

the

Virginia Rural Letter Carrier

Your Post Office on wheels

Volume 30, No. 2

April 29, 2011

Things I think



RAY AUBEL JR.
VARLCA
President

Spring has finally arrived (I hope), and with it comes the busiest time of the year for your state association.

There are many things that come with spring for your union. The most important of these for my money is the local meeting. This is a time for you as a member to participate in your union at the local level. It is here that resolutions are made, constitution changes are brought forth, delegates to the

state convention are elected, and local officers are elected, too.

There is one thing that is critical to each of these things - your participation.

The climate of union activities in this country is changing. Unions are being attacked on all fronts. This particular union is being attacked by the United States Postal Service, which wants you to give up pay, benefits, rights, etc. This is the time when you need to stand up and say 'I am a union member and proud of it!'

As a board we are preparing for the 2011 VARLCA State Convention in Fredericksburg. We will have some constitution changes brought forward that we feel will benefit the association. In conjunction with the state convention, there will be local officer and steward trainings. These are important for you to attend if you are a local officer or steward, for they allow you to stay current and informed on what you need to do as a union official.

If you are not a local officer or steward, think about stepping forward and becoming one. We will provide the training and support that is needed for you to participate in these activities. Wishing everyone has a great spring - hope to see you in Fredericksburg!

Ray

'Call to Convention' issue

This issue is packed full of all the information you'll need to attend the 108th VARLCA State Convention. You'll find information on the convention program, things to do in the area, and announcements from the candidates seeking election to the state board. Announcements from those wishing to be elected as delegates to the national convention are also inside.

National officers assigned to VARLCA 108th State Convention

Rep. Wittman keynote speaker at banquet

Susan T. Knapp and Sheila Reardon-Gilman are the national officers assigned to this year's VARLCA State Convention. Knapp will be available to the convention delegates throughout the event; Reardon-Gilman will attend auxiliary functions and will speak at the annual convention banquet.

In addition, U.S. Rep. Rob Wittman, of Virginia's 1st District, will be the keynote speaker at the banquet.

Knapp is an executive committeeman on the board of the National Rural Letter Carriers' Association; Reardon-Gilman is secretary of the NRLCA Auxiliary's executive committee.

Born in Syracuse, N.Y., Knapp is the only girl of seven siblings. She currently resides in Middletown, N.Y., and has been married to Gerald Knapp since 1976; they have three children and eight grandchildren.

Official 'call' to VARLCA 108th State Convention - June 24-26, 2011 -

To all members of the Virginia Rural Letter Carriers' Association:

Official notification is hereby given that the State Convention of the Virginia Rural Letter Carriers' Association will convene Friday, June 24, 2011, at the Fredericksburg Hospitality House, located at 2801 Plank Road in Fredericksburg, Va., 22401.

Section 3.A. of Article VI of the Constitution provides that 'Any Local Unit shall be entitled to representation in the State Association by one (1)

(See 'Call', Page 15)



SUSAN KNAPP
NRLCA
Executive
Committeeman



SHEILA REARDON-GILMAN
NRLCA Auxiliary
Secretary

Originally hired by the USPS as an RCR, Knapp was appointed to the position of regular rural letter carrier at the Middletown, N.Y., Post Office in 1985, where she was elected as a local steward. She transferred to the New Hampton Post Office in 1988.

(See 'Speakers', Page 15)

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2010-11 VARLCA elected officers



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Locals 1, 3, 23, 35



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Phone: 276-944-4487
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deb.atwell@gmail.com
Locals 15, 19, 22



**4-year
Committeeman**
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Locals 29, 30, 31, 39



**3-year
Committeeman**
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dosborne2@verizon.net
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**2-year
Committeeman**
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675 Blundon Road
Reedville, Va. 22539
Phone: 804-453-9005
tammykgould@aol.com
Locals 12, 14, 20, 27



**1-year
Committeeman**
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The *Virginia Rural Letter Carrier* is mailed to regular, relief and retired carriers who are members of the VARLCA. The opinions expressed are those of the writer and do not necessarily represent those of this association or its officers.

Permission is granted to other state and local RLCA affiliates to reprint articles from this publication, providing appropriate credit is given to the author and this publication.

Attention **State Association, Auxiliary & Junior Officer Candidates & National Delegate Candidates**: We MUST comply with U.S. Department of Labor rules regarding ALL candidate announcements. **Association, Auxiliary & Junior Candidates for state office** may submit announcements and photos for publication in Volume 30, No. 2, of 2011. All officer candidate announcements are limited to **250 words** and must be submitted only by the candidate, not his/her representative.

National Delegate Candidate announcements are welcome from all VARLCA members. Those seeking election as delegate to the National Convention may submit announcements for publication in Volume 30, No. 2, of 2011. These are limited to **125 words**.

Candidate announcements are NOT edited. Those exceeding the word count will be cut off at the point they reach the word count limit.

National Delegate Candidate Nomination Forms are published in the NRLCA magazine in February, March, April and May. Self-nominations are permissible. Nominations must be mailed to the VARLCA Secretary-Treasurer and received at least 40 days prior to the state convention.

Candidates (including incumbents) and national delegates (whether or not they are elected) may NOT mention within any of their other published reports, articles or "letters to the editor" that they are seeking election. In addition, they may NOT include "thank you" of any kind to members who may vote or have voted for them.

POSTMASTER: Please send change of address to 11100 Maiden Creek Road, Abingdon, Va., 24210-9356.

Stewards and other appointed officers

STATE STEWARD

Wayne Harrison
P.O. Box 651
Callao, Va., 22435-0651
Phone: 804-529-7902
Email: statesteward@hughes.net

ASSISTANT STATE STEWARDS Full-time Assistant State Steward

William (Bill) Gilliom
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Dale City, Va., 22193-1623
Phone: 703-939-5816
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NOVA District

Tom E. Sisk
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Woodbridge, Va., 22193-4124
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Appalachian District

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NRLCA INFORMATION

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National Web site: www.nrlca.org
Virginia Web site: www.varlca.org

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Phone: 540-286-0249
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Chaplain

Dan Jenkins
1153 Desert Road
Reva, Va., 22735-3922
Phone: 540-923-4080

Convention News

Fredericksburg offers many amenities to convention-goers

Thursday Evening Social - Riverboat Cruise

Join Local 8 for an evening of fun with old friends and new. Experience the excitement of riverboat cruising on the paddle-wheeler The City of Fredericksburg. Take a journey back into an era-gone-by on the scenic Rappahannock River. Enjoy views of historic sites such as Ferry Farm (George Washington's boyhood home) and Civil War battlegrounds as you dine on a delicious assortment of freshly prepared southern-style cuisine.

The captain will guide you down the river as he narrates historical landmarks along the way. Enjoy the beautiful scenery and native wildlife on a mostly protected and undeveloped part of the Rappahannock River.

Enjoy music on the second deck (dancing optional) or sit back and relax with a cocktail from the full service bar.

We will need a minimum of 25 people for the boat to sail. That also qualifies us for group rates! So, come join Local 8 for a relaxing night out. If by chance we do not meet the minimum number of people, we will notify you and return your check to you at the registration desk.

The boat leaves promptly at 6 p.m. from 201 Sophia St. in downtown Fredericksburg (about 15-20 minutes from the hotel depending on traffic!)

'Don't be late, the boat won't wait!'

- Submitted by Linda Hull, secretary-treasurer, Local 8

Local 8 prepares for a memorable convention

Convention time is rapidly approaching. Plans need to be made now to attend the 108th Virginia Rural Letter Carriers' Association State Convention, so pack your bags and plan to head to 'America's Most Historic City.'

Local 8 would like to invite all members and their families to attend this year's convention, to be held June 24-26, at the Fredericksburg Hospitality House. If you have not attended a state convention, or if it has been a while, please give a lot of thought to attending this year. A really great time is in store for everyone.

To kick off the weekend, Local 8 will be hosting an evening of fun on Friday, June 24. A Bingo/Karaoke PAC event will begin at 6 p.m.; free pizza and soft drinks will be provided. (A cash bar will be available.) Rural carrier Tim Harcum has again graciously volunteered his DJ/karaoke services.

Make sure to bring those 'extra' dollars for PAC, the auxiliary's Country Store, raffles, and a few silent auction items.

There are many things to do in Central Park within walking distance of the conference center, as well as many other area attractions.

- Submitted by Debbie Weathersbee
Local 8

'Don't be late, the boat won't wait!'

Make your reservations now for the riverboat cruise

Place: 201 Sophia St., Fredericksburg

Date: Thursday, June 23, 2011

Time: 6 to 8:30 p.m.

Cost: Adults, \$34.40; Children, \$21

Name: _____

Adults ____ X \$34.40 = ____

Address: _____

Child ____ X \$21 = ____

Total = ____

Phone: _____

Send your check, payable to Local 8, to:
P.O. Box 6823, Fredericksburg, Va., 22403

Reservations and payment must be received no later than June 10, 2011

Convention t-shirts available - order today!

It is hard to determine how many shirts we will need to have made up for the convention, so we have decided to take orders. This way you will be guaranteed to get your shirt in the correct style, size and color.

T-shirts and polo shirts will be available in medium gray or medium blue in sizes S-4X. The cost of the t-shirts is \$10 for sizes S-XL. The cost of the polo shirts is \$17 for sizes S-XL. Add \$2 for 2X, \$3 for 3X and \$5 for 4X for t-shirts and polo shirts.

We will only have a limited number of shirts available for sale during registration, so make sure to order yours today, using the handy form at the left!

Convention shirt pre-order form

| T or POLO | COLOR (B/G) | SIZE (S-4X) | PRICE | QTY. | TOTAL |
|-----------|-------------|-------------|-------|------|-------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

Total (Don't forget to add extra \$ for 2X - 4X) \$ _____

BONUS: Orders pre-paid by June 5, subtract \$1 for each shirt ordered - _____

Total (make checks payable to Local 8) \$ _____

E-mail orders to local8unionstuff@comcast.net, or mail the order form to P.O. Box 6823, Fredericksburg, Va., 22403; or call 540-842-2263. Pre-orders must be received by June 5.

Candidates seeking State Office

Aubel seeks re-election to VARLCA presidency



My name is Ray Aubel and I would like to announce my candidacy to be re-elected to the office of President of the Virginia Rural Letter Carriers' Association. I currently serve as your President and would like to continue in that capacity for 2011-12. I have served in many offices in this Association in the past 11 years, including President, Vice-President, and Executive Committeeman. I have served nationally on the Resolutions Committee at the 2010 National Convention. I am also currently Vice-President of the Eastern States Conference. My main goal for this Association is to increase participation among members and non-members alike. Thank you in advance for your support.

