to deliver Amazon Fresh totes, other than those associated with the normal delivery of parcels. For instance, compensation is warranted for the actual time to perform additional duties such as, but not limited to, making a separate trip to obtain the totes, reviewing totes to determine if the delivery window will be met, and interrupting casing duties to deliver totes. If regular rural carriers were required to deviate to meet the delivery window, the appropriate compensation will be provided at two (2) minutes per mile.

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Regular rural carriers will be compensated using PS Form 8127, Rural Carrier Supplemental Payment for the additional work performed from June 2016 through December 2017. RCAs that received the daily evaluated compensation for casing and carrying a route, should be compensated for the additional work using PS Form 1314-A. In order to be eligible for payment, the additional work must be clearly identified and documented.
Step 4 Settlement on Rural Carriers Utilizing the Load Truck Feature on the MDD When Loading An Employer-Provided Vehicle

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

Re: Q15R-4Q-C 18112722  
Class Action  
Washington, DC 20260-4100

Dear David:

On several occasions, the most recent being February 25, 2019, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns rural carriers utilizing the load truck feature when loading an Employer provided vehicle.

After reviewing this matter, we mutually agree that no national interpretive issue is fairly presented in this case. Handbook PO-603, section 223.23, is instructive regarding how rural carriers handle parcels that do not fit in the case separations. Specifically, a letter may be reversed or some other method may be used to alert carriers there is a parcel that cannot be cased for that address.

The parties agree that management may require rural craft employees who are being compensated hourly to use the load truck feature.

This settlement should be applied to grievances that are currently being held pending the outcome of this dispute. If there are any remaining contractual issues that are not resolved, the local parties should continue to process in accordance with the grievance/arbitration procedures.

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.

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

Date: 2/28/19

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

Date: 2/28/19
February 16, 2018

AREA VICE PRESIDENTS
MANAGERS, OPERATIONS SUPPORT (AREA)
MANAGERS, DELIVERY PROGRAMS SUPPORT (AREA)

SUBJECT: National Rural Mail Count – Clarification

Headquarters Delivery Operations continues to receive inquiries regarding the Carrier Vehicle Loading SOP issued in November 2017, as well as requirements for carriers to perform acceptance scans on items picked up by the rural carrier.

The Carrier Vehicle Loading SOP is primarily intended to streamline loading procedures for city letter carriers. Managers should be providing instructions for rural carrier work methods based on current handbooks and manuals. Section 223.23 of Handbook PO-803, Rural Carrier Duties and Responsibilities states:

223.23 Flats and Odd-Size Pieces
Case flat mail and odd-size pieces............Place parcels or odd-size pieces that do not fit in the separations on the case ledge and sort into sequence of delivery. A letter may be reversed in the proper separation, or some other method may be used, to alert you that there is a parcel or odd-size article that cannot be cased for that address.

There have also been several inquiries regarding acceptance scanning. PUB 399 is clear regarding acceptance scans; carriers are not required to scan each piece if there are six (6) or more pieces. If customers have requested and been provided acceptance scans on each individual piece, the carrier should continue to scan each piece and credit will be provided during the mail count period.

The Postal Service should be focused on providing quality customer service. We must also ensure the mail count is a fair and accurate representation of work performed by rural carriers during the two week mail count period, February 24 through March 9, 2018.

Please ensure your respective rural delivery offices receive this information.

Kevin L. McAdams

cc: Jim Boldt
Aaron Lawson
Jennifer Vo
Step 4 Settlement on Rural Carriers Utilizing the Load Truck Feature on the MDD When Loading An Employer-Provided Vehicle (continued from previous page)

The issue in this grievance concerns rural carriers utilizing the load truck feature on the MDD when loading an Employer provided vehicle. After reviewing this matter, we mutually agree that no national interpretive issue is fairly presented in this case.

Handbook PO-603, section 223.23, is instructive regarding how rural carriers handle parcels that do not fit in the case separations. Specifically, a letter may be reversed or some other method may be used to alert carriers there is a parcel that cannot be cased for that address.

The parties agree that management may require rural craft employees who are being compensated hourly to use the load truck feature. This would include Leave Replacements who have already exceeded 40 hours in the week.

Also included are two other documents pertaining to this issue. The parties have agreed that both of these documents and the instructions contained within remain in effect. First is the letter sent to the field by the Vice-President of Delivery Operations clarifying that rural carriers are governed by the PO-603 language. (It also contains some useful language on acceptance scans.) The second document is signed by the Manager of Labor Relations Policies and Programs at USPS HQ and establishes that rural carriers may voluntarily utilize the MDD Load Function during the mail count. The time would be included in Loading, but there would be no additional time for the individual scans.
Step 4 Settlement on Compensation for Employees Who Appear as Witnesses at Arbitration Hearings During Regular Work Hours

The issue in this grievance concerns compensation for employees who appear as witnesses at arbitration hearings during regular work hours.

After reviewing this matter, the parties mutually agreed no national interpretive issue is fairly presented in this case.

The parties agree that Article 15.5.D specifies that employee witnesses shall be on employer time when appearing at a hearing, provided the time spent as a witness is part of the employee’s regular working hours. Normally, rural carriers in a work status will perform their daily duties until their testimony is needed.

