Join us at the Gaylord Texan Resort in Grapevine, Texas August 13-16, 2019 for the 115th NRLCA National Convention!

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The Gaylord Texan Resort and Convention Center is located on the shores of Lake Grapevine in Grapevine, TX. Unless otherwise noted, photos in this issue are courtesy of Grapevine Convention & Visitor Bureau (www.grapevinetexasusa.com).
NRLCA Releases New Mobile App

The new NRLCA mobile app is now available for both Apple and Android devices. Go to the App Store for iOS or Google Play for Android devices and search for NRLCA to download the free official NRLCA mobile app.

If you have a current NRLCA website log-in, you will use the same log-in for the mobile app. If you do not have a current website log-in, you can create a log-in through the NRLCA Mobile App.

We highly recommend that you allow for notifications as the NRLCA use the app to send out important updates.
There have been several inquiries regarding the status of the rural carrier training academies. The majority of concerns are focused on the need for training materials to be updated and current.

The National Board has selected seven experienced trainers from across the country to meet at a postal training facility in Oklahoma City in early May. The trainers will be working with Postal Service Training and Development to completely go through the existing training material and update where needed. This will be based on the trainer’s own knowledge and experience as well as recent input received from other trainers throughout the country.

The National Board is also aware that there is a group of trainers who were at one time designated as Train the Trainers (TTTs) or Master Trainers who are attempting to continue on in that role. The academy trainers who were selected to help with the roll-out of the new material were placed in that role in a temporary or interim basis. It was never the intention for these academy trainers to continue on in those roles. The TTT/Master trainer role no longer exists and at this point we simply have academy trainers with no one holding a special designation or title.

It has also come to our attention that there are academy trainers who have been working with the Manager, Learning Development and Diversity (MLDD) at the district office. Some of these trainers have given themselves titles such as “Assistant to the MLDD” and are scheduling trainings and performing other assorted duties typically associated with work performed by a manager.

We are putting everyone on notice that there are no longer TTT/Master trainers, simply academy trainers. Anyone who is working in a capacity that goes beyond what is normally expected of a trainer and is acting in a role as assistant to the MLDD could be considered working in a managerial position. This could potentially place their ability to hold office or be a delegate to state and/or national convention in jeopardy.
Seniority List

In the 2015-2018 USPS/NRLCA National Agreement (Contract) an addition to Article 12.2.A was made. This change requires the posting of a seniority list. “2. The Employer shall be responsible for the administration of seniority. A current seniority list shall be posted on the official bulletin board following the effective date of this Agreement and a copy of the seniority list shall be furnished to the Union. Thereafter, changes to the seniority list shall be made only when they occur and a copy of such changes will be provided to the Union.”

Q Management posted a seniority list in our office, but my seniority is not right. What do I do?
A Immediately notify your manager that the seniority list is incorrect. Do not wait until “the best route in the office” is posted. Make sure your seniority date is correct now. If management refuses to correct the list or does not respond in a timely manner, contact your steward and file a grievance.

Q There is no seniority list posted on the bulletin board in my office. What should I do?
A First, ask your manager to post the seniority list. If he or she refuses to post the seniority list contact your steward. This is a violation of the National Agreement. Management is required to post the seniority list.

Even if your manager does everything correctly, there may still be an error in the system. If you believe the seniority list is incorrect, contact your steward.

Requesting Annual Leave

Article 10.2 of the 2015-2018 USPS/NRLCA National Agreement (Contract) is very clear that “Rural carriers should be granted annual leave in accordance with their personal wishes, provided a leave replacement is available. It shall be the responsibility of each rural carrier to plan annual leave at times when a leave replacement is available. If the leave replacement for the route is committed to serve another regular rural route, such leave replacement is not available. A regular rural carrier should not be unreasonably denied annual leave because of the leave replacement’s assignment to a vacant route, auxiliary route, or a route where the regular rural carrier is on extended leave.”

Q How should I request Annual Leave?
A Complete and submit a PS Form 3971 (Request for or Notification of Absence) as far in advance as possible, but within reason. You should complete the form in duplicate, if possible. Management should complete the “Signature of Supervisor and Date Notified” box and return a copy to you immediately. This is your proof that you submitted the leave request and it was received by the manager. If your manager refuses to give you a copy of the 3971 you submitted with
their signature and date notated, you should consult with your steward and file a grievance. **It is your right to receive a receipt for your leave request.**

In my office we don’t use a PS Form 3971 to ask for leave. I just write it on the calendar and tell management I want the day off. Is this okay?

No. In many offices, the Form 3971 has never been used or is used sporadically. In these offices, requests for leave are often made verbally or informally on “buck slips,” or note paper or written on a calendar. Please understand that this is **NOT** the proper procedure and will not ensure you get leave. A properly presented 3971 with a signed receipt from management is the best way to enforce your rights to annual leave as provided in Article 10.

Q: **What happens after I submit my request?**

A: Management should respond to your request in writing by returning a copy of the 3971 you submitted with “Approved” or “Disapproved” clearly indicated and a manager’s signature. If disapproved, there should be a reason included.

You should receive this written response within a reasonable time period, 3 to 5 days of submission, or earlier if necessary. A carrier should not wait 30 or more days or be told to wait “until the schedule comes out” to find out if their leave is approved. Availability of a relief carrier is based on whether or not a relief carrier is available when the 3971 is submitted, not at some future date.

Q: **What if I don’t get my 3971 back at all?**

A: If you turned in a 3971 and have a receipt for it showing the date received by management, you are entitled to an answer (Approved or Disapproved) in a reasonable time period. If it has been at least 3-5 business days (generally accepted as reasonable) and you still don’t have an answer, then ask your manager for an immediate response on the 3971. If you don’t get it, then consult your steward and consider filing a grievance. **It is your right to get an answer to your request for leave** as provided in the ELM:

**Employee and Labor Relations Manual (ELM) Section “512.422. Approval or Disapproval**

The supervisor is responsible for approving or disapproving the request for annual leave by signing PS Form 3971, a copy of which is given to the employee. If a supervisor does not approve a request for leave, the Disapproved block on PS Form 3971 is checked and the reasons given in writing in the space provided. When a request is disapproved, the granting of any alternate type of leave, if any, must be noted along with the reasons for disapproval. AWOL determinations must be similarly noted.”

Q: **What if I get my 3971 back and it says “Disapproved?”**

A: First, any disapproval of a leave request should contain a reason for the disapproval. If you feel that the reason is not justified (for instance, you believe there are leave replacements available on the day(s) you have requested) you should discuss that issue with your manager. If they still refuse to approve the leave, then consider filing a grievance. There is no guarantee that all leave requests will be approved. However, management must be able to show a good reason for the disapproval. If a leave replacement is available, Article 10.2 is clear in saying the leave should be approved.

Q: **What happens if my 3971 is returned with “Approved” marked?**

A:...
If you have a signed, approved leave slip in your hand, you are good to go. Enjoy your time off. Article 10.2.C ensures that “All previously approved annual leave requests must be honored except in serious emergency situations.” The NRLCA has been very successful in the grievance process in enforcing this clause of the contract. It would take an extreme situation for management to justify cancelling approved annual leave. If your manager attempts this, contact your steward immediately!

Q My son is getting married. I submitted my 3971 two weeks ago and my relief carrier is available. My manager responded on the leave slip “we’ll see what we can do.” Should I wait to see if my leave will be approved?

A No, don’t wait. File a grievance now. This will give the union the time necessary to have the grievance processed even if it must go to Step 3.

Q I am a relief carrier and my daughter is getting married. I do not earn leave, how can I get the day off?

A Submit a 3971 and request the day. If there is a leave replacement available, you should be approved. If there is no leave replacement available, your regular carrier can be asked to work for you in accordance with Article 9.2.C.5.j: “Without recourse to Article 8.5, the Employer may allow a regular rural carrier to work on his or her relief day in order to grant the leave replacement scheduled to serve the regular’s route, the day off...” Management should make every effort to grant leave for life events. If your leave has been denied, contact your union steward as soon as possible.

Q How long can Management wait before returning Form 3971 Request for Annual Leave?

A The enclosed discussion of the USPS/NRLCA National Agreement was approved by Andrea Wilson at USPS Headquarters before it was nationally circulated in the July 2, 1994 edition of The National Rural Letter Carrier (see following page)

Since the National Agreement and the ELM are silent on the issue of response time for requests for annual leave, and there are no Step 4 decisions on this matter, the approved language from The National Rural Letter Carrier printed on the following page remains the best reference for determining general policy. That language reads in part as follows: “It has usually been an accepted practice that Management has the obligation to respond to a leave request by the carrier within 3 to 5 days of submission, or earlier if necessary.” (continued on next page)
Discussion of the USPS/NRLCA National Agreement

NOTE: The purpose of the comments provided on the USPS/NRLCA Agreement is to give historical background and the current application of each article where it is appropriate. Explanations should not be considered all inclusive for every article.

(Article 9.M continued)

M. Training Presentations

When a rural carrier (Designations 71 and 72) is required to view training films, slides or other training presentations which are not incidental to normal daily performance, the carrier will be compensated based on the actual time required multiplied by the national average hourly rate for rural carriers.

In those instances where training is received in full-day increments, the carrier will receive compensation for the full day(s) at the daily evaluated rate of the assigned route.

All other rural carriers (Designations 73, 75, 77, and 78) will be compensated based on their attained step, Rate Schedule Code B, which is actual time used for training multiplied by their individual computed hourly rate.

Comments: This language was incorporated into the 1988 National Agreement due to an arbitration award dated December 20, 1985 by National Arbitrator Zumas. Carriers are paid on the PS Form 8127 for time used under this contract provision. The rate for regular carriers is to be updated every Postal quarter.

ARTICLE 10

LEAVE

Section 1. Leave Funding

The Employer shall continue funding the leave program so as to continue the current leave earning level for the duration of this Agreement.

Comments: Current levels of earning leave are guaranteed through this National Agreement (i.e., 4-6-8 hour category depending upon length of service creditable for leave purposes). All regular carriers earn 4 hours of sick leave per pay period (13 days) regardless of length of service. Regular carriers who have less than 3 years of creditable service earn 4 hours of annual leave per pay period (13 days). Regular carriers who have 3 years of creditable service, but less than 15 years, earn 6 hours per pay period (20 days). Regular carriers with 15 or more years of creditable service earn 8 hours per pay period (26 days). See January 9, 1993 issue of the NRLCA magazine for service that is creditable for determining a carrier’s leave category.

Section 2. Annual Leave

A. Minimum Units and Availability of Leave

Rural carriers shall be granted annual leave in minimum units of one day. Rural carriers should be granted annual leave in accordance with their personal wishes, provided a substitute, rural carrier associate, or rural carrier relief employee is available for their replacement. It shall be the responsibility of each rural carrier to plan annual leave at times when leave replacement is available. If the leave replacement for the route is committed to serve another regular rural route, such leave replacement is not available. A regular rural carrier should not be unreasonably denied annual leave because of the leave replacement’s assignment to a vacant route, auxiliary route, or a route where the regular rural carrier is on extended leave.