Stamper looking to repeat vice presidency



Iwould like to announce my candidacy for Vice President of the VARLCA. I have been with the U.S. Postal Service for 25 years all in the Rural Craft. I have served in all positions at the local level, three years as Executive Committeeman, and this past year as your Vice President. I have been active in the steward system for most of my years of employment and am now an Area steward. If elected I promise to represent each of you to the best of my ability and fight for your rights, wages, and benefits. Your vote is appreciated.

Atwell hopes to return as secretary-treasurer



Iwill be a candidate for the office of Secretary/Treasurer of the Virginia Rural Letter Carriers' Association at the upcoming VARLCA State Convention in Fredericksburg, Va. We are in trying times with the Postal Service and it is my intention to be a strong advocate for the rural craft. With the current climate of public opinion being anti-union, we have our work cut out for us just to insure we continue to exist. Our union is necessary to maintain our salary and benefits with the Postal Service. We are in for a bumpy ride and I would like to be able to contribute to our ongoing struggle.

Apply for appointed officer; volunteer for committees

In accordance with the Virginia Rural Letter Carriers' Association Constitution, each year the president the president appoints an insurance representative, a communications specialist who serves as managing editor for this publication and any others the association sees fit to produce, a PAC chairperson, a state chaplain, a Provident Guild representative, and the historian. These appointments are usually made at the first board meeting following the state convention, which will take place this year June 24-26 in Fredericksburg.

Members who are interested in being considered for appointment to any of these positions should complete the application at the right and send it to President Ray Aubel at the address listed on the form.

VOLUNTEER FOR CONVENTION COMMITTEES

In addition to the appointments made by the president, the association welcomes volunteers to serve on committees at the state convention.

If you will be attending this year's convention as a duly elected delegate (elected during the spring meeting of your local), and wish to serve on one of several committees, please fill out the form on Page 32 and send it to the president at the address provided on the form.

For candidates seeking election to the VARLCA Executive Committee, see Page 5.

Delegates to the state convention will elect a president, vice president, and secretary-treasurer to serve on the state board for one year, as well as a committeeman to serve for four years. Members wishing to serve in any of these positions may be nominated (including self-nomination) from the convention floor right up until the time of the election during Sunday's business session.

Application for Appointed Officer

Please complete this form and send to:

VARLCA President Ray Aubel
P.O. Box 621
Leesburg, Va., 20178

Name: _____

Address: _____

City/State/ZIP: _____

Phone: _____ Local # _____

I am interested in serving in the following positions:

| | |
|---|---|
| <input type="checkbox"/> Insurance Representative | <input type="checkbox"/> PAC Chairman |
| <input type="checkbox"/> Communications Specialist | <input type="checkbox"/> State Chaplain |
| <input type="checkbox"/> Provident Guild Representative | <input type="checkbox"/> Historian |

Provide, with your application, a brief account of your postal employment, membership and participation in the VARLCA, including participation at the local level.

----- Appointments need not be restricted to applicants -----

Candidates seeking State Office

Pillow asks for nod as executive committeeman



J, James Pillow, Jr., have decided to declare my candidacy for the position of Executive Committeeman at this year's state convention.

For 12 years I have been a rural carrier in the Lynchburg office. I learned all 15 routes in the office as an RCA. Lynchburg has, I believe, a good cross-section of routes. This will help me to understand the issues facing carriers

from all parts of the state.

I have been a steward since 2004. As an area steward, I already meet the requirement that a board member also serve as an area steward. In 2006 I was selected as Steward of the Year for the Appalachian District.

For the last 6 years I have been secretary-treasurer for Local 3. This will allow me to bring to the board the knowledge of labor compliance, record keeping, and fiscal responsibility.

I have attended each state convention since 2004. I have served on various committees, including mileage, credentials, and the Constitution committees. Experience and knowledge that I have gained from these committees will be an asset. I have also been elected to serve 3 times as a national convention delegate.

What makes me the best choice for the position of executive committeeman is the knowledge that I have gained combined with the desire to serve and the fact that I am in the middle of the state and able to get to anywhere in Virginia quickly. I would appreciate your vote in Fredericksburg.

Godfrey enters race for executive committeeman



I, Deborah Godfrey, would like to announce my candidacy for the Four Year

Committeeman position on the VARLCA State Board. I am very confident that my talents and abilities would be an asset to our state association. I am currently a regular rural carrier, after three years as a RCA, in a thirteen route branch of the Suffolk Post Office.

Our office recently was introduced to the FSS flats, so I am very aware of the challenges facing our craft.

I am living it. The future of the rural craft could be in jeopardy and I would like to work with the State Board to do all we can to preserve our jobs and benefits.

I am currently the president of Local 38. I have been the Local President for seven years and served as the Local Vice President for two years before that. I am currently a local steward and also a rural academy trainer. I am constantly reading information provided by both the state and national association. I try to stay informed and learn as much as I can so I can share the information with my fellow rural craft members. I think your board members should keep an open mind when making decisions that affect all of us. Decisions need to be made for the benefit of the majority and not by thinking about how it will affect me personally.

I look forward to serving you and thank you for your support.

2011 VARLCA State Convention Advance Registration Form Friday, June 24 - Sunday, June 26, 2011 Fredericksburg Hospitality House

Advance Registration Deadline is June 10

Advance Registration is Free
Registration at the Door is \$10 per person

Registration may also be done via email to:
deb.atwell@gmail.com; be sure to use
"Registration" in the subject line

Mail form to:
Secretary-Treasurer
Debbie Atwell
11100 Maiden Creek Rd.
Abingdon, VA 24210

| First Name | Last Name | Badge Name | City | Local | Del | Aux | Junior |
|------------|-----------|------------|-------|-------|-----|-----|--------|
| 1. | _____ | _____ | _____ | | | | |
| 2. | _____ | _____ | _____ | | | | |
| 3. | _____ | _____ | _____ | | | | |
| 4. | _____ | _____ | _____ | | | | |

First-time attendee: Eastern States Conference is the place to be for valuable information

Account gives readers a glimpse of future for RLCA members

By TOMMY TURNER

VARLCA Executive Committeeman

Give us the mail, get the hell out of the way, and let us do our job.' Those inspiring words from NRLCA President Don Cantriel set the tone for the Eastern States Conference held this year in Portland, Maine.

Landing at the Portland Jetport for the first time in my life, I got a quick dose of reality with eight inches of snow piled up just outside of the doors. It's a snowy 32 degrees and I have on a sweater and slacks - I immediately miss Norfolk. A rough start, no doubt, but as a first time attendee to the conference, I'm eager to get started.

The state board has tasked me with writing an overview of the proceedings of the conference. I must say to start, that writing everything that goes on would take more room than I have to use, so this will be a brief synopsis of the highlights - you need to attend one of these conferences. A great amount of information and updates are disseminated here that you won't read on a Web site. Our national board is a fantastic team of individuals who work tirelessly to represent you and, as you will read, face insurmountable odds and obstacles to that endeavor.

A few hours after checking into the hotel, we were scheduled for our first meeting, the stewards seminar. Ronnie Stutts, Joey Johnson, and Legal Counsel Michael Gan spoke to everyone concerning issues ranging from increased steward workload to Duty of Fair Representation. Included in the presentation were different scenarios stewards face including an eye-opening consensual audio-taped conversation from the OIG involving a Regular Rural Carrier and an RCA. The meeting



TAKING IT ALL IN - Virginia was well-represented at the 2011 Eastern States Conference, held this year in Portland, Maine. Pictured at the front table are, from left: Renee Sullivan, Debbie Weathersbee, Linda Hull and Terry Love; at the table behind them are VARLCA Executive Committeeman Tommy Turner, Vice President Gary Stamper and President Ray Aubel (only partially visible); and at the far right in the rear is VARLCA Secretary-Treasurer Debbie Atwell.

adjourned around 7 p.m. and a reception was held afterwards.

The next day started promptly at 8 a.m. with an opening presentation from Cantriel, who spoke on the multitude of dialogues he and the national board had with the USPS and solidified the notion that the union will not be forced into an agreement and that unless we are 100 percent sure that the membership will ratify, an offer will not be considered.

One issue negatively affecting the contract negotiations is 'bump time'. We are at war with the USPS over this issue. Some carriers are still working off the clock and reporting false start times on their trip reports. The USPS says that according to

the numbers, the average rural carrier is working 5½ to six hours under their evaluations each week. Using this number, they want to reduce that time down to 90 minutes. Cantriel snickered and asked for a show of hands of all carriers that worked under their evaluation by five hours each week. He stated that this figure was grossly over-exaggerated and cited that the USPS did not take into account such factors as when a route is split between RCAs (using a green card), limited duty, business routes (closed on Saturdays) and Christmas overtime.

He mentioned that the USPS has instituted language changes to the PO-603 regarding the Carrier Leave If No Response program. This was published in this month's national magazine. They are changing the verbiage allowing carriers to leave packages no matter the weather conditions or security of the customer's residence. But when the union sought clarification on the matter, the USPS backtracked and suggested that this might not be a good idea. Stand by for further developments, folks.

An old proposal is back on the table again this year - the National Steward



VARLCA members Jerri Gatewood, Martha Newton and Susan Sours listen intently to one of the speakers at this year's ESC.