Dear David:

On several occasions, the most recent being February 21, 2019, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The above grievance concerns compensation for employees who appear as witnesses at arbitration hearings during regular work hours.

After reviewing this matter, the parties mutually agreed no national interpretive issue is fairly presented in this case.

The parties agree that Article 15.5.D specifies that employee witnesses shall be on employer time when appearing at a hearing, provided the time spent as a witness is part of the employee’s regular working hours. Normally, rural carriers in a work status will perform their daily duties until their testimony is needed.

Based on the fact circumstances in the instant case, no further action is needed.

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.

Date: 02-28-2019

Date: 2/28/19
Step 4 Settlement on Compensation for Regular Rural Carriers Scheduled to Work Relief Day During Act of God

The issue in this grievance concerns compensation for regular rural carriers who are scheduled to work their relief day but are prevented from reporting due to an act of God. Handbook F-21, Time and Attendance, section 582.3 addresses the appropriate compensation for rural carriers due to an act of God.

The parties agree if a rural carrier reports to work on the relief day, but is not able to complete their normal duties due to an act of God, a full day’s compensation is provided, to include equipment maintenance allowance, if applicable. For example, if a decision is made to curtail mail delivery after the regular rural carrier cases mail for two hours, DACA Code 3 or 5 is recorded on PS Form 1314, as appropriate, and compensation is provided for a full day.

Regular rural carriers who are scheduled to work their relief day and are either unable to report, due to an Act of God or contacted by management and instructed not to report due to an Act of God will not be entitled to compensation. However, if the carrier reports to work they are entitled to the appropriate Code 3 or Code 5 for working the relief day and EMA for the day, regardless of the number of hours actually worked on the Act of God day.

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Dear Mr. Heather:

On several occasions, the most recent being February 25, 2019, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns compensation for regular rural carriers that are scheduled to work the relief day but are prevented from reporting due to an act of God.

The following will constitute full and complete settlement.

Handbook F-21, Time and Attendance, section 582.3 addresses the appropriate compensation for rural carriers due to an act of God.

The parties agree if a rural carrier reports to work on the relief day, but is not able to complete their normal duties due to an act of God, a full day’s compensation is provided, to include equipment maintenance allowance, if applicable. For example, if a decision is made to curtail mail delivery after the regular rural carrier cases mail for two hours, DACA Code 3 or 5 is recorded on PS Form 1314, as appropriate, and compensation is provided for a full day.

Time limits were extended by mutual consent.

Reggie W. Rabon  
Labor Relations Specialist  
Contract Administration (NRLCA)  
Date: 2/28/19

David Heather  
Director of Labor Relations  
National Rural Letter Carriers’ Association  
Date: 3/28/19

---

Mr. David Heather  
Director of Labor Relations  
National Rural Letter Carriers’ Association  
1630 Duke Street  
Alexandria, VA 22314-3467

Re: Q10R-4Q-C 16106690  
Class Action  
Washington, DC 20260-4100
EMA Decreases to 70 Cents/Mile on March 30

On March 12, 2019, the Bureau of Labor Statistics released the February 2019 CPI-W. Based on this release, the Equipment Maintenance Allowance (EMA) for rural carriers will decrease by 2.5 cents to 70 cents per mile.

Rural Carriers: In accordance with the provisions of Article 9, Section 2.J.3 of the USPS/NRLCA National Agreement, effective March 30, 2019 (Pay Period 08-2019), EMA will decrease to 70.0 cents per mile, or a minimum of $28.00 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 70.0 cents per mile or $7.60 per hour, whichever is greater. This EMA should not exceed the amount provided in the special EMA chart for route stops and miles.

The next opportunity for a quarterly adjustment will occur after the release of the May 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.

The full EMA schedules will be posted on the NRLCA website and will be printed in the next issue of the magazine when available.

NRLCA To Be National Partner in Food Drive

The NRLCA proudly continues its support of the National Association of Letter Carriers’ (NALC) annual Food Drive on Saturday, May 11.

The NRLCA will assist NALC and the drive’s other co-sponsors in promoting the volunteer collection of non-perishable food, encourage participation by rural carriers in the effort, and help deliver donations to local food banks, pantries and shelters. In connection with our partnership, the NRLCA logo will appear on all national publications and other promotional materials of the drive. The NRLCA is proud to align ourselves with such a noble and distinguished cause.

As always, participation in the drive is strictly voluntary. All rural carriers have a right not to participate unless given a direct order. If required to participate involuntarily, management must compensate the carrier in some way. We encourage each of you to consider the good that occurs through this endeavor and participate if possible.

Treasury to Stop Payments into Postal Service Retirement Fund, For Now

On March 4, Treasury Secretary Steven Mnuchin told Congress the Treasury would stop making payments into two government retirement funds to keep from exceeding the national debt limit.

A March 2 deadline saw the resumption of a $22 trillion limit on national debt after a year-long suspension under a 2018 budget deal. According to the Congressional Budget Office, issuing new securities for the Civil Service Retirement and Disability Fund and the Postal Service Retiree Health Benefits Fund increased the national debt by around $3 billion each month.