Comments: Regular rural carriers leave is always earned and charged in one day increments. The Employee and Labor Relations Manual, Section 512.4 discusses the procedures used when requesting leave and for management authorizing leave. Basically, employees are to request leave in writing and in duplicate on Form 3971. The supervisor is responsible for approving or disapproving the application for leave by signing the 3971 and giving the employee a copy. If the leave request is denied the supervisor must check the disapproved block and state in writing the reason for the denial. In making such a decision, the supervisor must follow the language in this section. The entire paragraph must be considered when making the decision and not just one or two sentences. It has usually been an accepted practice that Management has the obligation to respond to a leave request by the carrier within 3 to 5 days of submission, or earlier if necessary.

The Family Medical Leave Act of 1993 allows eligible employees to take off up to 12 weeks of leave for various reasons. These include: birth of a child; adoption of a child; care for a spouse, son, daughter or parent who has a serious health condition; or a serious health condition that makes an employee unable to perform the functions of the position. This type of leave may consist of annual, sick or leave without pay, or a combination of the various approved leave options, depending on the cause of absence. For complete details refer to the NRLCA magazine issues of September 11, and 18, 1993.

Leave sharing was established in the 1990-1993 National Agreement which states that career postal employees are able to donate annual leave from their earned annual leave account to another career postal employee, within the same district. Single donations must be of 8 or more whole hours and may not exceed half the amount of annual leave earned each year based on the leave earning category of the donor at the time of donation. Sick leave, unearned annual leave, and annual leave hours subject to forfeiture (continued on page 319)
Officially, happy spring! I hope it’s ‘official’ wherever you may be and that you’re able to enjoy some great weather with your family! Ironically, as I’m putting last touches on my article it appears the Dakotas, Iowa, Nebraska, and Minnesota will experience blizzard conditions!

Over the last several years, the national attention, reaction, and attempted resolution to the opioid crisis in America has unfolded, in which good, bad, and unintended consequences have been the reality. Last year, I featured an article explaining this incredibly complicated topic (see Insurance article, March 2018 issue) shedding light on the problem, how it started and some of the national responses. Leaping ahead to today, I would argue the pendulum has swung too far—meaning, that for people with legitimate needs, prescription opioids are incredibly difficult to get. Moreover, I argued that the answer to the problem is multi-faceted and that there are few national standards for treating pain. Remember: the underlying problem here is pain management and, how we, as a society and a health plan, address this issue together. Any solutions will need to be comprehensive and flexible and address the problem from a variety of directions.

In response, the Rural Carrier Benefit Plan (RCBP) has been working to develop strategies to both address the issue of opioid abuse in America and, at the same time, develop a strategy to help our members who may or may not need a prescription opioid to manage their pain. Remember, the reason we got here in the first place is because prescription opioids have been the first-line solution to pain management for several decades. It’s not enough to deny or put restrictions in place, trying to put the ‘opioid genie’ back in its bottle, so to speak. RCBP’s Comprehensive Pain Management Strategy is a first step to provide our members more—not denying our members a way to treat pain, but to work alongside them to figure out the best plan forward. We demand more of ourselves as the Plan to serve our RCBP members better.

Let me emphasize that our opioid and pain management solution is not a one-size-fits-all solution. We want to help you get the help that you need, when you need it, and in ways best suited for your unique life circumstances. To help us with this personalized strategy, we have partnered with TrestleTree to assist our members with focused, individualized pain management solutions. This could be helping one of our members wean themselves off of their prescription opioid after a surgery, assisting a member whose shoulder or back is worn out after 30 years of delivering the mail, or avoiding a surgery by utilizing our massage therapy, acupuncture or chiropractic benefits. The bottom line is each case is unique and TrestleTree is here to help our members manage their pain in the manner that works best for each member.

Before speaking more to the program, let’s level set on the problem and why prescription opioids are so dangerous:

What are Opioids?

The Centers for Disease Control and Prevention (CDC) defines opioids as follows: Natural or synthetic chemicals that interact with opioid receptors on nerve cells in the body and brain, and reduce the intensity of pain signals and feelings of pain. This class of drugs that include the illegal...
drug heroin, synthetic opioids such as fentanyl, and pain medications available legally by prescription, such as oxycodone, hydrocodone, codeine, morphine, and many others. Opioid pain medications are generally safe when taken for a short time and as prescribed by a doctor, but because they produce euphoria in addition to pain relief, they can be misused.

I’ll place special emphasis that the chemical composition of prescription opioids (e.g. oxycodone, hydrocodone) are nearly identical to that of illicit opioids (e.g heroin). Moreover, opioids are highly addictive and evidence suggests that the higher the dose and duration a person may be taking of a prescription opioid, the more likely they are to become addicted and/or overdose. These specific two sentences identify the overarching danger: Opioid receptors regulate pain and the reward system in the human body. That makes opioids powerful painkillers, but also debilitatingly addictive.

What’s happening today?

Broadly, the opioid crisis in America has reached a boiling point. Doctors, regulators, health plans and our elected officials have focused their attention on this issue—in many cases, programs to put a check on prescription opioid abuse have been in place for a few years and these efforts have had some effect. Prescription opioid consumption has been declining since 2011.

For the Rural Carrier Benefit Plan (RCBP), we’ve seen a steady, precipitous decline in opioid prescribing and use over the last three years. In an effort to provide a nationally recognized standard for pain management, the CDC issued its first guidance on opioids specific to pain management and, for the first time ever, specifically stated that opioids should not be a first-line or routine therapy for chronic pain.

Let me emphasize that many people need a prescription opioid and have a very legitimate use; the position of the CDC and regulators is trying to get away from opioids when another treatment or therapy will do for pain management. Moreover, for someone actively using a prescription opioid, the patient and their doctor need to be actively weighing the benefits (i.e. decreased pain) versus the cost (i.e. addiction or overdose).

Although prescription opioid abuse has seemed to level off, there is an ugly, more grim side to the story. Use, abuse, and deaths related to illicit opioids (e.g. heroin) have progressively increased the last 15 years and absolutely skyrocketed the last two years. The New York Times UpShot blog summed up this grim reality with this: Decades of opioid overprescription, an influx of cheap heroin and the emergence of fentanyl.

What is fentanyl? According to the CDC, pharmaceutical fentanyl is a synthetic opioid pain medication, approved for treating severe pain, typically advanced cancer pain. It is 50 to 100 times more potent than morphine. However, illegally made fentanyl is sold through illegal drug markets for its heroin-like effect, and it is often mixed with heroin and/or cocaine as a combination product.

RCBP Comprehensive Pain Management Strategy

As stated, RCBP has partnered with one of our current vendor partners, TrestleTree, to launch our Comprehensive Pain Management program. TrestleTree is a health coaching company, providing free and confidential health coaching services to RCBP members. Through the work of specially trained TrestleTree healthcare professionals with an individualized approach, RCBP has helped members make positive improvements to many areas of their health. We are now extending this service to pain management, and our collective goal is to help RCBP members find the most appropriate and effective strategies to manage pain.

Very soon, TrestleTree health coaches will be contacting RCBP members who have been prescribed an opioid medication during the last three months. Ongoing, a member prescribed an opioid medication may also receive a letter, a call, or both from TrestleTree. This
is a totally free and totally voluntary program. Your TrestleTree coach doesn’t take the place of your doctor, nurse or pharmacist; they are an advocate to work alongside your providers, figuring out what strategy or approach works best for managing your pain. In fact, because we all have the same goals, we will also be letting our physicians know about this program, and your physician may even recommend TrestleTree to help you with your pain management.

Want to connect with TrestleTree today? Contact TrestleTree directly at 1-855-553-5109.

To review, the RCBP Comprehensive Pain Management program is a plan-wide strategy to help RCBP members manage pain; moreover, most effectively using and managing their opioid prescriptions and, where appropriate, seeking alternatives strategies to manage pain. Working with TrestleTree is totally voluntary and free to all RCBP members.

Not an RCBP member? I highly encourage you to research what resources your health plan offers. If you are curious about learning more about opioid prescriptions and the opioid crisis, visit the CDC website by following the links referenced at the end of this article.

The opioid crisis in America will be an ugly chapter in our country’s history; neglecting the underlying cause and doing nothing about pain management would be equally tragic. The RCBP Comprehensive Pain Management program will be one step of many to help our RCBP members counterbalance the pendulum that has swung too far in America. While our program won’t singularly solve the issue in America, we will provide RCBP members effective alternatives to help manage their pain. And, as the needs of our members may change, this strategy will change and adapt to what works best for each individual RCBP case.

I sincerely hope no readers have been impacted by the opioid crisis or the restrictive nature of the current solutions. In case you have, I hope our Comprehensive Pain Management Strategy is helpful to you and your family.

Best in health!

Sources:
https://www.cdc.gov/drugoverdose/opioids/terms.html
Constitution of the National Rural Letter Carriers' Association

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.

A. Eligibility
1. Each state association shall be entitled to send one Delegate-at-Large. Membership shall be based on the number of dues withheld and tabulate the ballots at 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-

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**This form must be completed in its entirety. Please print clearly.**

I am a member of the __________________________ Rural Letter Carriers' Association.