(See 'Eastern', Page 10)

Meeting news, financial statement

| VARLCA Statement of Activities | |
|---|------------|
| (July 2010 through March 2011) | |
| | TOTAL |
| Ordinary Income/Expense | |
| Income | |
| Auxiliary Reimbursement | 573.11 |
| GMAC Insurance | 9,087.65 |
| Interest / Dividends | 894.47 |
| Membership Dues | 473,983.19 |
| Steward Training Dues | 18,788.00 |
| Sales | 6,834.00 |
| Total Income | 510,160.42 |
| Gross Profit | 510,160.42 |
| Expense | |
| Food Drive | 471.08 |
| APCU | 90.00 |
| Reconciliation Discrepancies | 71.95 |
| Awards and Recognition | 593.90 |
| C & B Committee | 676.34 |
| Eastern States Conference | 260.00 |
| Education & Training | |
| Employee Benefits | 28,218.05 |
| Equipment Purchases - Admin | 27,881.23 |
| Equipment Purchases - Steward | 377.98 |
| Equip Rental & Maintenance | 209.85 |
| Insurance Premiums | 770.00 |
| Lodging - Admin | 1,306.00 |
| Lodging - Steward | 1,330.52 |
| National Convention Expense | 3,343.56 |
| Office Expense - Admin | 82,620.15 |
| Office Expense - Steward | 841.47 |
| PAC Expense | 1,307.24 |
| Payroll Expenses | 597.33 |
| Per Capita Dues | 19,365.12 |
| Postage - Admin | 14,579.00 |
| Postage - Steward | 529.27 |
| Printing - Steward | 2,310.98 |
| Rent (Office, storage, and other space) | 449.39 |
| Salaries - Admin | 5,000.00 |
| Salaries - Steward | 67,673.35 |
| SCOBBE Committee | 149,846.61 |
| State Meetings | 216.00 |
| State Publication | 8,719.78 |
| Telephone - Admin | 20,236.83 |
| Telephone - Steward | 968.40 |
| Travel - Admin | 2,922.27 |
| Travel - Steward | 7,928.56 |
| Total Expense | 32,000.08 |
| Net Ordinary Income | 483,712.29 |
| Net Income | 26,448.13 |

Meeting planner

2011 STATE CONVENTION
 June 24-26, 2011
 Pre-convention board meeting will be Thursday, June 23, at 1 p.m.
 Officers' training, Friday, June 24, 1 p.m.
 Steward enhancement, June 27, 8 a.m.
 More information on the training sessions will be mailed to those required to attend
 Fredericksburg Hospitality House
 2801 Plank Road
 Fredericksburg, Va., 22401
 540-786-8321
 Room rate is \$74 single or double
 Reservation deadline is June 10, 2011

2012 STATE CONVENTION
 June 22-24, 2012
 Hampton, Va.
 Alternate date: June 15-17, 2012
 Details will be announced as they become available

NATIONAL CONVENTIONS
 Aug. 16-19, 2011; Savannah, Ga.
 Aug. 14-17, 2012; Buffalo, N.Y.
 Aug. 13-16, 2013; St. Louis, Mo.
 2014 - Texas; info to be announced

o o

LOCAL MEETINGS

LOCAL 3
 Thursday, May 5
 Choice Hibachi Buffet
 2623 Wars Road
 Lynchburg, Va., 24502
 Dinner at 6 p.m.
 Meeting starts at 6:45 p.m.
 Speaker: VARLCA President Ray Aubel
 Contact: James Pillow Jr.
 132 Poplar Drive
 Appomattox, Va., 24522
 434-252-0281 (H)
 434-907-0412 (M)

LOCAL 12
 Saturday, April 30, 7:30 p.m.
 Meeting room of Culpeper Post Office
 Dinner at 6:30 p.m. at Frost Cafe
 Speaker: VARLCA Executive Committeeman Tammy Gould

ATTENTION LOCAL OFFICERS:
 To list your Local's meetings, send date, time and place to the communications specialist (contact information is listed on Page 2 of this edition). Include a name, phone number and email address of the local officer who should be contacted for meeting information. The deadline for the next edition is Friday, July 1.

Retirees' Club Meeting part of convention activities

The Retirees' Club will meet for breakfast on Sunday, June 26, at 7 a.m. Please check at the registration desk for the place of the meeting. For more information, contact Cindy Clark at 804-387-2113.

Executive committee

Changes are coming to USPS - are you ready?



**JOAN
WATERFIELD**
Executive
Committee

With the implementing of FSS in several areas, we are getting a lot of questions on the mail count that will take place in May. We all have a lot to learn as this count will be somewhat different than what we are used to. Hopefully, we will have our answers prior to the count.

This will affect all the carriers that are counted in some manner and there are a lot of questions from the field. If you have questions during the count that have not been addressed, document them and talk to your steward.

Along with FSS, we are now having to deal with DUO - combining of offices, and all the ramifications that go along with it. The previ-

ous (February) edition of this publication addressed all of this as far as explaining how it happens. However, it didn't answer all the questions that have arisen as a result of the actuality of the combining of offices. Carriers need to make themselves aware of what their responsibilities are in regard to making sure the proper forms are submitted that change their route mileage, etc. This should be done prior to the change so when it takes place all will

We must always - and I stress, always - follow a direct order ... document the incident

be correct and they won't have to rely on the grievance procedure to get their pay correct.

New directives on scanning are also a big concern. Management is now requiring some carriers to scan items not previously scanned and telling them they are not getting paid to do this.

We must always - and I stress, always - follow a direct order and then document the incident. Some of these items have been addressed by the national board, and they are requesting documentation so when a resolution is reached, carriers may be able to receive compensation. No guarantees, but we must try to help ourselves instead of complaining that we are being made to do things and not being paid for them.

Read your national and state publications, attend your local meetings, go to the Web sites and do whatever you can to educate yourself. Don't rely on someone else to let you know what is happening.

Change is inevitable - you need to be aware and take responsibility for yourself and your job!

Hope to see you at the state convention in June!

Safety and health: know your responsibilities



**TAMMY
GOULD**
Executive
Committee

Hello everyone, in this article I would like to talk about safety and health, using information taken from Article 14.

Section 1. Responsibilities

It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility.

Section 2. Cooperation

A. Safety Administration - The

Employer and the union insist on the observance of safe rules and safe procedures by employees and insist on correction of unsafe conditions. Mechanization, vehicles and vehi-

cle equipment, and the work place must be maintained in a safe and sanitary condition, including adequate occupational health and environmental conditions. The Employer shall make available at each installation forms to be used by employees in reporting unsafe and unhealthful conditions. If an employee believes he is being required to work under unsafe conditions, he may:

- a.) notify the supervisor who will immediately investigate the condition and take corrective action, if necessary
- b.) file a grievance if no corrective action is taken during the tour: and /or
- c.) make a written report to the installation head.

B. Health Services - The Employer will make health service available for the treatment of job-related injury or illness where it determines they are needed. The health service will be available

from any of the following sources: U.S. Public Health Service; other government or public medical sources within the area; independent or private medical facilities or services that can be contracted for; or in the event funds, spaces, and personnel are available for such purposes, they may be staffed at the installation. The Employer will promulgate appropriate regulations which comply with applicable regulations of the Office of Workers Compensation Programs, including employee choice of health services.

C. Occupational Safety and Health Act - The Employer will comply with Section 19 of the Williams- Steiger Occupational Safety and Health Act.

Section 3. Local Safety Meeting

As provided in Article 31, safety and health may be a subject of discussion in labor-management meeting. In such discussions, the participants shall review the progress in accident prevention, including the correction of correctable road and health hazards at the installation: determine program areas which should have increased emphasis: and they may investigate major accidents which result in disabling injuries.

This participant may make recommendations for actions on matters concerning safety and health to the installation head. The installation head shall, within a reasonable period of time, advise them that the recommended action has been taken or the reasons for not accepting the recommendations.

I would like to add one thing to this: I feel it is very important that everyone should report any unsafe condition to their supervisor in writing. By doing so, we can be sure that if anything does happen, we will have it on file. Make sure you get a copy for your record. To report hazards or unsafe conditions, use PS Form 1767.

Executive committee

Will you play a role in keeping unions safe?



DONALD OSBORNE
Executive Committee

After seeing the news reports from Wisconsin of the last few weeks, I've begun to wonder what the future of our union might be. The political right is pushing for elimination of union bargaining for state workers in states where teachers, police, and firefighters have been unionized. The common thread in these states seems to be that union labor is too expensive. How long can it be before the USPS tries to make the same argument, or is that already under way?

In looking at the history of unions in this country, one sees the rise of unionism after a time of horrid working conditions and miserable pay for the laborers of this nation. Unions

were formed to better working conditions, both in pay and safety for labor.

The "robber barons" of the late 19th and early 20th centuries were able to amass great wealth, while the working man was

pushed ever more into poverty. With the election of Theodore Roosevelt as president on a platform called the 'Fair Deal,' the federal government stepped in to make it easier for unions to be formed. The history of unionization was long and even bloody, but by 1950 fully half of the American workforce was unionized.

Today, unionization is under attack and unions are shrinking. Not unrelated is the fact wages for labor in this country are going down. *Time magazine* recently reported that 'workers' share of the U.S. economic pie shrank to the smallest piece ever: 54.4 percent of GDP, down from 60 percent in the 1970s.' [*Time*, p. 28, Feb. 28, 2011]

What can we do to stem this tide? The first step is to be an active union member, attend meetings, and pay attention to the information given out. Second, act on this information. Vote with your interests in mind, and contact your representatives when legislation affecting you comes up. Communicate your position to them. Also, remember your contributions to PAC are vital to our being able to gain access and influence the votes that are critical to your best interests.

Come to convention and get your questions answered



GARY STAMPER
VARLCA Vice President

I have never seen so many changes in the rural craft in such a short period of time: FSS, DUO, and a prototype FSS

machine from Europe about the size of a FSM-100. This prototype is scheduled to be tested this fall in Pennsylvania. If it does what the USPS anticipates, I do not think it will be long before a lot more routes in the nation receive FSS.

I am hoping that we get a favorable time standard from the arbitrator on FSS, or this will be disastrous to our evaluated pay system. At this time about 10 percent of the nation's rural routes are on FSS, but that number is increasing rapidly in Virginia, as well as other states.

Many issues that affect our pay and retirement are in the hands of Congress - it has never been more important to

help PAC as our future could be destroyed by a few bad political decisions.

I urge everyone to attend this year's state convention and trainings in Fredericksburg in June. Susan Knapp, our assigned national officer, is scheduled to be available to us Friday June 24, thru Monday, June 27. This is the perfect opportunity for members with questions or concerns to get answers from a national officer and I'm glad she's going to be available for the entire convention and training sessions. In closing, remember I work for you, the members of this association, so if I can help in any way do not hesitate to contact me.



Convention checklist:

- Get elected as a delegate
- Mail pre-registration form
- Mail banquet registration
- Make hotel reservation
- Volunteer for committees

Dealing with management: keep cool, follow procedures set in contract

By Donald Osborne
VARLCA Executive Committeeman

After talking with several members in the last few months about what is and is not proper in dealing with management, there are a few things that our members should keep in mind.

First, keep your cool. Yelling and boiling over is never a good idea, and may well put you in a weaker position. Don't make threats, and try not to cause a situation that can be interpreted as irrational or threatening. Remember, everyone is an adult and should behave as such, even if your manager does not.

Second, if ordered to do something, as long as it does not break a law or put you in danger, do it. Document the order, and if it violates the contract, bring this to the attention of the union steward responsible for your area. In other words, grieve the action and please pay particular attention to all time constraints. These procedures are in place for your protection.

By keeping your cool and following the procedures set forth by the contract, you can protect your job and your rights.