Mnuchin urged Congress to increase the debt limit and said the Treasury will resume funding both accounts once the debt limit rises.
2019 State Convention Assignments

**ALABAMA**
June 8-11
Renaissance Mobile Riverview Plaza Hotel, Mobile
Johnny Miller, Charles Herrera

**ARIZONA**
June 9
Hilton Garden Inn Phoenix/Tempe ASU Area, Tempe
Susan Knapp

**ARKANSAS**
June 15-16
Holiday Inn, Springdale/Fayetteville Area, Springdale
Don Maston

**CALIFORNIA**
June 23-24
Clovis Veterans Memorial District, Clovis
Ronnie Stutts, Martha Hornbostel

**CONNECTICUT**
May 5
Zandri’s Stillwood Inn, Wallingford
Shirley Baffa

**DELAWARE**
May 5
Crossroads Community Church Conference Center, Georgetown
Susan Knapp, Charles Herrera

**FLORIDA**
June 20-22
The Shores Resort & Spa, Daytona Beach Shores
Shirley Baffa, Cheryl Rodenbeck

**GEORGIA**
June 23-26
Unicoi State Park & Lodge, Helen
David Heather, Lesa Routh-Halcomb

**IDAHO**
June 13-15
Travelodge by Wyndham, Pocatello
Ronnie Stutts, Lesa Routh-Halcomb

**ILLINOIS**
June 18-20
President Abraham Lincoln DoubleTree by Hilton Hotel, Springfield
Ronnie Stutts, Karen Vermeer

**INDIANA**
June 21-23
Wyndham Indianapolis West, Indianapolis
Johnny Miller, Karen Vermeer

**IOWA**
June 8-12
Quality Inn & Suites Starlite Village Conference Center, Ames
Don Maston, Karen Vermeer

**KANSAS**
June 2-4
Ramada Hotel & Convention Center Topeka Downtown, Topeka
Patrick Pitts, Martha Hornbostel

**KENTUCKY**
June 21-23
Holiday Inn Riverfront, Owensboro
Don Maston

**LOUISIANA**
June 6-7
Homewood Suites by Hilton, Shreveport
Shirley Baffa, Karen Vermeer

**MAINE**
May 11-12
Bar Harbor Regency, Bar Harbor
Johnny Miller

**MARYLAND**
June 3-4
Carousel Oceanfront Hotel & Condominiums, Ocean City
David Heather

**MASSACHUSETTS**
May 5
John Carver Inn & Spa, Plymouth
Don Maston

**MICHIGAN**
June 16-18
Kellogg Hotel & Conference Center, Lansing
David Heather, Karen Vermeer

**MINNESOTA**
June 24-25
Shooting Star Hotel and Casino, Mahnomen
Shirley Baffa, Charles Herrera

**MISSISSIPPI**
June 9-11
Holiday Inn Jackson Southeast, Pearl
Shirley Baffa, Lesa Routh-Halcomb

**MISSOURI**
June 5-7
Camden Hotel & Conference Center, Branson
Susan Knapp, Jody Tyger

**MONTANA**
May 31-June 1
Best Western Plus GranTree Inn, Bozeman
Clifford Dailing

**NEBRASKA**
June 7-9
Holiday Inn Express & Suites, Beatrice
Dennis Conley, Martha Hornbostel

**NEVADA**
June 2
SureStay Plus Hotel by Best Western Reno Airport, Reno
Susan Knapp

**NEW HAMPSHIRE**
April 28
Holiday Inn Downtown, Concord
Patrick Pitts
NEW JERSEY
May 31-June 2
Holiday Inn, Philadelphia South, Swedesboro
Don Maston, Cheryl Rodenbeck

NEW MEXICO
June 1-2
Residence Inn by Marriott, Albuquerque Airport, Albuquerque
Ronnie Stutts

NEW YORK
June 23-26
Woodcliff Hotel and Spa, Fairport
Clifford Dailing, Karen Vermeer

NORTH CAROLINA
June 23-26
DoubleTree by Hilton Raleigh - Brownstone - University, Raleigh
Susan Knapp, Lesa Routh-Halcomb

NORTH DAKOTA
June 8-9
Ramada by Wyndham, Bismarck
Clifford Dailing, Martha Hornbostel

OHIO
June 10-12
Carlisle Inn, Sugarcreek
Dennis Conley, Cheryl Rodenbeck

OKLAHOMA
June 7-9
Wyndham Garden, Oklahoma City Airport, Oklahoma City
Ronnie Stutts, Charles Herrera

OREGON
June 14-16
Driftwood Shores Resort and Conference Center, Florence
Patrick Pitts, Charles Herrera

PENNSYLVANIA
June 24-26
Valley Forge Casino Resort, King of Prussia
Johnny Miller, Jody Tyger

PUERTO RICO
May 19
Centro de Banquetes Los Chavales, San Juan
Dennis Conley

RHODE ISLAND
April 13
Knights of Columbus St. Francis #2011, North Kingstown
David Heather

SOUTH CAROLINA
June 9-10
North Charleston Marriott, North Charleston
David Heather, Jody Tyger