Signature of Member: ____________________________________________________________

Name ________________________________________________________________

Address _________________________________________________________________

City ______________________ State _______ Zip __________

Phone __________________________

I hereby submit the name of: ________________________________________________

Address _________________________________________________________________

City ______________________ State _______ Zip __________

as a candidate for delegate to the 2019 National Convention of the National Rural Letter Carriers’ Association. To the best of my knowledge, the above nominee qualifies under the provisions set forth in Article VI, Section 2, as cited above. Mail to the address listed for your state on the following page.
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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<td></td>
<td>Pontotoc, MS 38863-0093</td>
</tr>
<tr>
<td>Missouri RLCA</td>
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</tr>
<tr>
<td></td>
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<tr>
<td>Montana RLCA</td>
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<tr>
<td></td>
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<tr>
<td></td>
<td>Firth, NE 68358-0393</td>
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<td></td>
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<tr>
<td></td>
<td>Raymoud, NH 03077-1441</td>
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<tr>
<td>New Jersey RLCA</td>
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<tr>
<td></td>
<td>Long Valley, NJ 07835-0003</td>
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<tr>
<td>New Mexico RLCA</td>
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<tr>
<td></td>
<td>Rio Rancho, NM 87174-4875</td>
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<tr>
<td>New York RLCA</td>
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<tr>
<td></td>
<td>Holland, NY 14080-0150</td>
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<tr>
<td>North Carolina RLCA</td>
<td>National Delegate Nomination PO Box 984</td>
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<tr>
<td></td>
<td>Spring Lake, NC 28590-0094</td>
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<tr>
<td>North Dakota RLCA</td>
<td>National Delegate Nomination PO Box 533</td>
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<tr>
<td></td>
<td>Hankinson, ND 58041-0533</td>
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<tr>
<td>Ohio RLCA</td>
<td>National Delegate Nomination PO Box 107</td>
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<tr>
<td></td>
<td>Dellroy, OH 44620-0107</td>
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<tr>
<td>Oklahoma RLCA</td>
<td>National Delegate Nomination PO Box 336</td>
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<tr>
<td></td>
<td>Konawa, OK 74849-0336</td>
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<tr>
<td>Oregon RLCA</td>
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<tr>
<td></td>
<td>Gresham, OR 97030-0004</td>
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<td>Pennsylvania RLCA</td>
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<tr>
<td></td>
<td>Schaefferstown, PA 17088-0402</td>
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<tr>
<td>Puerto Rico RLCA</td>
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</tr>
<tr>
<td></td>
<td>San Juan, PR 00936-7860</td>
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<tr>
<td>Rhode Island RLCA</td>
<td>National Delegate Nomination PO Box 3</td>
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<tr>
<td></td>
<td>North Kingstown, RI 02852-0003</td>
</tr>
<tr>
<td>South Carolina RLCA</td>
<td>National Delegate Nomination PO Box 612</td>
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<tr>
<td></td>
<td>Wagener, SC 29164-0612</td>
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<tr>
<td>South Dakota RLCA</td>
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<td></td>
<td>Ethan, SD 57334-0222</td>
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<tr>
<td>Tennessee RLCA</td>
<td>National Delegate Nomination PO Box 873</td>
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<td>Benton, TN 37307-0873</td>
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<td>Texas RLCA</td>
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<td></td>
<td>Lumpkin, TX 79515-0403</td>
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<tr>
<td>Utah RLCA</td>
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<tr>
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</tr>
<tr>
<td>Vermont RLCA</td>
<td>National Delegate Nomination PO Box 99</td>
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<tr>
<td></td>
<td>Windsor, VT 05089-0099</td>
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<tr>
<td>Virginia RLCA</td>
<td>National Delegate Nomination PO Box 8713</td>
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<tr>
<td></td>
<td>Norfolk, VA 23503-0713</td>
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<tr>
<td>Washington RLCA</td>
<td>National Delegate Nomination PO Box 59</td>
</tr>
<tr>
<td></td>
<td>Liberty Lake, WA 99019-0059</td>
</tr>
<tr>
<td>West Virginia RLCA</td>
<td>National Delegate Nomination PO Box 144</td>
</tr>
<tr>
<td></td>
<td>New Martinsville, WV 26155-0144</td>
</tr>
<tr>
<td>Wisconsin RLCA</td>
<td>National Delegate Nomination PO Box 709</td>
</tr>
<tr>
<td></td>
<td>Wyocena, WI 53969-0709</td>
</tr>
<tr>
<td>Wyoming RLCA</td>
<td>National Delegate Nomination PO Box 2701</td>
</tr>
<tr>
<td></td>
<td>Cody, WY 82414-2701</td>
</tr>
</tbody>
</table>
NEW EMA CHART RELEASED
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), the Equipment Maintenance Allowance (EMA) will decrease to 70.0 cents per mile. The EMA is 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.

This was the 12th 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 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.
### National Rural Letter Carriers

**Statement of Financial Position**

For the Nine Months Ended March 31, 2019

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</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>$10,812,732</td>
<td>$6,522,674</td>
</tr>
<tr>
<td>Investments</td>
<td>$1,381,841</td>
<td>$1,339,530</td>
</tr>
<tr>
<td>Accounts receivable:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Insurance - Federal plan(RCBP)</td>
<td>$61,260</td>
<td>$124,436</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>$166,667</td>
</tr>
<tr>
<td>Postal Data Center</td>
<td>$1,355,668</td>
<td>$1,283,751</td>
</tr>
<tr>
<td>Other</td>
<td>$46,774</td>
<td>$42,349</td>
</tr>
<tr>
<td>Total accounts receivable</td>
<td>$1,714,800</td>
<td>$1,742,061</td>
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<tr>
<td>Prepaid expenses</td>
<td>$374,619</td>
<td>$586,512</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>$14,283,993</td>
<td>$10,190,777</td>
</tr>
<tr>
<td><strong>Other Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments held to fund deferred compensation</td>
<td>$1,237,458</td>
<td>$1,241,574</td>
</tr>
<tr>
<td>Property and equipment, at cost</td>
<td>$5,140,723</td>
<td>$5,417,489</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$20,662,174</td>
<td>$16,849,840</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>$269,482</td>
<td>$282,757</td>
</tr>
<tr>
<td>Insurance - Non-Federal plans</td>
<td>$160,068</td>
<td>$148,334</td>
</tr>
<tr>
<td>State chapters</td>
<td>$2,671,785</td>
<td>$2,570,965</td>
</tr>
<tr>
<td>Annual and sick leave</td>
<td>$4,165,875</td>
<td>$3,875,043</td>
</tr>
<tr>
<td>Dues collected in advance</td>
<td>$7,716,595</td>
<td>$7,264,272</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>$7,742,258</td>
<td>$7,286,524</td>
</tr>
<tr>
<td><strong>Other liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued postretirement benefits</td>
<td>$2,791,000</td>
<td>$2,269,000</td>
</tr>
<tr>
<td>Deferred compensation</td>
<td>$1,237,458</td>
<td>$1,241,574</td>
</tr>
<tr>
<td><strong>Total other liabilities</strong></td>
<td>$4,028,458</td>
<td>$3,510,574</td>
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<tr>
<td><strong>Total liabilities</strong></td>
<td>$11,770,717</td>
<td>$10,797,098</td>
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<tr>
<td><strong>Net assets - unrestricted</strong></td>
<td></td>
<td></td>
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<tr>
<td>Undesignated-operating</td>
<td>$6,100,458</td>
<td>$3,783,742</td>
</tr>
<tr>
<td>Designated-postretirement benefits</td>
<td>$2,791,000</td>
<td>$2,269,000</td>
</tr>
<tr>
<td><strong>Total unrestricted net assets</strong></td>
<td>$8,891,458</td>
<td>$6,052,742</td>
</tr>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td>$20,662,174</td>
<td>$16,849,840</td>
</tr>
</tbody>
</table>

---

**Note:** The above financial statement provides a snapshot of the National Rural Letter Carriers' financial performance for the nine months ended March 31, 2019, detailing assets, liabilities, and net assets.
### NATIONAL RURAL LETTER CARRIERS

**STATEMENT OF ACTIVITIES**

For the Nine Months Ended March 31, 2019

#### REVENUE

<table>
<thead>
<tr>
<th>Description</th>
<th>March 2019</th>
<th>March 2018</th>
<th>Increase</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership Dues</td>
<td>$27,183,223</td>
<td>$24,838,437</td>
<td>$2,344,786</td>
<td>9.44%</td>
</tr>
<tr>
<td>Insurance (Non-Federal Programs)</td>
<td>1,133,845</td>
<td>1,229,413</td>
<td>($95,568)</td>
<td>-7.77%</td>
</tr>
<tr>
<td>Investment</td>
<td>79,595</td>
<td>3,843</td>
<td>$75,751</td>
<td>1970.91%</td>
</tr>
<tr>
<td>Insurance - RCBP</td>
<td>393,696</td>
<td>396,933</td>
<td>($3,237)</td>
<td>-0.82%</td>
</tr>
<tr>
<td>Publication Advertising</td>
<td>31,596</td>
<td>30,946</td>
<td>$650</td>
<td>2.10%</td>
</tr>
<tr>
<td>Convention</td>
<td>19,501</td>
<td>16,470</td>
<td>$3,031</td>
<td>0.00%</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>44,984</td>
<td>413,974</td>
<td>($368,990)</td>
<td>-89.13%</td>
</tr>
<tr>
<td>Gain on Sale of Fixed Assets</td>
<td>(540)</td>
<td>368,744</td>
<td>($369,284)</td>
<td>0.00%</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>$28,885,900</td>
<td>$27,298,760</td>
<td>$1,587,141</td>
<td>5.81%</td>
</tr>
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</table>

#### EXPENSES

<table>
<thead>
<tr>
<th>Description</th>
<th>March 2019</th>
<th>March 2018</th>
<th>Increase</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>13,061,957</td>
<td>13,091,410</td>
<td>($29,453)</td>
<td>-0.22%</td>
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<tr>
<td>Professional Services</td>
<td>1,533,349</td>
<td>1,789,850</td>
<td>($256,501)</td>
<td>-14.33%</td>
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<tr>
<td>Insurance Premnis Remitted</td>
<td>391,897</td>
<td>438,237</td>
<td>($46,341)</td>
<td>-10.57%</td>
</tr>
<tr>
<td>Transportation</td>
<td>1,735,255</td>
<td>1,754,730</td>
<td>($19,475)</td>
<td>-1.11%</td>
</tr>
<tr>
<td>Printing and publications</td>
<td>434,947</td>
<td>507,117</td>
<td>($72,170)</td>
<td>-14.23%</td>
</tr>
<tr>
<td>Postage</td>
<td>374,062</td>
<td>517,978</td>
<td>($143,916)</td>
<td>-27.78%</td>
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<tr>
<td>Hotels</td>
<td>766,869</td>
<td>982,091</td>
<td>($215,222)</td>
<td>-21.91%</td>
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<tr>
<td>Meals/catering</td>
<td>700,987</td>
<td>863,118</td>
<td>($162,131)</td>
<td>-18.78%</td>
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<tr>
<td>Depreciation and amortization</td>
<td>306,110</td>
<td>425,648</td>
<td>($119,538)</td>
<td>-28.08%</td>
</tr>
<tr>
<td>Membership Recruitment Expenses</td>
<td>67,342</td>
<td>115,975</td>
<td>($48,633)</td>
<td>-41.93%</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>2,878,789</td>
<td>2,667,521</td>
<td>211,268</td>
<td>7.92%</td>
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<tr>
<td>Office supplies and other expenses</td>
<td>244,965</td>
<td>270,860</td>
<td>($25,994)</td>
<td>-9.56%</td>
</tr>
<tr>
<td>NGIC Promo</td>
<td>485,512</td>
<td>517,542</td>
<td>($32,030)</td>
<td>-6.19%</td>
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<td>Equipment rental and maintenance</td>
<td>596,851</td>
<td>600,447</td>
<td>($3,595)</td>
<td>-0.60%</td>
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<td>Database Maintenance</td>
<td>182,963</td>
<td>182,596</td>
<td>367</td>
<td>0.20%</td>
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<tr>
<td>Payroll Taxes</td>
<td>913,664</td>
<td>930,135</td>
<td>($16,472)</td>
<td>-1.77%</td>
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<tr>
<td>Public relations</td>
<td>10,431</td>
<td>8,871</td>
<td>1,560</td>
<td>17.59%</td>
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<td>Utilities</td>
<td>70,583</td>
<td>81,928</td>
<td>($11,345)</td>
<td>-13.85%</td>
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<tr>
<td>Rent</td>
<td>611,828</td>
<td>522,112</td>
<td>89,716</td>
<td>17.18%</td>
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<tr>
<td>Real Estate &amp; Property Taxes</td>
<td>115,439</td>
<td>117,186</td>
<td>($1,747)</td>
<td>-1.49%</td>
</tr>
<tr>
<td>Telephone</td>
<td>296,924</td>
<td>314,168</td>
<td>($17,245)</td>
<td>-5.49%</td>
</tr>
<tr>
<td>Contributions</td>
<td>21,000</td>
<td>21,250</td>
<td>($250)</td>
<td>0.00%</td>
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<td>Association emblems</td>
<td>8,521</td>
<td>5,171</td>
<td>3,350</td>
<td>0.00%</td>
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<tr>
<td>Insurance</td>
<td>203,946</td>
<td>177,661</td>
<td>26,285</td>
<td>14.80%</td>
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<td>Subscriptions</td>
<td>113,223</td>
<td>93,587</td>
<td>19,636</td>
<td>20.98%</td>
</tr>
<tr>
<td>Condo fees</td>
<td>22,095</td>
<td>17,434</td>
<td>4,661</td>
<td>26.74%</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$26,149,508</td>
<td>$27,014,622</td>
<td>($865,114)</td>
<td>-3.20%</td>
</tr>
</tbody>
</table>