In Remembrance



Raymond Joseph Cobb, 90, passed away Jan. 27, 2011. Mr. Cobb had worked as a rural mail carrier for 34 1/2 years at the Franklin Post Office.

He is survived by his widow, Jessie T. Cobb.

The deadline for the next publication is Friday, July 1.

Send articles, pictures, 'for sale' ads, etc. to:

Debbie Hearn, managing editor
P.O. Box 559

Cross Junction, Va., 22625

Email: rural_editor@comcast.net

Eastern (from Page 6)

Program. Many of you may remember the program was voted down at last year's national convention in Spokane, Wash. But it's back with some modifications and the national officers think it's a good deal.

Full-time Assistant State Steward William 'Bill' Gilliom has written an extensive overview of the proposal that will once again be up for vote by the delegation at this year's national convention. (See Bill's article on Page 26 of this publication.)

Many of you want to know the answer to a question hot on our minds right now. Where do we stand in contract negotiations? Well, at this point, there's nothing new to really report. Talks have resumed between the USPS and the union after an impasse was reached several months ago. However, unions are under attack right now. The momentum against us has picked up steam, and we must fight back. For the first time in history, the USPS has been called to testify on the recent APWU contract offer. Congress believes that the offer was too liberal and generous (a 3 percent general wage increase is generous??) The APWU's tentative agreement has set the tone for our own contract talks. Will we be offered something similar or something worse? Time will tell.

FSS. Some of you that are reading this article may have already had FSS implemented in your office. In Virginia, 1,110 routes have been or will be affected. Nationwide, the number is 7,128. The postal service is so 'impressed' with this new machine that they have developed a leaner prototype to be tested in Pennsylvania this year. Earlier this year, we received a decision from Arbitrator Bloch - which turned out to be not much of a decision. It was actually reminiscent of the decision we received of the Aichen award on 'Fletters'. Many arguments the NRLCA made were completely left out and it was given back to the parties to resolve a time standard! (Isn't that why we hired an arbitrator?) As it stands right now, we have met with postal officials again, could not reach an agreement (big surprise) and it has been remanded back to the arbitrator (again) for a decision. There should be some finality to this real soon. Hopefully before the special mail count in May.

Governmental Affairs Director Paul Swartz spoke on legislative issues and proposals, as well as new Postmaster General Pat Donahoe's agenda. This includes closing post offices nationwide, 5-day delivery, new arbitrator language (they must consider financial state of the USPS in any decision), and a flexible work

Folks, the resounding tone at Eastern States was that our union and evaluated system are under attack.

force (crossing crafts). One proposal from OPM would be damaging to the way our retirement is calculated. Instead of the High 3, they want to go to a High 5. A presentation was also made on the 6-day delivery advisory opinion from the Postal Rate Commission. Comparisons were made between the PRC's opinions and those of the USPS. For instance, the PRC said that \$1.7 billion could be saved over three years by eliminating Saturday delivery (USPS said \$3.1 billion). Twenty-five percent of mail would be delayed, with a revenue loss of \$0.6 billion (USPS said \$0.2 billion). The study did not take into account the impact of such a decision in extremely rural areas of America where the decision would be felt more. (USPS used suburban Seattle, Wash., and Atlanta, Ga.). Can we allow 25 percent of mail to be delayed by two days (or more)?

On Sunday, those running for national offices were announced. Jeanette Dwyer is running for president, Ronnie Stutts for vice president, and Joseph Duschl for secretary-treasurer. The race for director of steward operations will include Steve Traylor and Robert Horne, and executive committee candidates include Barbara Callahan, David Heather and Robert Pickleseimer.

Elections were also held for positions within the Eastern States Conference for 2011-2012. The results were: Pete LaFlamme of Maine, president; Ray Aubel of Virginia, vice president; and Joseph Duschl of Pennsylvania, secretary-treasurer. The day concluded with a Q & A session from the national board. One question involved prepaid acceptance, specifically, some districts are saying this is a clerk function and why we agreed to 18 seconds per scan. The board reiterated that this is a carrier function and that clerks should not be the ones doing this work. Concerning the 18 seconds, Joey

Johnson stated that language says that we can seek additional time, but had we challenged the standard, it would have opened the door on all time standards, and we would have lost time. This was not advisable at this time because we already have an agreement and they're trying to keep standards off the negotiating table. Another question involved early retirements (VER) for rural carriers. At this time there is none, because the USPS must file an application with OPM, which includes showing that there will be a resulting reduction in force (RIF). OPM would then have to approve the VER. Incentives may be offered, as there has been some talk, but nothing yet has been proposed.

One question presented to the board was about the new USPS tracking number scans. There has been some frustration because there's no way to know if the article is an accountable. How would a carrier decipher a Delivery Confirmation from an Insured parcel for mail count purposes? The list of scenarios could go on and on. The national board stated that the issue was being looked into and discussed with USPS management. Many of you may be aware as of the date of this publication that the postal service has begun changing back over accountable items to the old format. Unions don't work for you? Think again!

Folks, the resounding tone at Eastern States was that our union and evaluated system are under attack. Look at Wisconsin and how their state legislature is treating unions there. Employees no longer have the option of enrolling in the union and current members must reaffirm their affiliation with the union yearly! Think it couldn't happen to us? The USPS cannot keep the evaluated system for pay purposes only and then turn around and treat us like hourly. Managers must understand the principles of our system and be forced to abide by them. Some 300,000 deliveries were going to be converted to city delivery, but the NRLCA pushed back and now that number is down to 15,000. When the NALC contract expires this year, so will the MOU on rural/city conversions - we're fighting for you. Statewide, our membership numbers need to increase. Encourage others to join and get involved. We can only survive if we band together and push back. Don't think of our union in terms of 'what's in it for me', but rather, 'what's in it for us'.

For more information on the proposed National Steward System, see Bill Gilliom's article on Page 26. Also, on Page 13, another first-timer to Eastern States recalls her flight to Portland - Oregon!?!

Third quarter reports

(January 1 - March 31, 2011)

By RAY AUBEL JR.
VARLCA President

My third quarter slowed somewhat from the first half of our fiscal year. This is partly due to me getting used to the regular duties associated with being president and partly due to a slightly lighter workload this quarter.

I attended our winter board meeting in Blacksburg in January. I also handled a variety of issues as an area steward. These varied from discipline to leave problems. We are having problems with leave being denied because management does not want to grant leave in advance. This leads to carriers taking unscheduled leave, which then leads to discipline. As you see, a vicious cycle of events can be created under these circumstances. Article 10 deals with leave - we need both managers and carriers to follow it properly.

February was a light month of activities with no more than normal activities. March then picked up a bit as I attended labor management meetings and handled more grievances. DUO came to Virginia at this time and there were many questions from both managers and carriers. Hopefully this process went smoothly for all involved. There is more to come on this issue.

FSS has also expanded to our state. This has led to calls from carriers who are wondering what to expect. As NOVA is experienced with FSS I have tried to answer these questions in the best way I can with the information provided. Again, if you are unsure contact your local steward.

By GARY STAMPER
VARLCA Vice President

The following is my report for the third quarter of this fiscal year, for the period from Jan. 1 through March 31. During that time I:

- Jan 5 - Wytheville, 2 PDIs & settled a dispute that could have been a grievance
- Jan 27-30 - Winter board meeting, Blacksburg
- Feb 4 - Wytheville, informal meeting on 14- day suspension with signing of all release forms and time extensions
- Feb 15-16 - met with sales and catering representative at Fredericksburg Hospitality House to sign contracts, negotiate, and set up space for spring board meeting and VARLCA 2011 State Convention. I also attended Local 8 special meeting as they are meeting monthly to get ready for the state convention.
- Feb 17 - attended Local 9 meeting
- Mar 23 - Wytheville, formal Step 1 meeting on 14-day suspension

This quarter has been busy. I have had numerous phone calls on grievable issues - most were resolved favorably without having to file a Step 1. DUOs are here - there have been many routes relocated in southwestern Virginia and I have been notified of several more that will be moving in the future. I think this is only the beginning of the process. I have already been very active in April and expect the fourth quarter to be very busy.

By DEBBIE ATWELL
VARLCA Secretary-Treasurer

The third quarter has been very busy. I attended the January board meeting in Blacksburg, secretary-treasurer training in Alexandria, and the Eastern States Conference in Portland, Maine. (The Eastern States Conference is technically in the next quarter but close enough to count for this one.)

I began the six months as your full-time state secretary-treasurer on March 12. On Sept. 10, I will go back to carrying my route and working part time for the union.

At the end of March our total membership was 2,918 compared to the same period last year, when the total was 3,017. We have lost several members over the last year due to attrition and statewide hiring of TRCs instead of RCAs. We sent out a recruitment letter in March and to date have acquired 19 new members - six regular carriers, one PTF, and 12 RCAs. Recently retired members are not re-joining the union upon retirement.

The national delegate process is underway. I have been receiving a steady stream of nominations. The schedule for the election process has been set and will be printed in this edition of our state publication (see Page 15). State publications are now available online at www.varlca.org. All state secretary-treasurers are facing the same challenges with this being our first national delegate process using the new database.

The next couple of months leading up to the state convention will be extremely busy, as will the time between the state convention and the national convention. It takes a lot of paperwork to keep this organization up and running. I am continually amazed at how much paper I handle in this supposedly 'paperless' society we are supposed to be living in.

Local meetings are scheduled and those will require some travel to attend. I encourage all members to attend their local meeting, get elected as a delegate to the state convention, attend the state convention - let's all work together to strengthen our presence in the workforce. The times they are a-changin' and we need to be educated and ready to face whatever comes.

By DONALD OSBORNE
Executive Committeeman

It has been a much busier quarter for me than the last. I attended the winter board meeting, held January 27-30, at The Inn at Virginia Tech in Blacksburg, which necessitated the two DOPs I used this quarter. I've taken calls and emails regarding

union issues and made preparations for the Eastern States Conference. Unfortunately, an injury kept me from attending this event.

More third-quarter reports on Page 14

SUBSCRIPTION POLICY

The VARLCA offers complimentary subscriptions to other state editors, NRLCA Association, Auxiliary and Junior officers, as well as spouses of deceased VARLCA members upon request. Out-of-state regular, relief or retired rural carriers who are members of the NRLCA may request paid subscriptions at \$12 per year. Send a copy of the mailing label of the national magazine (which will have your name, address and NRLCA membership number) to this newspaper's communications specialist at the address on Page 2. Checks should be made payable to the VARLCA.

Board minutes, financial statement

VARLCA Board Meeting

April 17, 2011 @ 9 a.m.