SOUTH DAKOTA
April 13-14
Crossroads Hotel and Huron Event Center, Huron
Ronnie Stutts, Cheryl Rodenbeck

TEXAS
June 23-26
MCM Elegante Suites, Abilene
Don Maston, Cheryl Rodenbeck

UTAH
May 4
Hampton Inn Lehi-Thanksgiving Point, Lehi
Dennis Conley

VERMONT
April 28
Holiday Inn Rutland-Killington Area, Rutland
David Heather

VIRGINIA
June 21-23
Holiday Inn Charlottesville- Univ. Area, Charlottesville
Clifford Dailing, Martha Hornbostel

WASHINGTON
June 23-25
Great Wolf Lodge, Centralia
Patrick Pitts, Cheryl Rodenbeck

WEST VIRGINIA
June 13-15
Quality Inn, Lewisburg
Susan Knapp, Jody Tyger

WISCONSIN
June 21-24
Fox Hills Resort, Mishicot
Dennis Conley, Jody Tyger

WYOMING
May 31-June 1
Sundowner Station, Riverton
Johnny Miller
Dear TSP Participant,

I’d like to begin this year’s letter by welcoming the hundreds of thousands of new participants who joined the Thrift Savings Plan in 2018 as newly hired federal employees and as members of the uniformed services’ Blended Retirement System (BRS). You are among the over 5 million participants who are saving for retirement with one of the largest and lowest-cost defined contribution plans available.

And whether you’re new to the TSP or you’ve been with us for years, I invite all of you to pay particular attention to some of the things that can help you reach a comfortable and secure retirement.

Stick to your plan

Last year we experienced a few significant dips in the markets, and times like those can be hard to navigate. One thing to remember is that investing for retirement requires a long-term view. Rather than reacting to short-term market movements, you need a plan that guides your savings and investment decisions and will help you reach your unique retirement goals. Once you make a plan, stick to it and you’ll be in a better position to manage the markets’ ups and downs. If you’re not sure where to start, take a look at our Lifecycle Funds. The investment mix of each L Fund is designed to strike a balance between taking risks and receiving potential rewards.

Validate your information

We take steps to keep your account secure, but you also play an important role in protecting your account. One way you can do this is by providing and validating a non-work-related email and phone number when you call the ThriftLine (more about the ThriftLine below) or visit tsp.gov. You can add or update your email addresses and/or a phone number in “Profile Settings” in My Account.

To serve you faster and more securely, we’re making more transactions available online. You’ll be able to complete some requests through My Account quickly and accurately rather than have to find, download, and mail in paper forms. You can prepare for this transition now by making sure that you know your TSP account number (or customized user ID) and your password, and that you’ve logged in to My Account to add and validate your contact information.

You should also confirm that your mailing address is up to date. If you’re an active employee, you can contact your agency or service to make changes to your address. If you’re separated, you can change your address on tsp.gov by logging into My Account and selecting “Profile Settings.”

Meet the match

If you’re in FERS or BRS, getting the most out of your agency’s or service’s match is one of your most important “must-do” retirement planning strategies. You could be missing out on thousands of dollars in matching funds from your agency or service over time if you’re not contributing at least 5%. But getting the full agency or service match is just the beginning. Increasing your contribution amount each time you get a pay raise could increase your retirement savings by tens of thousands of dollars over time. An increase as little as 1% could make a big difference.

Use your resources

Whether you need help with a transaction, want to understand the TSP better, or would like assistance with your account, we’re here for you.

- **TSP courses** — We offer free courses taught by our TSP training experts. If you’re an active participant, ask your agency or service for details.

- **ThriftLine** — The toll-free ThriftLine is our automated telephone service. You can find information such as Plan News, share prices, and loan and annuity rates. You can also speak with one of our Participant Service Representatives (PSRs) by pressing 3 when you call. Our PSRs can answer your questions about loans, contribution allocations, interfund transfers, beneficiary designations, and withdrawals. You can also use your TSP account number and ThriftLine PIN to access your account and complete certain transactions.

- **Secure Message Center** — You can send us a message, and a TSP representative will answer it. Just log into My Account and click on “Message Center.”

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**A Message from the Executive Director**

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To serve you faster and more securely, we’re making more transactions available online. You’ll be able to complete some requests through My Account quickly and accurately rather than have to find, download, and mail in paper forms. You can prepare for this transition now by making sure that you know your TSP account number (or customized user ID) and your password, and that you’ve logged in to My Account to add and validate your contact information.

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- **Secure Message Center** — You can send us a message, and a TSP representative will answer it. Just log into My Account and click on “Message Center.”
See what’s coming

Withdrawal options
Later this year, we’ll offer new withdrawal options. You’ll be able to
• take more than one in-service, age-based withdrawal;
• take monthly, quarterly, or annual installment payments (if you’re a separated or beneficiary participant) and make changes to those payments at any time during the year;
• request partial withdrawals while receiving installment payments; and
• make withdrawals from your traditional TSP, Roth TSP, or from both proportionally.

The new options are part of the TSP Modernization Act of 2017 and will provide you more flexibility for accessing your retirement savings.