| Excess of revenue over expense (expenses over revenues) | $2,736,392 | $284,138 | $2,452,255 | 863.05% |

#### YTD vs Prior YTD

<table>
<thead>
<tr>
<th>Description</th>
<th>March 2019</th>
<th>March 2018</th>
<th>Increase</th>
<th>%</th>
</tr>
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</tr>
</tbody>
</table>
National Pre-Arbitration Settlement Reached on Compensation for Retroactive Relief Days Worked

Mr. Ronnie Stutts  
President  
National Rural Letter Carriers’ Association  
1630 Duke Street  
Alexandria, VA 22314-3467

Re: Q06R-4Q-C10179661  
Class Action  
Washington, DC 20260

Dear Ronnie:

The parties recently met in pre-arbitration discussion in the above referenced case.

The issue in this grievance concerns the proper compensation for rural carriers when rural routes are adjusted retroactively, increasing the actual standard hours and consequently changing the route classification to one with more relief days. Specifically, the parties’ dispute is whether rural carriers are entitled to additional premium compensation in accordance with Articles 8.5 and 9.2.C.5, for scheduled work days that are retroactively changed to relief days.

The parties agree that in those situations when a regular rural carrier works a day that is subsequently changed to a relief day due to a retroactive route adjustment, the proper compensation will be as follows:

- For each scheduled work day that is changed to a relief day, the carrier will be compensated at the carrier’s daily rate of pay (100%).
  - The compensation received for these days will be used to reduce and/or eliminate any accounts receivable invoice associated with the retroactive adjustment.
    - Any remaining balance on the associated accounts receivable invoice will be waived.
    - Any remaining compensation will be paid to the carrier.

Please sign this letter as your acknowledgment of the terms of this pre-arbitration agreement to settle the above captioned case, and remove it from the pending arbitration listing.

Cathy M. Perron  
Manager  
Contract Administration (NRLCA)

Date: 4-5-2019

Ronnie Stutts, President  
National Rural Letter Carriers’ Association

Date: 4-5-2019
The issue in this grievance concerns the proper compensation for rural carriers when rural routes are adjusted retroactively, increasing the actual standard hours and consequently changing the route classification to one with more relief days. Specifically, the parties’ dispute is whether rural carriers are entitled to additional premium compensation in accordance with Articles 8.5 and 9.2.C.5, for scheduled work days that are retroactively changed to relief days.

There are two instances in which the dispute is at issue:

• A route is evaluated and scheduled as a J route and is later retroactively adjusted to a K route.
• A route is evaluated and scheduled as an H route and is later retroactively adjusted to a J route or a K route.

In either of the above cases, the carrier worked on regular scheduled work days that were later converted to relief days. When the retroactive adjustments are processed, USPS policy has always been to enter DACA Code “R” for any days worked that are now being re-classified as relief days. The DACA Code “R” then generated “X” days which were credited to the carrier. In most of these cases, there is also an invoice or Letter of Demand generated because the weekly evaluation of the route was adjusted downward. (i.e. a route was retroactively adjusted from a 46J to a 43K-carrier was overpaid 3 hours per week and an invoice is generated for the overpayment).

For many years, this union was successful at the lower levels of the grievance process in getting carriers paid an additional 50% of the daily rate of pay for each of the X days that were credited in a retroactive adjustment. The additional pay was usually applied toward any invoices or Letters of Demand that the carrier owed.

In 2009, this came to a screeching halt when USPS Headquarters took a different position in the remedy in an Area Arbitration case. USPS refused to pay the additional 50% for the retroactive relief days. Their position is that the premium pay (150% or X Day plus 50%) only applies to those instances in which a regular carrier is required to work their relief day “due to the unavailability of a leave replacement” (Article 8.5.A) and does not apply to retroactive adjustments when the carrier worked because it was not a scheduled relief day at the time. This grievance was filed by the union. The grievance was denied at Step 4 and appealed to National Arbitration in 2015.

In the past few months, this case has been heavily discussed between the parties and additional research and investigation conducted. It was discovered that the above situation in which a regular carrier had a retroactive route adjustment and was credited with “X” days for relief days worked happened about 1,450 times since 2009. It was also discovered that, since 2009, the opposite situation has occurred about 1,250 times.

In this opposite situation, the route was retroactively adjusted, and the adjustment resulted in FEWER relief days than the route was originally evaluated and scheduled. This situation occurs when:

• A route is evaluated and scheduled as a K route and is later retroactively adjusted to a J route or H route.
• A route is evaluated and scheduled as J route and is later retroactively adjusted to an H route.

In either of these cases, the carrier did NOT work days because they were evaluated and scheduled as relief days. When the retroactive adjustments are processed, it was discovered that USPS policy has always been to enter DACA Code “O” for other leave on the days when the carrier, under the retroactive evaluation, should have worked. NO LWOP has been charged to these carriers for these days. In effect, they have been and continue to be given free days that could have been charged as LWOP and increased the amount they might owe USPS for any retroactive adjustments. We have discovered instances in which rural carriers were credited with as many as 38 “O” days rather than be charged with the like number of LWOP days.

Continued on next page...
These situations were never brought to the union's attention because there was no real or perceived harm to the carrier. No LWOP days were charged. The “O” days were retroactively credited without any real notice.

Obviously, there was a real possibility that this policy could be changed, and rural carriers would begin to be charged full days of LWOP in these situations. Future invoices would be generated for entire days for which carriers were overpaid. In the end, the parties reached the attached Pre-Arbitration Settlement in the grievance.

The parties agree that in those situations when a regular rural carrier works a day that is subsequently changed to a relief day due to a retroactive route adjustment, the proper compensation will be as follows:

- For each scheduled work day that is changed to a relief day, the carrier will be compensated at the carrier’s daily rate of pay (100%).
  - The compensation received for these days will be used to reduce and/or eliminate any accounts receivable invoice associated with the retroactive adjustment.
- Any remaining balance on the associated accounts receivable invoice will be waived.
- Any remaining compensation will be paid to the carrier.

So, USPS will continue the policy of crediting retroactive relief days worked as an “X” day. However, those days will be converted to compensation and applied against any outstanding invoice or Letter of Demand resulting from the retroactive adjustment. **Any remaining balance of the amount owed will be waived.** If there is no amount owed or the value of the “X” days exceeds the amount owed, the carrier will be paid the difference. The worst the carrier can do is break even.

USPS will also continue the policy of entering “O” days and NOT charging LWOP days in the opposite situations in which a retroactive adjustment results in a route having fewer relief days than were originally evaluated and scheduled. This agreement will be applied to all grievances being held in abeyance pending the outcome of this National Level Grievance.

For future retroactive adjustments, Eagan Accounting Services will begin calculating the retroactive invoices or additional compensation according to this settlement as of PP08, 2019.
Pre-Arbitration Settlement on Suspension of Driving Privileges

The issue in this grievance concerns whether the Postal Service must provide rural carrier craft employees non-driving duties or paid administrative leave when their driving privileges have been suspended following a review of the on-duty record after a vehicle accident.

The parties agree that Article 29 and Handbook EL-804, Safe Driver Program, must be followed when management is considering suspension of driving privileges. Article 29 addresses the administrative action of suspension or revocation of driving privileges due to the on-duty record; while Handbook EL-804 requires the assessment of the individual circumstances surrounding each accident to determine whether a temporary suspension of driving privileges is warranted.

The parties also agree there are no provisions for the automatic suspension of an employee’s driving privileges based on the sole fact that the employee was involved in a motor vehicle accident. The parties recognize that in the instant grievance the provisions of Article 29 and Handbook EL-804 may not have been appropriately followed when initiating the suspensions of driving privileges. Therefore, the parties agree to remand the case to the parties at Step 3 to determine whether driving privileges were properly suspended and what action, if any, is necessary.
The Lady Carriers’ Club is proud to announce the annual scholarship for graduate school has been expanded by unanimous vote to award three scholarships for 2019. This scholarship honors the pioneering efforts of Ms. Georgiana Peet-Miller and the lady carriers attending the national convention in 1946; at that time most rural carriers were male. The club was formed at the 43rd National Convention in 1946. Six lady carriers met for tea and sodas and formed the Lady Carriers’ Club. This group holds an annual luncheon/meeting on Tuesday at the host city of the National Convention. The purpose of this group is fraternal and is not political in nature. The club established the scholarship in 1995, and the first scholarship was awarded in 1996; the scholarship is awarded to a deserving individual(s) meeting all criteria set by the club.

If you are interested in the scholarship, complete the application and attach all supportive documents as requested and mail to:

Carlon Hollis
Scholarship Chairman
132 Hollis Lane
Sterlington, LA 71280-3030

Completed applications must be received by August 1, 2019.

Georgiana Peet-Miller Scholarship Rules:
The Lady Carriers’ Club will award three $1,500 scholarships for graduate school. The scholarships shall be awarded to the son/daughter, grandchild, spouse, or member in good standing.

- No age limit required.
- Applicant must show proof of acceptance to a qualified graduate program.
- Applicant must provide proof of undergraduate degree.
- Applicant must be child/grandchild/spouse or carrier with membership in the NRLCA.
- The Lady Carriers’ Club shall be caretakers of the award.