Hospitality House, Fredericksburg, Va.

The meeting was called to order by President Ray Aubel. Present at the meeting were: Vice President Gary Stamper, Secretary-Treasurer Debbie Atwell, Executive Committeemen Tommy Turner, Tammy Gould, and Joan Waterfield, State Steward Wayne Harrison, Assistant State Stewards Bill Gilliom, Tom Sisk, and Roger Robinson, PAC/Legislative Director Cindy Chatneuff, Communications Specialist Debbie Hearn, Time & Place Committee Chairman Linda Hull. Also present were members Cindy Clark, Jim Simmers, Bill Wilkins, Debbie Weathersbee, Connie Hale, Bailey Wright, Bruce Lohr, Scott Reppert, Jim Pillow, Mark Foglesong, Cindy Henry, Susan Zirkle, Terry Love, Marion Neighbours, Larry Zirkle, Deborah Godfrey and D. J. Love-Hayes.

A moment of silence was observed to reflect on the deaths, injuries, and damage caused by the severe storms throughout the Mid-Atlantic yesterday. The assembled members said the Pledge of Allegiance.

Secretary-Treasurer Debbie Atwell read the minutes of the winter board meeting. The minutes were approved as read.

Elected officers gave a brief synopsis of their written quarterly reports. Quarterly reports will be printed in the next state publication. Debbie Atwell reported on membership, finances, and the recent recruitment efforts. Finance Committee Chairman Joan Waterfield briefed us on the budget for next year. It will not be necessary to ask for a dues increase this year. Time and Place Chairman Linda Hull reported that the committee visited seven hotels and has decided on the three

hotels to present to the delegation for consideration.

State Steward Wayne Harrison gave an overview on steward activities for the last quarter. We now have 107 local stewards. Delivery Unit Optimization (DUO) is now happening in all districts. In the Richmond and NOVA districts, most routes now receiving FSS flats are scheduled to be counted in May. We expect to have a new time standard for FSS flats in time for the May mail count. In the Richmond District, discipline is being handed out for three unscheduled absences in a quarter and hard riffling is an issue. Hard riffling is when the carrier must go through their DPS trays piece by piece before they leave for the street.

PAC/Legislative Director Cindy Chatneuff reported our state PAC total to date is \$11,295. Legislative concerns facing us are five-day delivery, overpayment of benefits, changing retirement basis from high three years to high five years, and possibly total elimination of all annuities. President Ray Aubel presented Cindy with the jacket she had been awarded at the national convention in Spokane, Wash.

The annual food drive is the Saturday after Mother's Day this year instead of the Saturday before.

President Ray Aubel asked about interest in hosting the Eastern States Conference in 2014. The board expressed interest in exploring the possibilities. Ray appointed Debbie Atwell to chair a committee to accomplish this.

Break - 9:55 a.m. to 10:15 a.m.

Communications Specialist Debbie Hearn reported on the efforts to determine what takes so long for delivery of our publication. After the publication is dropped off in Winchester, it is being sent to Greensboro, N.C. for distribution. There continues to be problems with late delivery of the publication in some areas of the state.

Unfinished business:

Equipment rotation - we decided to postpone buying any new equipment at this time.

New business:

President Ray Aubel named the members of the Constitution Committee as follows: Chairman Bailey Wright, Jim Pillow, and Cheryl Bauserman. The Resolutions Committee is Chairman Kelly Magalis, Dwayne Griles, and Cora Spence.

Members' questions and concerns were addressed.

Joan Waterfield made a motion to adopt the revision of the SOP for the Communication Specialist to add under Section A - 'and serve as managing editor'. The motion was seconded and passed without objection.

President Ray Aubel named the vice president as the editor.

Tommy Turner made a motion to give new membership awards in the amount of \$300 for one regular or PTF and \$150 for one RCA, with names of winners to be drawn at the state convention. The motion was seconded and passed without objection.

PAC Chairman Cindy Chatneuff conducted a 50/50 drawing as a PAC fundraiser. A total of \$318 was collected. Roger Robinson won the drawing for the \$159 cash and Debbie Atwell won the PAC credit for \$159.

Meeting adjourned at 10:33 a.m.

VARLCA Statement of Financial Position (As of March 31, 2011)

| | March 31, 11 |
|---------------------------------------|-------------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| Checking Accounts | 116,483.80 |
| Savings Account | <u>71,980.44</u> |
| Total Checking/Savings | <u>188,464.24</u> |
| Total Current Assets | <u>188,464.24</u> |
| TOTAL ASSETS | <u>188,464.24</u> |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Credit Cards | |
| Atlanta Postal Credit Union | -9,258.48 |
| Total Credit Cards | <u>-9,258.48</u> |
| Other Current Liabilities | |
| Payroll Liabilities | <u>23,228.11</u> |
| Total Other Current Liabilities | <u>23,228.11</u> |
| Total Current Liabilities | 13,969.63 |
| Total Liabilities | 13,969.63 |
| Equity | |
| Opening Balance Equity | 258,648.35 |
| Unrestricted Net Assets | -110,601.87 |
| Net Income | <u>26,448.13</u> |
| Total Equity | <u>174,494.61</u> |
| TOTAL LIABILITIES & EQUITY | <u>174,494.61</u> |

Tentative program for state convention released

The 2011 VARLCA State Convention is set to convene in Fredericksburg on June 24-26. This year, local officer and steward enhancement training has been scheduled to coincide with the convention. These trainings are mandatory, and those who are required to attend will receive additional information through the mail.



2011 VARLCA CONVENTION Friday, June 24 - Sunday, June 26, 2011 Fredericksburg Hospitality House

FRIDAY, JUNE 24

Noon to 6 p.m. - Registration
1 to 5 p.m. - Local officer training
6 to 10 p.m. - PAC activities, karaoke (free pizza and soft drinks)

SATURDAY, JUNE 25

7 a.m. to 2 p.m. - Registration
7 a.m. to 8 a.m. - Continental breakfast provided by Local 8
8 a.m. - Call to order by VARLCA President Ray Aubel
Susan Knapp, NRLCA executive committeeman will address the convention
Financial report by VARLCA Secretary-Treasurer Debbie Atwell
Lunch - on your own
1:15 p.m. - Call to order by VARLCA President Ray Aubel
Constitution Committee, Bailey C. Wright, chairman
Resolutions Committee, Kelly Magalis, chairman
6:30 p.m. - Buffet-style banquet
Keynote speaker, U.S. Rep. Rob Wittman, Virginia's 1st District
NRLCA Auxiliary Speaker Sheila Reardon-Gilman
Award presentations

SUNDAY, JUNE 26

8:30 a.m. - Memorial Service, VARLCA Auxiliary
9 a.m. - Call to Order by VARLCA President Ray Aubel
Constitution and Resolutions committees
Election of state officers; installation of officers
Adjournment

MONDAY, JUNE 27

8 a.m. to 4 p.m. - Required Steward Enhancement Training

- Submitted by VARLCA Vice President Gary Stamper



NEW OFFICERS - The officers for 2011-12 for the Eastern States Conference are, from left: Joseph Duschl of Pennsylvania, secretary-treasurer; Ray Aubel of Virginia, vice president; and Pete LaFlamme of Maine, president.

ESC attendee gets to Portland via Oregon

By TAMMY GOULD
Executive Committee

President Ray Aubel informed the new board members that the Eastern States Conference would be a great learning experience for us. He was right - it really was a great learning experience!

In Portland, Maine, there were a lot of things to do and learn, which are mentioned in articles throughout this publication. But what isn't mentioned is what I experienced just getting there!

Keep in mind, I don't like to fly at all and have not done it in 20 years. And now it may be 20 more years before I do it again!

When I got on the plane, the airport had me going to Portland, Maine, with the first set of tickets out of Richmond Airport, but when we got to Atlanta Airport, something went very wrong. They told us to go to Gate 14, where we boarded the plane. That's when I heard the pilot say, 'We hope you enjoy your flight to Portland - OREGON!'

With that said, we managed to get off the plane, but our luggage did not. We got our luggage back the next evening. Then it was time for me to try to get back to Richmond and not Portland, Ore., with my luggage. I did not have any problem asking people at the airport if this was the right plane that I needed to be on to get back to Richmond. Again, this really was a great learning experience. Thanks, Ray!

Third quarter reports

(January 1 - March 31, 2011)

**By TOMMY TURNER
Executive Committeeman**

As 4-year committeeman, I traveled to Blacksburg to attend the winter board meeting. Working on a multitude of different issues including the Standard Operating Procedures, constitution language and proposed publication deadlines, this continues to be a very rewarding and educational experience. Additionally, I accepted the responsibility of board liaison for the food drive in the Richmond district.

As an area steward, I spent numerous hours in phone conversations and travel on grievance issues. I have also represented carriers in four PDIs during this time frame. In addition to the Williamsburg office, I am temporarily assisting on issues all over the Richmond district (including Hampton Roads) until further notice. This has kept me quite busy. Some of the 'hotter' issues are FSS, relief days, and sleepers. Most of these issues were resolved at the lowest level and did not proceed to a grievance.

**By TAMMY GOULD
Executive Committeeman**

I have had lots to do this quarter, setting up four of the local meetings (locals 12, 14, 20 and 27) that the board assigned to me.

I took care of all the calls and e-mails I received. I went to the Eastern States Conference in Portland, Maine, where I attended the steward seminar and meet and greet. I joined my fellow carriers on Saturday evening at the banquet. National officers and guests spoke during the conference on Saturday; Sunday's session was devoted to questions and answers

relating to problems out in the field.

I have also been very busy with grievances this quarter. I have had two pay issues both appealed up to Step 2; a letter of warning, which was settled; working more than 12 hours in one tour of duty, which was also settled; failure to follow instructions (settled); 7-day suspension, reduced to a letter of warning with six months in the file; route change and edit book problems (settled); and a letter of warning on unscheduled absence, which was appealed up to Step 2.



CONDUCTING BUSINESS - A fair-sized crowd turned out for the spring board meeting of the VARLCA, held April 17 in Fredericksburg.

**By JOAN WATERFIELD
Executive Committeeman**

This third quarter I attended the Winter Board Meeting in Blacksburg in January. During February and March, I answered steward's questions in regards to the information presented in our last publication regarding FSS and DUO.

There are some answers I could not provide. I referred them to others that have dealt with those issues previously.

I have also dealt with a local steward in regards to E-bidding. This was the first time this office had to do this. Some of their questions were not answered in the info we have available. Therefore, I had to call on one of our state level stewards who had dealt with these issues in order to get answers. I appreciate those stewards that pave the way and get answers and are willing to share them with others as needed.