Lifecycle (L) Fund changes
I mentioned the L Funds earlier in this letter. They provide a mix of everything from short-term U.S. securities to index funds that are made up of domestic and international stocks. They automatically adjust based on the future date at which you expect to start withdrawing your money.

Effective in January 2019, we began making adjustments to the L Funds in an effort to improve outcomes for participants who invest in them. To learn more about the changes, visit the “Bulletin Board” on our tsp.gov home page. To see how the adjustments work, visit the “Lifecycle Funds” section.

A new tsp.gov
Our website is getting a makeover. More on that in the next issue of Highlights. And speaking of Highlights, this newsletter will soon be going digital. Stay tuned.

Please know that we listen to your feedback and consider your input when we make Plan decisions. My goal is to ensure that we serve you and your beneficiaries well.

Sincerely,

Ravi Deo
Executive Director
Group Tours of Lambeau

We have teamed up with Lambeau Field in conjunction with Mid-States 2019 to offer stadium tours.

**Classic Tour Plus**: 1 hour guided tour beginning in the Atrium (includes walking through the players tunnel, the club level suite and field level) followed by a self-guided tour of the 15,000 square foot, two level Green Bay Packers Hall of Fame (typically takes up to 2 hours to complete).

Cost: **$23.21** ($21.10 Seniors; $12.66 children under 11)

**Champions Tour Plus**: 1.5 hr guided tour beginning in the Atrium (includes all locations in classic tour plus view the South End and Roof Loft) followed by a self-guided tour of the 15,000 square foot, two level Green Bay Packers Hall of Fame.

Cost: **$28.49** ($27.43 Seniors; $17.94 children under 11)

**Classic Tour**: 1 hour guided tour beginning in the Atrium (includes walking through the players tunnel, the club level suite and field level). **Does not include Hall of Fame

Cost: **$12.66** ($11.61 Seniors; $7.39 children under 11)

* (circle your choices)

Thursday Afternoon: 2 pm

- Classic Tour
- Classic Tour Plus
- Champions Tour Plus

Sunday Afternoon: 1 pm

- **If less than 20 people per tour sign up, money will be returned.**

Name: ____________________________

Email address: ____________________________

Send form and payment to: Mid-States 2019 Tours; PO Box 708; Wyocena, WI 53969

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: __________________________________________

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
February 2019 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 February 28, 2019 reached the designated level below during the previous month(s). Please make all checks/money orders payable to NRLCA-PAC.

Top Three February Aggregate Totals:
1. NC $5,652 ................. PAC chair: Steve Rogers
2. IL $4,623 ................. PAC chair: Patricia Dwyer
3. FL $3,482 ............... PAC chair: Jaccilee Szafranski

Top Three February Per Capita Totals:
1. KS $2.11 .................. PAC chair: Rebecca Sander
2. NM $1.13 ............... PAC chair: Debbie Encinias/ Delia Guerra
3. IL $1.07 .................. PAC chair: Patricia Dwyer

Top Three YTD Aggregate Totals:
1. FL $38,097.46 ......... PAC chair: Jaccilee Szafranski
2. NC $22,405.50 .......... PAC chair: Steve Rogers
3. GA $18,645.39 .......... PAC chair: Sherri Litchfield

Top Three YTD Per Capita Totals:
1. IA $6.48 .................. PAC chair: Shirley Ring
2. KS $6.40 .................. PAC chair: Rebecca Sander
3. WA $6.34 .................. PAC chair: Dawn Ayers

North Carolina
Rogers, Stephen                  Winston Salem

California
Boyd, Celeste                  Hemet

Florida
Faison Sr., Theodore           Riverview

Florida
Collins, Diane                 Jacksonville
Georgia
Howard, Floyd                  Statesboro

Illinois
Grubar, Lisa                  Oglesby
Louisiana
Alexander, Diana              Gibsland
North Carolina
Prevatte, Brenda               Lumberton

Arkansas
McDonald, David                Harrison
McKee, Brian                   Lonoke
Florida
Adams, Trisha                  Sarasota
Balzarano, Jeannette           Naples
Bennett, Sandra                Gainesville
Bulger, Roberta                Ocala
Johnson, Robin                 Inverness
Jones, Allan                   babson Park
Kelly, Dorothy                 Williston
Patterson, Natasha             St. Petersburg
Poirier, Donna                 Sorrento
Georgia
Brinson, Kathleen              Savannah
Hargrove, Joyce                Milledgeville
Harper, Lana                   Brunswick
Harris, Pamela                 Washington
Litchfield, Sherri             Guyton
Morales, Stephanie             Bloomingdale
Whitehead, Darrell            Hull
Illinois
De Nino, Christine            Galena
Dwyer, Patricia               Woodbridge
Shrode, John                   Macomb
Indiana
Emmans, Kathleen               Bristol
Johnson, Carol                 Huntington
McNall, Kyle                   Nashville
Steele, Lisa                  Goshen
Kansas
Illig, Penny                   Perry
Missouri
Boatright, Larry Versailles
Humes, Audrey Jackson
Keeton, Janet Blue Springs
Kretzer IV, Emerson St. Joseph
Walley, Peggy Amsterdam
Zeller, Bernadette Harrisonville
North Carolina
Deal, Scott Taylorsville
Harpe, Derek Advance
North Dakota
Thompson, Gary Grafton
Volesky, Ida Wyndmere
New York
Everts, Debby N. Java
Fowler, Bill Averill Park
Ohio
Funderburgh, Catherine Springfield
Koren, Penny Stony Ridge
Zedaker, Jason Stony Ridge
Oklahoma
Callaway, Delonna Poteau
Glover, Nancy Seminole
Vickrey, Ricky Minco
Walker, Steve Okmulgee
Wayland, Donna Blanchard
Pennsylvania
Miller, Chrissy York
Wozniak, Frank Canonsburg
South Carolina
Cook, Kathy Chesnee
Land, Ted W. Columbia
Contributor Level $100–$499