*Scholarship award will be payable to the graduate school the recipient is attending and not paid directly to the applicant. If you are a graduating high school senior you need not apply; applicants must have a valid undergraduate degree and proof of acceptance to an accredited Graduate School. All supportive documentation must be received to support the scholarship application by August 1, 2019.

Application and supportive material must be received by August 1, 2019.

The scholarship will be awarded on the basis of need and desire to pursue a career as outlined in the application. The recipient is allowed to receive only one scholarship.

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**GEORGIANA PEET-MILLER SCHOLARSHIP**

Name__________________________________ Age__________________________

Address______________________________ Phone # _________________

City________________ State____ Zip Code

Name of College where Undergraduate Degree obtained:

____________________________________________________________

Address_______________________________________________________

City________________ State____ Zip Code

Name of Graduate School where accepted/attending:

____________________________________________________________

Student identification # _______________________

Address_______________________________________________________

City________________ State____ Zip Code

Name of NRLCA Member:

Check one: Mother____Father____ Self ___Spouse___Grandparent ___

Check one: Regular _____ Retired_____Relief _____ PTF _____

State in which membership is held:____________

*Attach a brief essay on why you desire to pursue further education with stated goals. Provide any information that substantiates a special financial need.

* APPLICATION MUST BE RECEIVED BY AUGUST 1, 2019. *

Mail to: Carlon Hollis, Scholarship Chair, 132 Hollis Lane,
Sterlington, LA 71280-3030

Anyone wishing to make a donation to the scholarship fund may send a donation to the scholarship chairman. Membership dues are $5 annually. If attending the annual luncheon at the National Convention, dues are included in the price of the luncheon ticket. Membership is open to all rural craft holding membership in the NRLCA.
Driving Force: Three Generations Have Served the Same Route

It all started in 1929 when Herbert Sapp loaded up his horse and buggy on Route 1 in Finley, KY. He started his route in a one-room house. His route ran from the Hills of Finley to Mt. Gilboa to Jessietown and then to Calvary. Back then, the route was paid on a mileage basis. Herbert received his Million Mile Award with 42 years of service and was a union member for over 50 years.

As a young lad, Jerry Sapp would ride along with his father on his route. Jerry applied for a job at the Postal Service as a sub with a recommendation from his father in 1959. While serving as a sub, Jerry also worked for General Electric for 20 years. He finally went full-time on Route #1 in Elkhorn, KY and three years later, won the bid for Finley.

Beginning his mornings at 7 a.m., he cased mail in a small garage and would be finished delivering mail about 4 p.m. Jerry loved carrying the mail and talking with the patrons. Some things he never forgot, like the one time reached in the mailbox and found a rattlesnake. Thankfully, it was already dead. Jerry received his Million Mile Award for over 30 years without an accident. He retired in 2002 with 43 years of service and has been an NRLCA member for over 50 years.

Finally, there is Mickey Sapp, the son of Jerry. As a young lad, Mickey would ride with his dad during the winter, putting mail in the boxes. So, his fateful day came in August 1984. Mickey’s now been with the Postal Service for 32 years with 15 years on the same Finley route. He has a ways to go to catch up with his father and grandfather!

Three generations of the Sapp family have served the same route now since 1929—that’s 90 years. From a horse and buggy in a one-room house to DPS and Amazon Sundays, Herbert wouldn’t believe how things have changed. Service to the community certainly runs deep with this postal family.

--Submitted by KYRLCA Editor Ashley Baker
Dear Rural Carrier:

The current Administration is threatening to use the Postal Service as a budget-cutting tool, proposing to cut $98 billion over the next 10 years. In the past year, politicians have repeatedly signaled their intent to gut critical benefits that serve all postal workers. With these attacks on the Postal Service, your generous support is needed more than ever.

The new budget released in March proposed cutting your wages, changing from high-3 to high-5 annuity calculations, changing the interest rate of the TSP G Fund (making it virtually worthless), and reducing federal contributions to FEHBP. All this adds up to a rotten deal for postal employees, especially given that we know the USPS would be financially solvent if it weren't for the onerous retiree healthcare prefunding requirement.

And remember, the inspiration for all this came from the Task Force report released last December calling for elimination of collective bargaining, moving from 6-day to 5-day delivery, and selling access to mail boxes to private entities! Retirees haven’t been left off the chopping block either, as the report suggested re-amortizing the agency’s liabilities for the health care costs of future retirees. The Administration has also suggested reducing or eliminating FERS and CSRS COLAs.

But there is still a chance to push back! Combined with writing to our representatives, contributing to NRLCA-PAC allows us to help educate members of Congress and reinforce our message.

Please take this opportunity to give what you can and remember that becoming a sustaining donor is the best and easiest way to give. Giving to NRLCA-PAC is like purchasing job insurance. How much is your job worth to you? To donate, fill out the PAC form below and be sure to complete all applicable spaces.

Thank you for your continued support!

--The NRLCA Legislative Department

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___I am sending a one-time contribution in the amount of $_____. Please make check or money order payable to NRLCA-PAC.

___ I would like to sign up for EFT. I hereby authorize my bank to deduct from my checking account the monthly sum of:

___$10  ___$20  ___$25  ___$50

___$100  Other amount:  $_____

Signature:___________ Date:___________

Name (print):___________________________

State:_____________Zip Code:___________

Phone Number:_______________________

Employee ID Number:_________________

Deductions are made on the 5th of each month. Please attach a voided check and send in using the pre-paid envelope in this issue.

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By making a NRLCA-PAC Electronic Fund Transfer Authorization, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Rural Letter Carriers’ Association or employment by the Postal Service nor part of union dues and that NRLCA-PAC will use the money it receives to contribute to candidates for federal office as permitted by the law.

You are also making this Electronic Fund Transfer authorization understanding that the NRLCA-PAC contributions are not tax deductible and your selection shall remain in full force and effect until you cancel by notifying the NRLCA-PAC in writing.
Nominations now open for 2019 PAC Hall of Fame

For the 18th year, the National Rural Letter Carriers’ Association is prepared to honor a member who supports the Political Action Committee (PAC) in an exemplary manner. In 2001, a committee of five active PAC chairs assembled to propose the requirements for the award: PAC Chairs Dennis Nelson, Wisconsin (Hall of Fame inductee 2008); Walker Allen, Oklahoma (Hall of Fame inductee 2003); Van Heath, North Carolina (Hall of Fame inductee 2009); Barbara Mihan, Idaho (Hall of Fame inductee 2006); and Lee Cutright, Illinois (Hall of Fame inductee 2004). Below are the requirements of this award.

**PAC Hall of Fame**

The following process will be used to select one (1) recipient each year for induction into the National Rural Letter Carriers’ Association PAC Hall of Fame. The NRLCA will provide a plaque, and possibly another appropriate gift to be awarded to the person selected. The NRLCA shall also maintain another plaque which will include the engraved names of each year’s inductee. This plaque will remain on display at the National Office throughout the year.

**Nomination**

Any NRLCA member may place into nomination the name of their state’s prospective PAC Hall of Fame inductee. The nominee may be actively serving as a PAC chair, may have held the position in the past, or may be an individual contributor. **Nominations must be received by the office of Director of Governmental Affairs Paul Swartz no later than June 15, 2019.** All nomination letters and materials should be typed. Nominations will be then forwarded to the vice president of the NRLCA.

**Selection**

The NRLCA vice president (or designee) will select members of a committee which will consist of three active PAC chairs plus two representatives from the national office. A PAC chair who has been nominated for induction into the PAC Hall of Fame may not serve on the Selection Committee.

The NRLCA vice president (or designee) will assign a number to each nominee so that the committee members do not know the names of the nominees. The National Office will provide all of the necessary information that is available to the members of the committee.

The NRLCA vice president (or designee) may also request that additional information be provided by the nominee’s state president. An inductee will be chosen by a majority vote of the committee members.

**Award Criteria**

Major consideration will be given to the following:

1. Years of service as PAC chair
2. Amount of PAC funds collected (primarily the rate of per capita contributions)
3. Consistent performance
4. Improvement (from year to year and compared to previous PAC chair)

Other qualities to be considered:

1. Other positions held in the Association
2. Awards received (NRLCA and Postal Service)
3. Years as an NRLCA member
4. Community service
5. Total amount of PAC contributions individually given over an extended period of time.

**Presentation of Award**

The president of the NRLCA will honor the most deserving candidate by inducting him/her into the PAC Hall of Fame during the business session of the National Convention.
Welcome to Texas! The Texas Rural Letter Carriers’ Association, the Auxiliary, and the Juniors would like to welcome you to the Great State of Texas. Texas is so proud to be hosting the 2019 National Convention. The Convention is being held at the magnificent Gaylord Texan Resort and Convention Center in Grapevine, which overlooks beautiful Lake Grapevine. Amenities include a 25,000-square-foot spa, an indoor lap pool, and an outdoor pool. The resort also features a 10-acre pool complex know as Paradise Springs. This wondrous water park features a 600-foot long lazy river, 27-foot waterslide, zipline, hot pools, and game pavilion. Paradise Springs is only available to guests of the Gaylord Texan. If swimming is not one of your interests, believe me, there are plenty of other activities to choose from, from shopping and eating to live entertainment, all under one giant roof.

If you are interested in exploring the surrounding area, you will find an array of restaurants, stores, and activities to partake in at Grapevine Mills Mall, which is located just three miles from the resort. Grapevine Mills is a wonderful climate-controlled mall that features 180 stores, including Neiman Marcus, Saks Fifth Avenue, Coach Factory, Disney Outlet, J Crew, and much more! Grapevine Mills is not just for shopping but offers fun for the entire family at the AMC-Grapevine Mills 30 with Dine-In theatres, Legoland Discovery Center, Sea Life Aquarium, and a Rainforest Café.

Also located in Grapevine is a hidden treasure, the Grapevine Vintage Railroad. This is where you can step back in time and take the whole family on an authentic Victorian train adventure with scenic train rides on a historic rail line in a luxurious 1920s coach.

The Texas delegation is looking forward to making your stay in Texas and the 2019 National Convention memorable and fun filled. We are so excited to have rural carrier families visit, explore, and enjoy their time here and we are dedicated to helping you achieve the best visit ever. The Texas delegation is looking forward to seeing old friends and thrilled to make new ones.

We want to remind everyone to bring their blue jeans and boots (if you have some) for the Boots & Bandanas-themed banquet on Wednesday evening. Anyone who has attended National Conventions knows how the long days of working and nights filled with seminars and caucuses can be tiring, yet exhilarating at the same time. We will welcome you with a big Texas smile and it is our privilege to assist you during your stay. If we can assist in any way, just ask any of us. Travel safely and we look forward to seeing y’all soon!
2019 National Convention
Committee Chairs

Decorations: Pam Gamrod
Ditty Bags: Patsy Black and Peggye Ord
Golf: Jenny Lewallen
Sales: Marianne Stavinoha
Flag Room: Bobbie Gaskamp

Get VIP Status with Grapevine’s Show Your Badge Program

Whether you are looking to explore Grapevine, or simply kick back and relax at one of our many local restaurants, shops, or attractions, be sure to enjoy offers through Grapevine’s “Show Your Badge” program! This program, exclusive to you as an NRLCA convention attendee, offers lots of discounts and offers from local businesses during your stay.