We are fortunate to have stewards that keep this association on the right track and are willing to provide help to other stewards in order to avoid grievances that may be filed because of misunderstanding what is before them.

My only expenses were for the board meeting and my quarterly salary.

The third quarter reports from the state steward and assistant state stewards are on Pages 28-29.

Application for Steward, Ass't. State Steward

Please complete this form and mail by certified mail to:

VARLCA President Ray Aubel
P.O. Box 621
Leesburg, Va., 20178

Name: _____

Address: _____

City/State/ZIP: _____

Phone: _____ Local # _____

The following information must be provided. Use separate sheets of paper as necessary:

1. A detailed account of your postal employment, complete with dates.
2. A detailed account of your membership and participation in the VARLCA, including steward experience and participation at the local level.
3. List any other involvements or accomplishments with the USPS and the VARLCA.
4. Explain why you want to serve in this position.
5. Explain why you would be an effective state steward.
6. How do you plan to balance the time and effort required to serve as state steward with your life outside the USPS and the VARLCA?

----- Appointments need not be restricted to applicants -----

Meet this year's national delegate hopefuls

On the next several pages, the announcements of those wishing to serve as delegates to this year's National Rural Letter Carriers' Association Convention, which will be held in August in Savannah, Ga., are featured. In accordance with U.S. Labor Law, candidate announcements are not edited. They are published exactly as received.

Announcements that exceeded the 125-word limit were printed up to the 125th word; any remaining words were deleted.

Because the law requires that all candidates be given the same amount of space in this publication (and any union-funded publication), each of the boxes are the same size. This may seem like a waste of space, but we must comply with the law.

While all candidates were invited to submit announcements for this publication, not all may have done so. Therefore, when you receive your ballot to vote for delegates to this year's National Convention, you may see the names of some people whose announcements did not appear on these pages.

2011 National Delegate Ballot Timeline

Submitted by Debbie Atwell, VARLCA Secretary-Treasurer

- **May 14, 2011** - Nominations must be received by the state secretary-treasurer - not postmarked by this date, but physically in the hands of the secretary-treasurer. Any nominations received after this date will not be valid nominations. Nomination forms must be an exact replica of the form contained in *the National Rural Letter Carrier magazine*. Check these issues for forms: February, March, April, and May. These magazines are available online at www.nrlca.org and the individual page with the nomination form may be printed.

- **May 24, 2011** - A drawing of names from the hat for placement on the ballot will be held at 9 a.m. in the break room of the Abingdon, Va., Post Office.

- **May 25 - 27, 2011** - The ballots will be printed and mailed, along with the provided envelopes, by Mail Works Inc., 320 Wesley St., Johnson City, Tenn. These dates are scheduled with the printer. They print the ballot with instructions, stuff the envelopes, and deliver the entire mailing to the post office.

- **June 24, 2011** - The ballots will be retrieved from the Fredericksburg Post Office no earlier than 10 a.m. by members of the Elections Committee. Tabulation of the ballots by the Elections Committee will begin as soon as they return from the post office. The work of the Election Committee is open to observers. Candidates or their designee may check with any state officer on site for the location of the room being used by the Election Committee.

Election results will be announced on Saturday, June 25, 2011.

Call (from Page 1)

delegate and one (1) alternate for each four (4) members or major fraction thereof. This representation shall be based on the membership of the previous Association year.

Section 1.A. Article V of the Constitution reads as follows: The officers of this Association shall consist of a President, Vice-President, and Secretary-Treasurer. They shall be elected annually from the active membership for a one year term by the delegates at the State Convention. No member shall hold two elected positions simultaneously.

Section 1.B. Article V states that 'There shall be an Executive Board consisting of the President, Vice-President, Secretary-Treasurer, and four (4) Committeemen. The Committeemen shall likewise be elected from the active membership for a four-year term by the delegates at the State Convention. One Committeeman shall be elected each year in order to maintain a rotating body.

Section 3.A. Article V of the Constitution provides that 'The nomination and election of Officers shall take place at each Convention of the State Association. Nominations shall be in order at any time after 10 a.m. of the first day of the State Convention and until the time of election.

National delegate election procedures

LMRDA Reference: Section 401 (c) provides that: 'Adequate safeguards to insure a fair election shall be provided, including the right of any candidate to have an observer at the polls and at the counting of the ballots.'

Speakers (from Page 1)

Knapp has served in the steward system for over 20 years and was state steward for the New York RLCA for 11 of those years.

In 2003, she was appointed by the National Rural Letter Carriers' Association as a grievance specialist, handling Step 3 appeals for the Northeast and New York Metro areas as well as portions of the Eastern and Great Lake areas. In that position, she handled grievances at the Step 3 level of the grievance process and participated in arbitrations as a technical assistant under the direction of the National Director of Labor Relations.

Knapp was first elected to the position of executive committeeman for the National Rural Letter Carriers' Association on August 8, 2008, in Lexington, Ky., and was re-elected in Spokane, Wash., to a 4-year term on August 20, 2010. Since her election, she has been assigned to the Northeast Area as well as part of the Eastern Area.

Sheila Reardon-Gilman was born in Little Falls, N.Y., a city in central New York. Her parents are Patrick and Jean Reardon and she comes from a family of six brothers and sisters.

Her husband Jeffrey Gilman has been a rural carrier for 20 years and currently serves on a K route. He is a past state president and is currently serving as the NYRLCA PAC chairman. They have six grown children: Megan, Angela, Abigail, Jason, Bridget and Matthew, and six grandchildren Emma, Hannah, Micah, Gabriel, Eva, and Sarah.

The Gilmans are members of St. Mary's Parish in Hamilton, N.Y. Sheila graduated from State University of New York at Cobleskill. She is a retired field service engineer from IBM. She has been a Girl Scout Leader for over 25 years.

Sheila was elected to the Auxiliary of the NRLCA Board in Grapevine, Texas, at the 2009 National Convention. Sheila has been a member of the Auxiliary of the NRLCA since 1995 and has held many positions on the New York State Auxiliary Board, currently serving as state treasurer.

National Delegate Candidates

DEBRA ATWELL

Since being hired as an RCA in 1988, becoming a regular in 1996, serving as a past Local 40 secretary/treasurer, serving as state PAC chair 2000-2001, serving as Executive Committeeman 2001-2007, creating the www.varlca.org website, serving on the DJSC, being a rural academy instructor, and serving as State Secretary-Treasurer the past few years, I have been working hard for all the members of this union. I have attended the last eleven National Conventions as a delegate. I will continue to work to make the union more proactive, more democratic, and more responsive to what the membership wants and needs. We are sent as National Delegates to work for all the members, and that is my intention.

RAY AUBEL

My name is Ray Aubel and would like to announce that I would like to serve the VARLCA membership as a delegate to the National Convention in Savannah. I currently serve you as President of the VARLCA and have served on the State Board since 2000. I have travelled and been to many local meetings in that time frame. I understand the needs of rural carriers statewide and currently receive FSS flats. I also have been elected as Vice-President of Eastern States Conference. At the national convention in Spokane I served on the Resolutions Committee. This allows me a unique perspective as to the future of our organization. I am willing to represent the needs of all VARLCA members and put the group needs ahead

CHERYL BAUSERMAN

I, Cheryl Bauserman would like to submit my name for candidacy to serve as a delegate for the 2011 National Convention. I have been a rural carrier for 22 years and have no plans of retiring any time soon. I would like to represent other rural carriers that feel they work hard for their money and want fair representation at the National Convention. I would like you to consider me; Cheryl Bauserman when you vote. Thank you

JOHN BRADLEY

It is time to vote again for our National Delegates to represent us at the National Convention in August 2011. When you get your ballots please follow the instructions carefully as a mistake could invalidate your votes. I am again submitting my name to represent our state as a Delegate at the upcoming National convention. In my capacity of a state level steward, I have seen many changes Management have tried to make in the past few years, and only the Association's diligence has been able to stop them I believe that we can continue to do this with our voice being heard at the National convention. In the past five years I have tried to represent this Association in a positive manner as both

CINDY CHATNEUFF

As Virginia's current Legislative/PAC Chair, former National Legislative Committee Chairman, long time steward, and past State President, I will use my knowledge and experience to diligently represent the best interest of all Virginia rural carriers in a thoughtful, professional manner if elected as a delegate to the National Convention. Respectfully, I ask for your support.

JERRI GATEWOOD

For over a decade I have served in the steward system, as a local officer, on committees, and as a national delegate. These past years I have dedicated myself to not only serving locally but educating myself on the legalities, structure, policies, and management of this association. I not only attend eastern states conferences at my own expense but also other various events such as eagles fest in Pennsylvania to further advance my knowledge, skills, and network of contacts. The current battles of contract negotiations, 6-day delivery, national steward system, and FSS make it imperative for us all to remain knowledgeable and prepared. If elected as a VA delegate it is my promise to protect the interest of the carriers in all of these battles.

National Delegate Candidates

DEBORAH GODFREY

I would like to ask for your support to be a national delegate to the convention in Savannah, GA. I have been a rural carrier for 15 years and active in the union for the past 11 years. I am currently the President of Local 38. I am also a local steward and rural academy trainer. We just received FSS flats in our office, so I am very aware of the challenges currently facing the rural craft. I have attended the last four national conventions, three as a delegate, and have learned something new at each one. I look forward to attending the convention in Savannah this year as your representative. Thank you for your consideration.

TAMMY GOULD

I would love to serve the people of VARLCA membership as a delegate for August 2011 National Convention in Savannah, Ga. As a Rural Carrier Associate holding down an Auxiliary Route, I feel that this past year has been very challenging and I can't see it getting better anytime soon. I will represent you to the best of my ability as I always do. I feel each delegate makes decisions that affect all of us, and because I have been an Area Steward for the last five years I could bring insight to you. I would consider it an honor and a privilege to be your voices at The Convention in Savannah, Ga. Thank you for your vote.

WAYNE HARRISON

This is to announce my candidacy for national delegate to the national convention in 2011. I have been a member of this association for 36 years. I have served in various positions at the local and state level during those years. I have served for the past 5 years as the state steward for Virginia. The rural craft has many challenges ahead of us and with that we have some very serious issues to deliberate that years convention. I ask for your support to represent you this year in these very trying times for our craft. It has been a real privilege to represent our craft over the years. Thanks again for your confidence in me.