Alabama
Aligood, Candace Foley
Bowman, Stephanie Pell City
Brown, Dorothy Daleville
Burton, Charolett Robertsdale
Carlisle, Lori Opelika
Carney, Beth Opp
Loper, Kerri Pine Hill
Roshekto, Mark Daphne
Schall, Deborah Ragland
Swindle, Courtney Enterprise
O’Brien, Cornelius Daphne
D’Upton, Charlotte Hamilton
Arkansas
Bailey, Diane Harrison
Bone, Cassandra Jacksonville
Bramlett, Carol Lonsdale
Fletcher, James Paris
Goforth, Sharan Batesville
Goodwin, Terry Benton
Hale, Brent Retor
Partain, Melissa Hot Springs
Payne, Ricky Piggott
Sattler, Michael Rogers
Terrell, Susan Russellville
Arizona
Caccavale, Joseph Prescott
Dunbar, Faye Phoenix
Ewing, Trudy Gilbert
Harris, Amanda Phoenix
Jagoliner, Kenneth Wickenburg
Kreiger, Kurt Scottsdale
Livengood, Darrell Surprise
Naugle, Susan Tucson
Ramirez, Steve Mesa
California
Culviner, Kathleen Aguanga
Davis, Melanie Bakersfield
Headrick, Tammi Escondido
Heerey, Rannjeet Patterson
Ruby Level $500–$999 Continued

Kentucky
Harrell, Kimberley Leitchfield
Louisiana
Lonidier, Valerie Pollock
Oden, Monica Bastrop
Scallan, Denise La Place
Michigan
Calhoon, Sandra Beaverton
Seckman, Sandy Beaverton
Missouri
Hensley, Jessica Monte Carlo
Love, Sally Hollister
Stricker, Susan Fiddletown
Colorado
Hanslovan, Lori Ft. Collins
Florida
Barthle, Martha Dade City
Baskin, Terry Ocala
Bedsole, Janet Port St. Lucie
Bell, Sol Deltona
Braddock Jr., William Cape Coral
Braun, Christopher Clearwater
Brush, Jennifer Exeter
Bryant, Lee Floral City
Bulger, Bobbie Ocala
Butterworth, Stephanie Panana City
Cano, Jerry W. Melbourne
Carlton, Robert Cape Coral
Colasanti, Susan Leccoanta
Cooper, Jami Cantonment
Cox, Clifford Ocoee
Crisman, Karen Port Charlotte
Crouch-Payne, Elizabeth Leesburg
Del Rio Tisserra, Paula Cape Coral
Denham, Thomas Orange City
Drescher, Robert Ocala
Dragges, DaAnne Lithia
Dyksena, Dustin Plant City
Fitzpatrick, Karen Silver Springs
Gardiner, Judith Marathon
Giroux, Joan Baker
Graham, Donna Titusville
Hankins, Kimberly Lehigh Acres
Hankins, Mark Lehigh Acres
Hernandez, Ezequiel Milton
Hilus, Linda Pensacola
John, Dona Titusville
Jones, Jeanette Port St. Lucie
Joseph, Arissa Venice
Joseph, Cahrles Lehigh Acres
Kaverman, Robert Naples
Kennedy, June Felda
Lang, Laura Lutz
Leavor, Suzann Dade City
Libell, Marybeth Palm Harbor
McVay, Michael Spring Hill
Miller, Karen Riverview
Montgomery, Janeen Lake Wales
Mott, Melissa Webster
Moye, April Land O Lakes
Nunn, William Mary Esther
Ortiz, Edwin Port Charlotte
Parry, Dee Ocoee
Pennington, Verna Cape Coral
Rebontini, Moacir Homestead
Robinson, Michael Largo
Roman, Alexandra Cape Coral
Russo, Dawn Lady Lake
Salter, Linda Plant City
Saylor, Barbara Fort Myers
Schwarz, Lynn Gainesville
Schmooker, Brian Palm Bay
Schucher, Margaret Stuart
Smith, Robert Lakeland
Smith, Rosanne Milton
Spell, Timothy Brooksville
Tisdale Jr., Jack Gainesville
Trippelt, Lois Gainesville
Vespie, Nancy St. Augustine
Voiles, Jeffrey Zephyrhills
Walker, Janice Palm Harbor
Ward, James Kevin Palm Coast
Georgia
Brown Jr., Leland Woodstock
Carter, Claudette Valdosta
Collins, Kimberly Dallas
Crawford, Randal McDonough
Davis Terri McDonough
Dawson, Sissy Hephzbibah
Duncan, Riley Midland
Gilbert, Kimberly McDonough
Golub, Neal Braselton
Harper, Brenda Ellwood
Hill, Charlotte Cassville
Hinson, Brenda Midway
Holtan, Linda Moultrie
Johnson, Demetrius Statesboro
Livingston, Joann Bayley
Lord, Cindy Jeffersonville
Mark, Valenida Newman
Matiz, Pamela Bogart
McCreary Rome
Moody, Robin Brooklet
Pearce, Virgil Dacula
Ragsdale, Deborah Baldwin
Ray, Tracy Hinesville
Reeves, Rayanne Meansville
Strickland, Donna Kennesaw
Tatum, Debra Waycross
Upchurch, Phil McDonough
Weaver, Tammy Flowery Branch
Wiggins, Sharron Rome
Willecke, Marta McDonough
Williams, Joel McDonald
Williams, Kassie Rincon
Wilson, Corine Milner
Wooten, Leete Denton
Iowa
Albrecht, Charles Readlyn
Atwood, Douglas Collins
Barratt, Steven Kirkman
Behrends, Mary Lone Rock
Gray, Lisa Deloit
Hargrave, Diane Dickens
Johnson, Katelyn Aredale
Johnson, Rick Rolfe
Newman, Joyce Clarinda
Pfannkuch, Dale Manning
Taylor, Robert Delta
Vohlers, Karen Missouri Valley