To Activate Show Your Badge:
• Visit https://www.grapevinetexasusa.com/nrlca19 to view the latest deals.
• Simply show your official convention badge when ordering or at the cash register.
• Receive offers from participating restaurants, shops, attractions, and more!
Proposed Standing Rules

GENERAL

Rule 1. The National Convention program shall be the order of business for its meeting with certain orders of the day to be dispensed at specific times. However, to expedite the session proceedings or accommodate guest speakers, the President may make changes for that session.

Rule 2. Before a Delegate can make a motion or address the Convention, the Delegate must rise and address the presiding officer at a microphone by the title, “Mr. Chairman,” stating that, “I am” and their name, “Delegate,” from the state of ....” Upon recognition, the presiding officer will announce the Delegate’s name for authorization to speak. Time permitting, all members of the Association may speak to an issue once the subject is brought before the assembly by a Delegate. Only a Delegate may make motions and object to unanimous consent.

Rule 3. There shall be no use of personal electronic voice amplification devices or talking on cell phones, unless expressly authorized. Unauthorized videotaping, recording, or transmission of the Convention proceedings is prohibited. Cell phones shall be turned off or to vibrate.

VOTING

Rule 4. Each State’s Delegate strength is determined by the Credentials Committee.

Rule 5. Each Delegate will use a colored card when a vote is called for, except for the election of officers. Each Delegate voting will hold up a colored card instead of a voice vote or a standing vote. The Green side of the card will be for “YEA” votes; the Red side of the card will be for “NAY” votes. Should a delegate request a paper ballot, it must be moved to suspend the rules, which takes a two-thirds vote, and then the same procedure as for Elections, Rule 7, would be used with this sole exception, that all those entitled to vote on every question before the national convention except the election of national officers, shall have their constitutionally-protected votes also included in any final tally.

NOMINATIONS

Rule 6. Nominations for office shall be in order at any time after 10:00 a.m. of the second day of the Convention and until the time of election. Nominations for each office shall be limited to one nominating speech of two (2) minutes for each nominee. Following the nomination, the nominee will be given the opportunity to make an acceptance speech before the entire delegation, not to exceed five (5) minutes.

ELECTIONS

Rule 7. On the election of officers, each State will be allowed to vote its Delegate strength as reported by the Credentials Committee. The appropriate number of ballots will be given to the Delegate-at-large or designee for distribution. Any Delegate may exercise the right to vote a ballot without being bound by the will of the majority. Should a Delegate request assurance of the secrecy of his/her ballot, it must be moved to suspend the rules, which takes a two-thirds vote, and then the following procedure would be used: Each Delegate on the floor will cast his/her vote personally into a ballot box.

DEBATE

Rule 8. No Delegate shall speak in debate more than twice on the same motion on the same day.
Rule 9. No Delegate shall speak in debate longer than two (2) minutes on any motion or longer than one (1) minute on any amendment.

Rule 10. The Chair shall attempt to let the floor alternate, as far as possible, between those favoring and those opposing any motion.

Rule 11. Total time on any main motion and pending secondary motions, including amendments, shall not exceed a total of eight (8) minutes.

Rule 12. The limit on total time may be extended on any proposed Constitutional amendment by a majority vote.

Rule 13. No Delegate while speaking in debate to a motion may move the Previous Question.

CONSTITUTIONAL AMENDMENTS/RESOLUTIONS

Rule 14. The Convention will only address Constitutional Amendments and Resolutions that have been reported out by the Constitution or Resolutions Committees. The Convention may suspend this rule by a majority vote and consider any Constitutional Amendment or Resolution under “New Business.”

Rule 15. Resolutions will be segregated as advisory in nature or binding on the National Board. (A Binding Resolution is defined as the National Board having the full authority to implement.) Resolutions will be adopted at the sound of the gavel, unless there is an objection by a Delegate. The Delegate objecting to the resolution shall state his/her name and state. Binding Resolutions will be handled in their entirety before any Non-Binding Resolutions are addressed. Any Non-Binding Resolutions objected to shall be passed over until all other Committee-presented Resolutions have been addressed by the Convention. Non-Binding Resolutions objected to shall then be considered. Amendments shall only be permitted on Binding Resolutions.

NEW BUSINESS

Rule 16. Items proposed for New Business must be submitted in triplicate to the Media Committee. Pre-printed forms will be available at the Media Committee desk. Those items presented for New Business, including those applicable to Rule 14, will be considered individually by alternating Delegates at microphones, not necessarily in the order received and numbered by the Media Committee.
Pre-Registration for Association Members & Guests

PLEASE READ THE INSTRUCTIONS BELOW CAREFULLY.
DEADLINE: JULY 26, 2019

THIS FORM IS FOR ASSOCIATION MEMBERS AND GUESTS ONLY.
IF YOU ARE AN ASSOCIATION ELECTED DELEGATE OR ALTERNATE,
PLEASE DO NOT PRE-REGISTER: THE NATIONAL OFFICE WILL
HANDLE YOUR REGISTRATION.

Please type or print all information legibly!

2019 National Convention
Association Members & Guests Pre-Registration Form

Mail to:
NRLCA Attn: National Convention Pre-Registration
1630 Duke St.
Alexandria, VA 22314
or email: Registration@nrlca.org

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Member/Guest Contact Information:
Address ____________________________________________ Tel. No. ____________________________
City __________________________ State ________ Zip __________________

Emergency Contact Information:
In case of emergency, please contact: Name ____________________________________________
Relationship ___________________ Tel. No. ____________________________________________
Boots & Bandanas Night

This year, we will be hosting a Boots & Bandanas Night on Wednesday, August 14. This casual, fun-filled evening will include a buffet dinner, contests, prizes, and a large dance floor perfect for dancing.

Tickets are $10 each and are on a first come, first served basis, as space is limited.

Music will be provided by DJ Kelly, one of the top DJs in Dallas! Born and raised in Dallas, TX, Kelly Hooper has been entertaining audiences her entire life. As the daughter of a professional musician, Kelly’s knowledge of music and her ability to read a crowd comes naturally. Her dance and performance background allow her to lead guests, old and young, in a very authentic and fun manner.

Fill out and mail in the coupon below to reserve your ticket today!

115th National Convention
Boots & Bandanas Night Reservation Form
Wednesday, August 14, 2019

• Tickets are available on a first come, first served basis. All tickets must be purchased by mail no later than July 26, 2019.

• Tickets will be held for pickup in the Convention Center. On group orders, please have one person order/pick up all tickets.

Please reserve _______ tickets at $10 each. Total enclosed is $___________.

Make check or money order payable to NRLCA.

Name________________________________________________________

Address____________________________________________________

City_______________________ State_____________  Zip ______________

Mail completed reservation form and payment to:
NRLCA Reservations
1630 Duke St.
Alexandria, VA 22314
Questions? Email convention@nrlca.org
Hotel Reservations

Book early!
The special group rate is available until July 5, 2019, after which rooms, if available, may sell at a higher rate.
Rates do not include tax.

Be sure to mention the National Rural Letter Carriers’ Association when making your reservation to receive the discounted rate.

A credit card is required when making reservations.

Please let the resort know of any special needs/requests upon booking.

Gaylord Texan Resort & Convention Center
1501 Gaylord Trail
Grapevine, TX 76051
Group Rate: $171/night plus taxes
Toll-Free Reservations Phone: 1-877-491-5138

Or copy this link in your web browser:
https://book.passkey.com/go/NRLCA

Resort Amenities:
• Complimentary self-parking for hotel guests
  • 50% off posted rate for valet parking
    • Waived daily resort fee
  • Complimentary Wi-Fi in all guest rooms
  • In-room refrigerators (by request only, not to exceed hotel inventory)
• Rollaway beds available for $10 (by request only, not to exceed hotel inventory)
• 20% off all spa services at Relâche Spa (onsite) through Friday, August 16
  • Complimentary trolley service to/from downtown Grapevine through Wednesday, August 14
• In-room amenities include coffee maker, alarm clock, iron/ironing board, hair dryer, and safe
• Resort amenities include on-site fitness center, indoor pool, outdoor pool, and whirlpool

A double queen guest room with Atrium view at the Gaylord Texan Resort.
The 2019 NRLCA Golf Tournament will be played at the Cowboys Golf Club, the world’s first and only NFL-themed golf club. This golf experience will exceed your every expectation; the unique perspective of the Dallas Cowboys’ storied history will excite your senses. Stone markers around the golf course highlight the historical achievements of the team. Numerous collectibles honoring legendary players and their achievements create an impressive and lasting visual presentation.

Please note that the Golf Club rules require that proper golf attire must be worn at all times. All players must wear collared shirts.

Golf clubs can be rented for an additional $90 (price includes two sleeves of balls and a glove).

If clubs are needed, please indicate that on the form below.

$130 tournament fee includes:
- Shuttle to and from golf course
- Cowboys breakfast buffet before golf
- BBQ lunch buffet following golf
- Snacks and non-alcoholic beverages on and off the course
- Fully equipped golf carts with coolers, towels, and tees
- Range balls
- Curbside bag drop service
- Sideline Grill after holes #7 and #11
- Personalized score cards/cart signs/rule sheets

Make checks payable to: NRLCA Golf Outing 2019

Mail payment & registration to: Jenny Lewallen
3420 S. Ridgeview Drive
Weatherford, TX 76087-7430
Tel: 817-368-7175
e-mail:jennylewallen711@gmail.com

Club rental: Add $90 and indicate:
left-handed: _____ right-handed_____
women’s: ______

Amount Enclosed $_________

Note: Transportation will be provided to and from the golf course.
Restaurants Inside the Gaylord Texan Resort

Steakhouse
Old Hickory Steakhouse
Dine in the warm, rich atmosphere of a Texas wine cellar while savoring the finest cuts of beef and seafood paired with an artisanal cheese display and an extensive wine list. The upstairs Wine Bar hosts the unique Enomatic Wine Tasting System, allowing guests to sample a variety of rare wines from around the world in one, three, and five ounce pours.
Open for dinner
Dress code: Casual

American
Texan Station Sports Bar & Grill
Watch the game from the 52-foot flat-panel TV at Texan Station. This sports bar offers a full-service dining room featuring a wide selection of draft beers, wine, and cocktails along with scrumptious bar food to accompany your fun-filled night.
Open for lunch and dinner
Dress code: Casual

Italian
Zeppole
We invite you to experience our newly-renovated Zeppole restaurant, delighting guests with Italian-American cuisine, including freshly made pastas, specialty dishes, brick-oven pizzas and homemade charcuterie served in a villa-style courtyard setting.
Open for breakfast, lunch and dinner
Dress code: Casual

Tex-Mex
Riverwalk Cantina
Experience the San Antonio Riverwalk from our hotel. The Riverwalk Cantina replicates the famed landmark while serving delicious Tex-Mex and traditional Mexican cuisine. Socialize with friends in our open-air seating and relaxed atmosphere.
Open for breakfast, lunch and dinner
Dress code: Casual

Coffee House
Mission Plaza Marketplace
Perfect for on-the-go guests, Mission Plaza Marketplace serves a wide array of coffee, breakfast pastries, salads, sandwiches and more. Swing by in the morning or join us in the evening when we offer a first-rate selection of beer and wine.
Dress code: Casual

Coffee House
The Cocoa Bean
Get your daily dose of caffeine at our on-site café serving freshly brewed Starbucks coffee. You can also stop by for snacks and quick meals for breakfast, lunch and dinner.
Open for breakfast, lunch and dinner

Silver Bar
A welcome sight for weary travelers, Silver Bar is reminiscent of a saloon from the Old West. Unwind after your eventful day in Grapevine and enjoy a round of drinks. We offer multiple draft beers, cocktails, wine and more.