LINDA HULL

Hi. My name is Linda Hull. I am a Rural Carrier in Falmouth, VA. I have been a union member since I was hired in 2002. I am currently serving as the Time and Place Committee Chairman and Local 8's Secretary/Treasurer. I have attended 4 State Conventions and 3 National Conventions. This year, I attended the Eastern States Conference. I feel it is important to attend meetings from the local level to the national level to get as much information as possible about what is going on with our union and our jobs. I would very much like the opportunity to serve as your delegate and represent you at the 2011 National Convention in Savannah, Georgia. Thank you.

SANDI MAITLAND

I would love the opportunity to go to the National Convention in Savannah, GA. I have been with the Post Office for 9 years. I am currently involved at the grass routes level as President of Local 3, and am also an area steward. I do my best to recruit and encourage involvement in the union on the local level, and would love the opportunity to get involved on the National level. I see the importance the union has right now in such a critical time at the post office. I would consider it a privilege to have your vote as a delegate.

CATHY MCGUFFEY

Hi, I'm Cathy McGuffey and I am running for National Delegate to represent you in Savannah GA. I have been a union member for 24 years. I am an officer of local 13 and have served on any committee that I'm asked at the State Convention. The last 4 years I've been on the Constitution committee. I have attended numerous National Conventions as a delegate and as a non delegate. If elected, I will represent you to the best of my ability and will support what is passed at our state convention.

National Delegate Candidates

MARION C. NEIGHBOURS

I guess the old saying that 'time passes fast when you're having fun' is really true because it seems hardly possible that it is time to be announcing for candidate for the 2011 National Convention. Well, I will, once again, be a candidate for delegate to the National Convention to be held in Savannah, Georgia. Over the past years, I have enjoyed serving the Virginia Rural Letter Carriers' Association as Board Member, Vice-President, President, Editor, Area Steward and State Secretary Treasurer, as well as representing you as a delegate at thirty plus conventions. I am willing to represent you again this year. Thank you very much.

MARTHA A. NEWTON

I went to work for the postal service in March 1997 at the Stafford Post Office and became a Rural Carrier in June 2000. Since becoming regular I have been active with the union, attending State & National conventions, Eastern States Conferences, Eaglesfest, and a member and Past President of Local 8. I was appointed as the VA Auto/Home Ins. Rep. Stay active and be informed and go to meetings, if you learn one thing, it was worth it. My children and their wives are the joy in my life, Joseph & Holly, James & Jessica. My husband Luther and I have been married for 27 years. I am an active member with White Oak Vol. Rescue Squad.

DONALD OSBORNE

I would like to ask for your vote for delegate to the national convention. It would be my honor to represent the VARLCA in Savannah this year. I believe there will be much for the delegates to consider and much for Virginia to decide. My experience in local and state union activities will help me represent you at the national level. Thank you for your consideration.

JAMES PILLOW JR.

As your elected delegate, I will have no problem voting out the national officers who need to go. I will continue the fight to save needed funds by voting in favor of biennial conventions. I have been elected three times as delegate from Virginia, and I would like the opportunity to represent you again. The experiences I have gained, plus the knowledge I have gained as a steward and a local officer, should help me. We need delegates who will bring us together instead of only looking out for themselves. I believe the cross-section of routes in the Lynchburg office where I am from allows me to understand the numerous divisions this craft faces. Please look for my name on the ballot: James Pillow, Jr.

ROGER ROBINSON

I would like to take this opportunity to thank you for your past support in electing me to represent you and the state at the National Convention. I am asking that you once again vote to elect me as one of your delegates to attend the National Convention in August. I take this responsibility very seriously and consider carriers here in Virginia first and foremost in all matters brought before the delegation. The national steward system will be presented at this year's convention which will greatly affect Virginia. As an experienced state level steward, I feel it is imperative that there should be input from the field in the structure, adoption and implementing of this proposal. Thank you for your consideration.

TOM SISK

I am running for National Delegate this year in order to represent those carriers in my State and especially in my District who have been hit very hard over the past couple of years with the implementation of FSS. I believe that our voice needs to be heard loud and clear by those in other areas who are not now nor never will be receiving FSS and they need to know that their decisions may have a great impact on how we, who are being greatly impacted both physically and financially, feel that we represented by this Association. I would appreciate your support.

National Delegate Candidates

SUSAN SOURS

Hello! I would appreciate your support to be elected as a delegate to our National Convention. Since joining the union in 1996 as an RCA and becoming regular in 1997 I have served in QWL-EI as a member and as a Facilitator. I served as Local Steward for 6 years., President and Vice-President of my Local, State PAC chair, served on committees at our State Conventions, submitted proposals for resolutions and constitution and by-law changes. I have attended several board/booster meetings, State Conventions, Eastern States Conferences, National Conventions and Eaglefest. Our union is important to me as it is the survival of our craft. If elected as a delegate I will vote for nothing less then to better our future.

CORA LEE SPENCE

I have been nominated to go the National Convention. I am asking for the carriers to vote for me. I will represent the carriers to the best of my ability. I have went to the State Convention for the last 3 years to represent the carriers. For any of the carries who want something to be brought up on the floor at the Convention just let me know and I will do my best to get answers for the questions that anyone may have for me I would like to thank everyone ahead of time for there vote to go to the National Convention to represent the carriers.

GARY A. STAMPER

I would like to announce my candidacy for Delegate to the National Convention in Savanna GA 2011. I have served on the VARLCA State Board three years as Executive Committeeman and the current year as Vice President. All who know me will agree I am 100% union and put you the entire membership first in all representation, negotiations, and voting. If elected I do promise I will represent all fairly and for your best interest. I am your employee and do appreciate your support.

TOMMY TURNER

Since being hired in 1993 as an RCA, becoming regular in 2001, serving as a President of a Local, Area and Local Steward, being a Rural Academy Instructor, and now your 4 year Executive Committeeman, I've been heavily involved in our Union. Traveling to many different locals, I understand the frustrations and needs of rural carriers throughout the state. I will professionally represent you and voice those concerns to the National Convention, if elected. Thank you for your consideration and vote.

JOAN WATERFIELD

I am submitting my name as a delegate to the National Convention in Savannah, Georgia. With the election of several new National officers this year at stake, we need to have informed delegates to represent Virginia. Hopefully we will have a new contract by then, but if we don't, our newly elected National Board will be extremely important. We need to make sure they are knowledgeable of what is needed to keep us strong. I have represented you in the past and have tried to honor your wishes to the best of my ability and will continue to do so. I would appreciate your vote this year.

DEBBIE WEATHERSBEE

I would like to take this opportunity to announce my candidacy for National Delegate. I have been employed by the Postal Service for 17 years. I have been an active member of Local 8. I have had the privilege to serve as your State Historian and Executive Committeeman I have attended numerous national conventions, both as a delegate and a non-delegate. I will do my best to represent Virginia. Your support is greatly appreciated.

National Delegate Candidates

BAILEY C. WRIGHT

Again this year, I would like to represent Virginia at our national convention. I have attended the last twenty-eight state conventions along with eight national conventions. At the local level, I have been an officer for about twenty-six years. Over the years at the state level, I have served on numerous committees and I am presently serving as chairman on the constitution committee. My wife Donna has been active in the Auxiliary over the last twenty-eight years and has been a member of the State Board for numerous years. I would appreciate your continued support this year.

Now is the time for locals to submit resolutions, constitution changes

to be voted upon by the delegates at the 2011 VARLCA State Convention

They must be received by June 10, 2011

Send resolutions to:
Chairman Kelly Magalis
102 Buchanan Drive
Stephens City, VA 22655
540-869-6734

Send constitution changes to:
Chairman Bailey Wright
4732 Crab Orchard Road
Keysville, VA 23947-4160
434-736-9608

(Instructions and forms for submitting resolutions and constitution changes are on the varlca.org Web site)



WELCOME TO FREDERICKSBURG - Members of Local 8 have been busy with the job of hosting this year's VARLCA State Convention. Some of them attended the spring board meeting - From left, Secretary-Treasurer Linda Hull, President D.J. Love-Hayes, Vice President Terry Love, and member Debbie Weathersbee.

2011 Convention Standing Rules

Rule 1: (a) The VARLCA State 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 proceeding or accommodate guest speakers, the president may make changes for that session.

(b) The roll call of delegates during each regular session of the convention may be dispensed with or called for at the discretion of the president.

Rule 2: Before a delegate can make a motion or address the convention, the delegate must rise and address the presiding officer by the title, 'Mr. or Madam President', stating that, 'I am' and the name, 'delegate,' 'from local...' Upon recognition, the presiding officer will announce the delegate's name for authorization to speak. Only a delegate may vote, make motions and object to unanimous consent.

VOTING

Rule 3: Each local's delegate voting strength is determined by the Credentials Committee.

Rule 4: After the colored cards are distributed and when a vote is called for, except officers and convention site selection, each delegate voting will hold up a colored card instead of a voice vote or a standing vote. The red colored side of the card will be for 'Nay' votes; the green colored side of the card will be for 'Yea' votes.

Rule 5: Voting on constitution changes or resolutions affecting funds shall be by secret ballot. (Binding Resolution, 2002)

NOMINATIONS

Rule 6: The nominating speech for a candidate for office shall not exceed 3 minutes. The candidate will be given the opportunity to address the convention. his speech shall not exceed 3 minutes.

ELECTIONS / SITE SELECTION

Rule 7: On the election of officers and convention site selection, each local will be allowed to vote its delegate strength as it has been reported by the Credentials Committee. The appropriate number of ballots will be given to each local's designee. Any delegate may exercise the right to vote a ballot without being bound by the will of the majority.

DEBATE

Rule 8: No delegate shall speak more than twice to the same question.

Rule 9: No delegate may speak longer than 2 minutes on any subject and no longer than 1 minute on any amendment.

Rule 10: The chair shall recognize, in turn, a delegate speaking in the affirmative and a delegate speaking in the negative so long as the debate continues.

Rule 11: Total debate on any main motion and pending secondary motions, including amendments, shall not exceed a total of 10 minutes.

Note: Time limits of debate may be changed by a 2/3 vote of the delegates.

RESOLUTIONS

Rule 12: Resolutions will be adopted at the sound of the gavel, unless there is objection by a delegate. The delegate objecting to the resolution shall state his/her name and local. These resolutions will be passed over until all the committee resolutions have been read. Those resolutions to which there were objections shall then be considered.

Rule 13: Resolutions presented from the floor under New Business must be submitted on a resolution form, with four (4) copies to the chair.