The National Rural Letter Carrier

Alabama
Aligood, Candace Foley
Bowman, Stephanie Pell City
Brown, Dorothy Daleville
Burton, Charolett Robertsdale
Carlisle, Lori Opelika
Carney, Beth Opp
Loper, Kerri Pine Hill
Roshekto, Mark Daphne
Schall, Deborah Ragland
Swindle, Courtney Enterprise
O’Brien, Cornelius Daphne
D’Upton, Charlotte Hamilton
Arkansas
Bailey, Diane Harrison
Bone, Cassandra Jacksonville
Bramlett, Carol Lonsdale
Fletcher, James Paris
Goforth, Sharan Batesville
Goodwin, Terry Benton
Hale, Brent Retor
Partain, Melissa Hot Springs
Payne, Ricky Piggott
Sattler, Michael Rogers
Terrell, Susan Russellville
Arizona
Caccavale, Joseph Prescott
Dunbar, Faye Phoenix
Ewing, Trudy Gilbert
Harris, Amanda Phoenix
Jagoliner, Kenneth Wickenburg
Kreiger, Kurt Scottsdale
Livengood, Darrell Surprise
Naugle, Susan Tucson
Ramirez, Steve Mesa
California
Culviner, Kathleen Aguanga
Davis, Melanie Bakersfield
Headrick, Tammi Escondido
Heerey, Rannjeet Patterson
Missouri
Hensley, Jessica Monte Carlo
Love, Sally Hollister
Stricker, Susan Fiddletown
Colorado
Hanslovan, Lori Ft. Collins
Florida
Barthle, Martha Dade City
Baskin, Terry Ocala
Bedsole, Janet Port St. Lucie
Bell, Sol Deltona
Braddock Jr., William Cape Coral
Braun, Christopher Clearwater
Brush, Jennifer Exeter
Bryant, Lee Floral City
Bulger, Bobbie Ocala
Butterworth, Stephanie Panana City
Cano, Jerry W. Melbourne
Carlton, Robert Cape Coral
Colasanti, Susan Leccoanta
Cooper, Jami Cantonment
Cox, Clifford Ocoee
Crisman, Karen Port Charlotte
Crouch-Payne, Elizabeth Leesburg
Del Rio Tisserra, Paula Cape Coral
Denham, Thomas Orange City
Drescher, Robert Ocala
Dragges, DaAnne Lithia
Dyksena, Dustin Plant City
Fitzpatrick, Karen Silver Springs
Gardiner, Judith Marathon
Giroux, Joan Baker
Graham, Donna Titusville
Hankins, Kimberly Lehigh Acres
Hankins, Mark Lehigh Acres
Hernandez, Ezequiel Milton
Hilus, Linda Pensacola
John, Dona Titusville
Jones, Jeanette Port St. Lucie
Joseph, Arissa Venice
Joseph, Cahrles Lehigh Acres
Kaverman, Robert Naples
Kennedy, June Felda
Lang, Laura Lutz
Leavor, Suzann Dade City
Libell, Marybeth Palm Harbor
McVay, Michael Spring Hill
Miller, Karen Riverview
Montgomery, Janeen Lake Wales
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Johnson, Rick Rolfe
Newman, Joyce Clarinda
Pfannkuch, Dale Manning
Taylor, Robert Delta
Vohlers, Karen Missouri Valley

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<table>
<thead>
<tr>
<th>State</th>
<th>City</th>
<th>Name</th>
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<tr>
<td>Ohio</td>
<td>Beatty, Rita</td>
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<td>Pennsylvania</td>
<td>Barron, Faith</td>
<td>Slippery Rock</td>
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- Pennsylvania

**SUPPORT NRLCA-PAC AND HELP US EDUCATE THE NEW CONGRESS ABOUT RURAL CARRIER ISSUES.**
A Program of Awareness

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Tel: 512-788-2754
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An Act of Kindness That Has Impacted Me the Most
Alex Ruud, North Dakota Junior Auxiliary President

An act of kindness that has impacted me is when one of my best friends gave up her seat so that my little cousin’s new friend could sit by him. Even though I haven’t seen my best friend in a year and really wanted to talk with her, she gave up her seat so my little cousin could get to know his friend better. Eventually I got to meet up with her again, and we still got to talk.