In addition to the above restaurants, Downtown Grapevine offers a wide variety of dining options. See the map on the opposite page, or visit www.grapevinetexasusa.com/shop-wine-dine for more information.
Registration and Additional Information

Credentials I, Elected Regular Delegates

Elected Regular Delegates:
Those individuals who have been notified by their State Secretary-Treasurer that they hold an elected regular delegate position must pick up their delegate badge in person after presenting identification at Credentials I.

The Credentials I Committee will be open and accepting registration of delegates beginning Sunday, August 11, 2019, through Monday, August 12, 2019, during the hours of 8:30 a.m.–4:30 p.m. The hours of operation after Monday will be posted at the Committee’s room.

Credentials II, Elected Alternate Delegates

Elected Alternate Delegates:
Those individuals who have been notified by their State Secretary-Treasurer that they hold an elected alternate delegate position must pick up their alternate/non-delegate badge in person after presenting identification at Credentials II.

The Credentials II Committee will be open and accepting registration of alternate delegates beginning Sunday, August 11, 2019, through Monday, August 12, 2019, during the hours of 8:30 a.m. – 4:30 p.m. The hours of operation after Monday will be posted at the Committee’s room.

Alternate delegates who have been notified by their State Secretary-Treasurer that their status has been upgraded to that of delegate must first register at Credentials II. Those individuals must then coordinate with their State Secretary-Treasurer to attend together in person at the Credentials I Committee room to receive their upgraded credentialed delegate badge.

Registration, All Others

Non-Delegates, Association Members & Guests:
The registration for those non-delegates, Association Members & Guests attending the 2019 NRLCA National Convention will be held Sunday, August 11, 2019, through Monday, August 12, 2019, during the hours of 8:30 a.m.–4:30 p.m. The hours of operation after Monday will be posted at the Committee’s room.

To pre-register, please complete and send in the Association Member/Guest pre-registration form in this issue.

State Chair Backs/Signs
Chair backs and signs may not be placed in the session hall until 12:30 p.m., Tuesday afternoon, August 13. In an effort to be fair to all states regardless of their size, each state is only entitled to claim enough chairs to seat their delegates + ten (10).

As a courtesy to the host state, Texas will occupy the first row(s) directly in front of the stage. Other sections are available for occupancy on a first-come, first-served basis.

Remember, when placing chair backs and signs the National Office cannot and will not be held responsible for lost or stolen items.

OWCP and Convention Attendance
Any rural carrier who intends to serve as a delegate to a state or national convention and is unable to work, or is working in a limited duty capacity due to a job-related injury or illness, needs to be cautious and ensure that no Postal Service or Department of Labor regulations are violated.

Your National Officers advise anyone in the above situation to obtain explicit medical clearance from their doctor regarding their physical ability to travel to, and participate in, a state
or national convention. The doctor should document that such activity is specifically in accordance with the physical restrictions previously given the Postal Service, and the Office of Workers’ Compensation Programs (OWCP).

Every carrier needs to be aware that traveling to, and participating in, a convention might be considered by the Postal Service or OWCP as evidence the carrier is able to perform limited duty work.

Furthermore, if a delegate is receiving any wage loss compensation from OWCP, any money such delegate receives, and any volunteer work performed, must be reported to OWCP. The type of expense reimbursement usually paid to most delegates will most likely not adversely affect a carrier’s compensation, but properly reporting it will help to ensure no loss of compensation, and that no discipline will be issued by postal management.

**Media Committee Photo Requests**

The Media Committee for the 115th NRLCA National Convention is requesting high-resolution photos of your 2018-2019 Association and Auxiliary Members of the Year.

Also requested are high-resolution photos of new 2019-2020 State Presidents with his/her state flag. (Returning/re-elected presidents will use our archived photos unless a new photo is desired/submitted.)

Please send high-resolution images via email to NRLCA Managing Editor Melissa Ray at mray@nrlca.org. You will receive acknowledgement when your photo is received. If you do not receive a response, please re-submit.

**National Office Candidate Tables**

All booth requests from candidates running for National Office must be emailed to convention@nrlca.org by July 24, 2019.

**Special Group Breakfasts/Dinners**

Any group or state association wanting to hold a special breakfast, dinner, or other event on the premises should contact convention@nrlca.org. We will work with the hotel and convention center staff to arrange your event.

**Storage of Flags and Banners**

State flags/banners must be given to a member of the Flag Room Committee upon arrival at the convention site. All individuals must sign-in before dropping off the flag/banner. Please do not just put them on the table and leave. Please make sure your state’s flag is clearly labeled on the outside of the tube.

On Monday, August 12, someone will be available to hand out flags for the 4 p.m. flag practice and again after practice to put them away. Someone will also be available the morning of Tuesday, August 13 to aid in the handing out of flags for the Tuesday Opening Session and again on Friday, August 16 for picking up of flag/banner covers for the return trip home.

The National Office and/or the Convention Center personnel cannot and will not be held responsible for missing items or for items not picked up by each individual state. Please make every effort to have your state’s items claimed as soon as possible upon the conclusion of business.

The Auxiliary and Juniors are responsible for storing their own state flags/banners.

**Hanging of State Banners**

National banners must be out of their cases and made available for hanging by 8 a.m., Monday, August 12. Please make sure that your banner is made available at that time if you did not have it stored upon registration. Any banner that is not available at the requested time runs the possibility of not being hung!

Arrangements for hanging Auxiliary and Junior banners are the responsibility of the Auxiliary and Junior Presidents.
Rural Carrier Club Events

Retired & Pioneer Carriers’ Club Breakfast
Monday, August 12
6:50 - 8:20 a.m.
Can you believe another year has passed? Yes, it’s that time again for our breakfast business meeting. We have our own 50-capacity room! It’s at the: Original Pancake House 1505 William D. Tate Ave. Grapevine, TX 76051 It’s 10 minutes by car from the Gaylord Texan Resort. Tickets with information will be freely distributed Sunday at the sign up table. We’ll have menus to look at and answers to your questions. Breakfast prices range from $9- $14. You pay at the restaurant. Great deal! Cameron Deml will bring us health insurance information. Paul Swartz will inform us of the current status for rural carriers at the Capitol. If you intend to come, call/ text 404-271-7799 or email me at postman11@me.com That will help us to get a good count early. Pass the word. Visit us at the retirees’ table at the convention table Sunday. If you miss us there, check with me. There will probably still be room for you. Let’s see YOU at Breakfast at the Original Pancake House.
—National Retired and Pioneer Carriers’ Club President Leland Brown

63rd Annual Lady Carriers’ Club Luncheon
(sponsors of the Georgiana Peet-Miller Graduate School Scholarships)
Tuesday, August 13
Noon - 1:15 p.m.
Location: To Be Announced
Lunch: $25 (includes meal, tax, & membership fee)
Limited space available. Reserve early!
Please reserve _____ meals.
Name(s)________________
State_________________
Make checks payable to Lady Carriers’ Club and mail reservation & payment by July 28 to:
Chris Pittman
PO Box 5062
Norco, CA 92860
For more information, contact President Jeanne Anne Landi, 707-580-0371
Tickets may be picked up at the Lady Carriers’ Club table at the Convention Center. Membership is available for $5/year. Contributions are also accepted at this time. All monies derived from membership fees, raffle items and/or contributions are dedicated to funding the Graduate School scholarships, including any and all luncheon monies raised by the Lady Carriers’ Club over the actual cost of the Luncheon. This is the only scholarship available to the Rural Carrier Craft for Graduate School and is solely sponsored by the Lady Carriers’ Club.

Armed Forces Veterans’ Club Breakfast
Wed., August 14
7 a.m.
VFW Post
221 N. Main St.
Grapevine, TX
(Approx. 10 minutes from the Gaylord Texan)
**Round-trip transportation or carpooling will be provided for those without cars**

Breakfast buffet: $16.00
Menu: Scrambled eggs, breakfast potatoes, sausage links and patties, bacon, gravy and biscuits, whole fresh fruit, cereal, pastries, toast & jam, coffee, tea, and orange and tomato juices.
Please reserve _____ meals.
Name(s)________________
Address ____________________________
_________________________
Make checks payable to AFV Club and mail reservation & payment by July 31 to:
James G. Sullivan
AFVC National Sec-Treas
122 W. Richardson Rd.
Bad Axe, MI 48413
Tel: 989-269-6348
Jerryandflo@hotmail.com
*If anyone can drive, please let me know.*
Transportation

Airport Information:
Dallas/Ft.Worth International (DFW)
DFW International Airport lies in between the cities of Dallas and Fort Worth, and can be reached non-stop from more than 200 destinations. It is served by all major carriers except Southwest Airlines. It is home to American Airlines, which has the most flights and the most gates. **DFW is approximately 8 miles from the Gaylord Texan Resort.**

Dallas Love Field Airport
Located in the heart of Dallas, Love Field is served by Southwest, Alaska, and Delta Airlines. **Love Field is approximately 20 miles from the Gaylord Texan Resort.**

Driving Directions to the Gaylord Texan Resort:
From DFW Airport: Take the north exit out of the airport towards highways 635/121. Travel north on 121 to the Bass Pro exit. Turn left onto Bass Pro Drive. Continue straight past the Embassy Suites on the right and at the traffic light turn left onto Highway 26 West. Proceed through the traffic light at Fairway Drive and turn right into the hotel entrance on Gaylord Trail.

Car Rental at DFW:
After collecting your baggage, follow the Rental Car signs to the designated pick-up area on the lower level of the terminal. From there, board the Rental Car shuttle bus. Buses depart every 10-15 minutes and reach the Rental Car Center in approximately 10 minutes. The following companies offer car rental service at DFW Airport:
Alamo: 800-327-9633 or www.alamo.com
Avis: 800-331-1212 or www.avis.com
Budget: 800-527-0700 or www.budget.com
Dollar: 866-434-2226 or www.dollar.com
Enterprise: 972-586-1100 or www.enterprise.com
Hertz: 800-654-3131 or www.hertz.com
National: 800-227-3876 or www.nationalcar.com

Taxis, Rideshare Services, & Shuttles:
Taxis are available at the airport, as well as ridesharing services including Uber and Lyft. Taxi fare to the Gaylord Texan from DFW costs approximately $25 (one way). SuperShuttle also serves the DFW Airport at a cost of approximately $16 (one way). For reservations and more information, please visit www.supershuttle.com.

Transportation Services Offered by the Gaylord Texan:
**Arrivals:** $17 per person
**Hours:** 5 a.m. - 8 p.m.
Once bags are retrieved from baggage claim, contact Gaylord Transportation 817-778-2400. Guests will be picked up curbside within approximately 15 minutes by the next available shuttle.

**Departures:** $17 per person
**Hours:** 5 a.m. - 8 p.m., departing on the hour (:00) and half hour (:30). Shuttle departs from the front drive. We recommend departing two hours prior to flight departure time. Payment can be made by cash, credit card, or room charge.
This issue of the magazine features those rural letter carriers whose generous cumulative contributions received in the National Office from August 1, 2018 through March 31, 2019 reached the designated level below during the previous month(s). Please make all checks/money orders payable to NRLCA-PAC.

**Top Three March Aggregate Totals:**
1. NE $4,814 ................... PAC chair: Charles Kramer
2. FL $3,832 .................. PAC chair: Natasha Patterson
3. NC $3,820 ................. PAC chair: Steve Rogers

**Top Three YTD Aggregate Totals:**
1. FL $41,429.46 .......... PAC chair: Natasha Patterson
2. NC $26,225.50 .......... PAC chair: Steve Rogers
3. GA $21,895.89 .......... PAC chair: Sherri Litchfield

**Top Three March Per Capita Totals:**
1. NE $3.37 .................... PAC chair: Charles Kramer
2. NV $1.10 .................... PAC chair: Ginny Simer/Todd Floyd
3. WA $0.89 .................... PAC chair: Dawn Ayers

**Top Three YTD Per Capita Totals:**
1. WA $7.23 .................. PAC chair: Dawn Ayers
2. IA $6.98 .................. PAC chair: Linda Johannes
3. KS $6.61 .................. PAC chair: Rebecca Sander

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**CAPITOL SAPPHIRE LEVEL $3000+**

- Florida
  - Cook, Randall  Daytona Beach

**SAPPHIRE LEVEL $2000–$2,999**

- California
  - Boyd, Celeste  Homeland

**EMERALD LEVEL $1,500–$1,999**

- Florida
  - Faison, Theodore  Riverview
  - Szafranski, Jaccilee  Lake Como

- Illinois
  - Aldred, Aileen  Waynesville

- Kansas
  - Illig, Penny  Perry

- North Carolina
  - Prevatte, Brenda  Lumberton
  - Southern, Larry Roger  Stokesdale

**DIAMOND LEVEL $1,000–$1,499**

- Florida
  - Adams, Trisha  Sarasota
  - Bennett, Sandra  Gainesville
  - Collins, Diane  Jacksonville

- Georgia
  - Brinson, Kathleen  Savannah
  - Howard, Neal  Statesboro

- Iowa
  - Johnson, Mardee  Aredale
  - Vermeer, Steve  Boyden

- Illinois
  - Grubar, Lisa  Oglesby
  - Alexander, Diana  Gibsland
  - Callahan, Sandra  Beaverton
  - Caudle, Daniel  Pfaafftown

- North Dakota
  - Wait, Jackie  Fargo

- Ohio
  - Funderburgh, Mark  Springfield
  - Koren, Penny  Delroy

- South Carolina
  - Moss, Eddie  Gaffney

- Washington
  - Ayers, Dawn  Puyallup
  - Eckrem, Kurt  Mukilteo
  - Granish, Kristian  Olympia
**Ruby Level $500–$999**

<table>
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**Contributor Level $100–$499**

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Allain, Tasca
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Randall, Katherine
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New Jersey
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Tomahawk  
Orfordville  
Moundsville  
Kearneysville  
Vienna  

April magazine corrections: Pauline Fairman from Armagh, PA is incorrectly listed as Jeanne Fairman in the Contributor level. Penny Illig from Perry, KS should be included in the Emerald level instead of the Ruby level. We apologize for the errors.

Become a PAC Sustaining Donor Today! Fill out the form below for automatic payroll deduction or see page 148 to set up electronic funds transfer (EFT) from your checking account.

Automatic Payroll Deduction to PAC for active members

To Contribute to NRLCA-PAC through PostalEase
Follow the instructions below:
1. Be sure to know your 8-digit Employee ID Number (on your paystub), and your 4-digit USPS PIN.
2. If you do not have a USPS PIN or cannot remember your PIN, follow the instructions on this form, under “Don’t Have Your USPS PIN?”
3. Add your Employee ID number to the end of the 9-digit CPA account number (163055555) to create your PostalEase account number.
4. Now you are ready to go online to liteblue.usps.gov.
5. Enter Employee ID and PIN and click “log on.”
6. Click on “Postal Ease”
7. Click on “I Agree.”
8. Enter Employee ID and PIN again and log in.
9. Click on “Allotments/Payroll NTB”
10. Click on “Continue.”
11. Click on “Allotments.”
12. Enter the following financial institution routing number: 051400549
13. Enter your NRLCA account number: 163055555, followed by your Employee ID (no hyphens, 17 digits total).
14. Enter account type as “checking.”
15. Enter the amount of your contribution.
16. Click on “Validate.”
17. Click on “Submit.”
18. Click “print page” to see and print your confirmation number for your records.

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To obtain your PIN: Call PostalEase at 1-877-477-3273. Preis #1 for PostalEase. When prompted, enter your employee identification number. When prompted for your PIN, pause, then press #2. Your PIN will be mailed to your address of record the next business day.
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.

Mutual Transfers

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

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

Looking for a mutual transfer from Hopkinton, MA to a 20-mile radium of Hopedale, MA. 44K, LLV route. Contact Anthony, 508-473-4353

Seeking transfer from Tecumseh, MI to southern Indiana (Clark, Floyd or Harrison counties) or Louisville, KY. Contact Cheryl Martin, 517-403-4627

From Penngrove, CA to Fairfield, Suisun City, Vallejo, Rio Vista, Sacramento, CA area. I have 47K route and G vehicle. Gregorio Saria, 510-367-7521 or jessiebelsaria9646@comcast.net

Vehicles for Sale

1995 Jeep Wrangler RHD, 4WD, rebuilt transmission, good condition with extra set of studded tires. Many new parts. $5,500. Retiring. 336-945-6196 -NC

1997-1998 Subaru RHD looking for parts car. Rusted out car okay. Call or text 980-434-3518 -Statesville, NC

2000 Chrysler Town & Country Minivan, all wheel drive, bench seat up front, 220K, AC works, yellow lights & rear sign, $4,000 OBO. 717-665-2196 -PA

2006 Jeep Wrangler RHD 4WD 2-dr, khaki, 86K used as a backup. Heat, AC, everything works. $12,500. 618-237-5096 -IL

2008 Blue Jeep Wrangler, RHD, 2-dr, 186K, strobe lights, new battery, transmission just rebuilt with warranty. $7,900. Call/text 803-943-6955 -SC


2008 Jeep Wrangler X, 174K, RHD, 4x4, strobes, well maintained, $9,500. Prefer text, but can call 712-444-4900 -Sioux City, IA

2009 RHD Jeep Wrangler Unlimited Sport, 4WD, 240K, 4-dr, fair condition, all power, extra rims and studded snow tires. $4,600 OBO. 207-709-8029 -ME

2014 Toyota Prius V, RHD conversion kit, 123K, excellent MPG. Route ready, custom tray, PW, PL, well maintained. $16,000. Pictures available. 731-498-6414, leave message -TN

2015 Subaru Forester, 52K, custom dual controls, balance of Subaru Warranty to 120K. $16,000. 2011 Subaru Forester 146K miles, dual controls, $5,000. 802-728-5445 or markhutch1@comcast.net -VT

2016 Jeep Wrangler Unlimited, 4-dr RHD, 4 studded, 4 all-season tires, all on wheels. New battery, extra brake pads. $25,000. Retired. 802-885-5551

2017 RHD Jeep Wrangler Limited Sport, 4WD, 40K, 4-dr, very good condition, dealer serviced. $30,000 OBO. Retiring. 731-487-0086 -West TN

2017 RHD Jeep Wrangler, firecracker red, 23K, balance factory warranty, dealer serviced, strobe light plus custom accessories, can send pictures, retiring 6/28. $31,500. 304-489-2187 -WV

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For surfaces free of raised objects or ridges.
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Did You Know?

There is so much to see and do in Grapevine but here are a few fun facts about this amazing North Texas city that you might not know!

- Lake Grapevine is an 8,000-acre recreational lake with more than 19 miles of wilderness trails. It offers two marinas, Scott’s Landing Marina and Silver Lake Marina, and family-friendly campgrounds.
- Grapevine boasts 81 holes of golf. Grapevine’s three golf courses are ranked among the top 50 public courses in the U.S., including one owned by the NFL Dallas Cowboys.
- There are more than 22 miles of paved and natural trails for hikers and bikers.
- Grapevine dates back to 1843 when General Sam Houston and representatives of the Republic of Texas met with members of 10 American Indian nations. They joined to negotiate a treaty of peace and friendship at Grape Vine Springs, also known as Tah-Wah-Karro Creek. Within a year, the first settlers started arriving, rolling in on covered wagons, on the Grape Vine Prairie. The wild mustang grapes that grew there gave the city its name.
- Built in 1940, the Historic Palace Theatre is home to the Grapevine Opry. Stars who have performed there include LeAnn Rimes, Miranda Lambert and Keith Anderson.
- Grapevine’s Nash Farm, circa 1859, is the oldest operating farmstead in Tarrant County.
- In 2012, Grapevine was named a World Festival and Event City by the International Festival and Events Association.
- The People’s Choice Wine Tasting Classic, held annually during GrapeFest, is the world’s largest consumer-judged wine competition.
- With more than 1,400 events slated for the holidays, Grapevine is known as the Christmas Capital of Texas.
- Grapevine Vintage Railroad’s Steam Engine 2248, nicknamed “Puffy,” is the oldest continuously operated steam engine in the South.
- Notorious criminal duo Bonnie and Clyde, who were both from Dallas, left their mark all over Texas, including in Grapevine. They especially spent time at Denton Creek, the area now known as Lake Grapevine.