My cousin was very grateful that she did for him. No matter if you’re with your friends, it’s always good to let someone else have an area where their new friend is. This showed me to always be respectful and let people have an area to get to know someone; this is also a way I got to know one of my best friends.

What Act of Kindness Has Impacted You the Most?
Clara Hauck, North Dakota Junior Auxiliary State Co-Leader

An act of kindness that has impacted me the most recently was an act done by a very kind, helpful neighbor. Recently our area was hit by a severe winter storm dropping eight to nine inches of snow, intensified by battering winds that caused excessive drifting and blocking our roads to the highway.

What impacted us was our neighbor, seeing a need, came to our rescue, opening the road with his own plow truck, so we could get out to get supplies, go to appointments, and allow the bus to make its needed route while the county blades were trying to get caught up on many other roads that needed opening. Our neighbor’s act of kindness was so uplifting, allowing us to get our needed commitments done. This act is typical of our rural community.

Auxiliary Member of the Year Guidelines

Each state will decide upon a way to select an Outstanding Auxiliary Member during their state convention and will give the name selected to the visiting National Auxiliary Officer.

The Outstanding Auxiliary Member:

a. Should show enthusiasm and concern for our organization.
b. Will become involved in the meetings of the county, state, and national organization and accept the responsibility of holding offices on any level.
c. Will become informed by reading the rural carrier publication.
d. Will support the state and national humanitarian projects, thereby gaining valuable knowledge about the leading health and societal problems.
e. Will further the purpose of the Auxiliary by showing interest in the rural delivery service and Association work.
f. Will become a more useful and better informed citizen of the community.
Looking for mutual transfer from Baltimore County, MD to Delaware. I have 43K, LLV, 37-mile route. Contact Debbie, 215-816-4224 or debisser21@yahoo.com

Waller, Texas to Houston Post Office (Any Station). Waller is a small, all-rural office with 8 regular routes and 1 aux. route. Two routes have LLVs, the rest are POV. All but 1 are “K” routes. Non-formula office. Almost all routes are “Non-L” routes. DPS on all routes, and most start times are 7:30. Contact me for more information. Rick, 832-418-0439 or richardrossbell@gmail.com

Looking for mutual transfer from Elma, NY to surrounding areas outside Raleigh, NC, 45K, LLV, in 6-station office. Call or text Dawn, 716-359-4937

Leon, IA to AZ. 46K, 150 mi.

350 boxes 35-55 scans a day. Tues relief day. No LLVs, 6 routes, small, friendly office. Call or text Kevin, 641-203-3962

45K 54 miles POV. From Elgin, TX (30 miles east of Austin, TX) to Vancouver, WA/Portland, OR or surrounding areas. Leave message or text Lori, 512-217-5840

Seeking mutual transfer from Monticello, NY to Lenoir, NC or nearby. Call Marie, 845-701-1565

Mutual transfer from Boise, ID to Las Vegas/Henderson, NV area. Three station office with lots of opportunity. Open to multi-way transfer. Contact jamers2419@gmail.com or text/call 208-866-2491

1995 Subaru Legacy, RHD, AWD, cold AC, original owner, good condition, mostly commuter miles, 250K, few extras, $2,250 OBO. 501-208-4165 or stracner@gmail.com -AR

2003 RHD 1500 Chevy Express Van, Quigley conversion. White, newer tires, mail tray. 265K, runs well, maintained regularly. $4,000. Retired. 605-670-1832 -SE SD

2006 RHD Jeep Wrangler, red, good condition, 121K, comes with studded snow tires. $9,500 OBO. 360-941-4922 -WA

2006 Honda CRV, RHD, AWD, 130K, U.S. mail sign with lights, mail tray, $6,500. Call or text 716-697-4157 -Western NY

2013 Honda CRV, AWD, right side pedals, 47K, rebuilt title, runs flawlessly. Studded tires on rikms. $14,250 OBO. Free delivery. 509-560-0067 or jcowdrey.cowdrey@gmail.com

2013 RHD Jeep Wrangler Unlimited Sport, 4WD, 92,000 miles, 4-door, very good condition, all power, AC, well maintained, extra wheels. $20,000. 814-439-1651
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- Blank sign
- No eagle $10.95 each $9.95 each
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- 9-1/4” x 24” $15.95 each $14.95 each
- 16-3/4” x 24” $18.95 each $17.95 each

Rear warning signs—strips, smooth, cling
- Window cling
- Magnetic signs
- White (black ink)
- Black (white ink)
- Clear (white ink)
- Clear (black ink)
- Red (white ink)
- Red (black ink)
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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

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