PAC News

Federal employee retirement programs targeted by Congress



CINDY CHATNEUFF
PAC/Legislative Chair

You should be aware there are proposals in Congress to change federal employee retirement. Both the House budget and Deficit Reduction Commission Report proposed changing our annuity calculations from a High-3 base to a High-5. If this is approved, FERS employees would see their retirement reduced by an average of \$462 a year. For CSRS employees this would reduce their annual annuity payments an average of \$1,424.

On April 15, the House passed a bill raising federal employee contributions from the current 0.8 percent to 5.8 percent, effectively reducing take home pay. Fortunately, with the Democratic controlled Senate this bill stands little chance of passage, although there is another bill in the Senate - S644 - which proposes to eliminate pensions entirely for all newly-hired federal employees.

Make no mistake - federal employee pay and benefits are being targeted.

It's that time again - PAC tie will be on auction block at 2011 state convention



PAC TIE CONSORTIUM - The bidding on the ever-popular Dennis Madrey PAC tie went so high at last year's VARLCA State Convention in Winchester that several consortiums were formed so interested parties could share costs. The winning consortium - who won the bidding at \$500 - included, from left - Margaret Whitehead, Tim Harcum, PAC/Legislative Chairman Cindy Chatneuff (not part of the consortium), Jim Craig, Jackie Carroll, Sandra Cook and Glenda Eure. There was also one silent member of the consortium (who was not pictured, either). Will you (and maybe some of your friends) submit the highest bid for the tie this year?

More PAC news on Page 22

Contributions keep PAC efforts alive

(Information provided by Cindy Chatneuff)

The NRLCA PAC year runs from August 1, 2010 to July 15, 2011. To date, Virginia has taken in over \$10,000. Withholding and Electronic Fund Transfer (EFT) are a great way to support our PAC effort, and it's easy (see the EFT form on Page 32). Call or e-mail me if you have a question.

Sustaining PAC Club members are denoted with **. Many thanks to the following members who have contributed to our ongoing fight to protect jobs and benefits.

- | | |
|--------------------|--------------------|
| Debra Atwell | Jeff Magalis |
| Ray Aubel | *Robert Maxey* |
| *Cheryl Bauserman* | Sandra McFarlane |
| Thomas Bittner | *Liz Maynard* |
| *John Bradley* | Cathy McGuffey |
| *Cindy Chatneuff* | Kimberly Nester |
| Cynthia Clark | *Martha Newton* |
| Serena Clark | James Norman |
| Tod Clokus | Don Osborne |
| James Craig | *Jean Overstreet* |
| Mary Farrier | Tammy Prevatt |
| Anne Foster | David Rea |
| *Jerri Gatewood* | Roger Robinson |
| Bill Gilliom | Gertrude Saunders |
| * Deborah Godfrey* | Jim Simmer |
| Tammi Goodyear | *Tom Sisk* |
| Tammy Gould | Arlene Snider |
| *Connie Hale* | Cora Spence |
| *Wanda Havens* | Gary Stamper |
| Deborah Hearn | Gary Thompson |
| Denzil Heshman | Carolyn Tollefson |
| *Cindy Henry* | Tom Turner |
| *Mary Herman* | Joan Waterfield |
| Shirley Hicks | R. Watson |
| Joanne Hines | Debbie Weathersbee |
| *Jeffrey Hinton* | Bill Wilkins |
| *Carolyn Holcomb* | Joyce Winters |
| *Tammy Howard* | Bailey Wright |
| Linda Hull | Paul Yeakle |
| Anita Lambert | Carolyn Zachwieja |
| Grady Looney | Larry Zirkle |
| *Terry Love* | Susan Zirkle |

WIN CASH!!

- 1st Prize - \$1,000**
- 2nd Prize - \$300**
- 3rd Prize - \$200**

Enter to win! VARLCA members receive one entry for each \$10 in PAC donations. Winning numbers will be drawn at the 2011 VARLCA State Convention in Fredericksburg (winners need not be present to win). Make checks payable to PAC and mail to:

Cindy Chatneuff
VARLCA Legislative/PAC Chair
1743 White Rock Road
Floyd, VA 24091-3617

PAC News



PAC EVENTS - PAC Chair Cindy Chatneuff (pictured at left) displays some of the handcrafted jewelry that will be on sale at the silent auction at this year's state convention. In addition to the silent auction, **Ethel Born** (below) will also be on hand to sign copies of her book on rural carrier history. Proceeds from sales of the book benefit PAC.



Book-signing table in PAC area at convention

Historian Jean Overstreet wants your autograph!

If your story was told in the rural carrier history book, Overstreet would like you to sign her copy of the book, and she will do likewise for you.

In addition to her history table at this year's state convention, Overstreet is inviting anyone whose story has been told in *From Horse 'n Buggy to Hi-Tech* to sit together and sign books for anyone who brings them to the event, and, of course, anyone who buys a new copy.

Author Ethel Born will also be there to sign her work.

*****PAC Fun Night*****
Friday Night Pizza Party

Prizes

\$\$\$Money\$\$

Bingo

Karaoke with DJ Tim Harcum, a rural carrier

Rural Delivery Heritage Book Signing

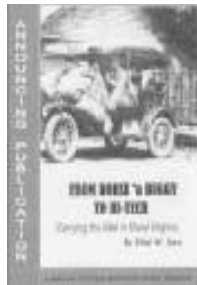
Cash Bar

Free Pizza & Soft Drinks

Cash Bar

Come & Join the Fun!!

When: Friday, June 24, 6 to 10 p.m.
Where: Convention Hotel



"FROM HORSE 'n BUGGY TO HI-TECH" will be available at upcoming VARLCA board meetings, local meetings and the 2010 NRLCA Convention.

To order by mail, send check or money order in the amount of \$19 (\$15 for book and \$4 for shipping), payable to Rural Heritage Book, for each book ordered. Send orders to:

Rural Heritage Book
 c/o Cindy Chatneuff
 1743 White Rock Road
 Floyd, VA 24091-3617

Please send ___ book(s) to:

Name: _____

Address: _____

City: _____ State: _____ ZIP: _____



HALF THE TAKE - Assistant State Steward Roger Robinson was the winner of \$159 in the PAC half-the-take drawing at the VARLCA Spring Board Meeting, held April 17 in Fredericksburg. Robinson happily accepted his prize from PAC/Legislative Chair Cindy Chatneuff (center). VARLCA Secretary-Treasurer Debbie Atwell, left, won the PAC credit and will receive acknowledgement for a donation of \$159.

Auxiliary News

Preparations under way for convention



LINDA ZIRKLE
VARLCA Auxiliary
President

Happy spring to all! The auxiliary has been busy planning the upcoming state convention, which will be held in Fredericksburg in June. We are happy to announce that several scholarships will be awarded this year at the convention banquet. Thanks to all the applicants who submitted their scholarship application forms.

Also, please do not forget to bring your old cell phones and pre-paid phone cards to donate to 'The Compassionate Friends Project' chosen by National Auxiliary President Barbara McAdams. The old cell phones will be sold for the purchase of pre-paid phone cards for American troops.

Please read the article from Vice President Bonnie Norman on the country store, which details what items are being accepted this year.

Junior registration forms are also available in this issue - please make sure that you pre-register your son/daughter for the Juniors' activities, since registrations will not be accepted after the registration deadline or at the state convention. The deadline date for submitting the registration forms back to me is June 4.

For information concerning the Juniors, please read the article submitted by Junior Sponsor Joleen Neighbours.

NRLCA Auxiliary Executive Committee Secretary Sheila Reardon-Gilman will be the national officer attending the VARLCA Auxiliary State Convention this year. Sheila's biography is also listed in this publication.

Looking forward to seeing everyone in June at the state convention.



Need directions to Fredericksburg? Here's how to get there ...

- **FROM THE NORTH:** Take Interstate 95 South, exit in Fredericksburg at Exit 130B/Route 3 West. Make the first right turn at the traffic light onto Carl D. Silver Parkway. Make the very next right turn onto Commerce Street. The Fredericksburg Hospitality House and Conference Center is on the left.

- **FROM THE SOUTH:** Take Interstate 95 North, exit in Fredericksburg at Exit 130B/Route 3 West. Continue on Rt. 3 (approx ¼ mile) and turn right at the first traffic light onto Carl D. Silver Parkway. Take the very next right turn onto Commerce Street. The Fredericksburg Hospitality House and Conference Center is on the left.

- **FROM THE WEST:** Take Route 3 East. As you pass Spotsylvania Mall on your right, get in the left lane and turn left at the next traffic light onto Carl D. Silver Parkway. Take the next right onto Commerce Street. The Fredericksburg Hospitality House and Conference Center is on the left. If you cross over Interstate 95, you have gone too far.

- **FROM THE EAST:** Take Route 3 West. As you approach Fredericksburg, follow the signs to Interstate 95. Get into the left lane and take the ramp onto Fredericksburg/Mayfield Bridge. This is Rt. 3, though you may see signs that say Blue/Gray Highway or William Street as you proceed. Follow Rt. 3 West until you cross over I-95. Turn right at the next light onto Carl D. Silver Parkway. Take the very next right onto Commerce Street. The Fredericksburg Hospitality House and Conference Center is on the left.

Juniors will enjoy day at Funland

By **JOLEEN NEIGHBOURS**
Junior Sponsor

This year's convention for the Junior Auxiliary involves a great day at the Fredericksburg Central Park Funland.

After the meeting on Saturday morning, we will work as a group on a project for the auxiliary's 'Compassionate Friends Project.' When done, we will go into the auxiliary's meeting to work with them.

Following that, we will depart for Funland's indoor attractions facility, which includes Cannonball Blaster, PlayZone, bowling, and laser tag. At a designated time, we will have lunch, then go to the rides, which includes Go-Karts.

Please bring spending money as needed for additional attractions at Funland.

Parents and guardians will need to pick up their junior when we return around 3 p.m. Then the juniors are encouraged to attend the annual banquet.

This should be a great time for juniors - it's also a great way for them to get involved. I look forward to seeing each of you!

Reminder . . .

This year's Americanism Program for the National Auxiliary is cell phones or prepaid calling cards.

Please remember to bring your old cell phones or prepaid calling cards to the state convention in Fredericksburg and then present them to an auxiliary officer or board member.



Auxiliary News

The Country Store is coming!!!

The Auxiliary Country Store is coming soon and will once again be a popular spot at this year's VARLCA State Convention in Fredericksburg.

As in the past, we expect this year's store to be a planned stop on everyone's convention agenda.

As you are packing for the convention, be sure to remember to pack your things for the store, too.

Remember all those candles, books, Christmas gifts you want to donate, household items (in good condition), craft items, and any homemade jams, jellies, or pickles dated 2010.

Any locals that would like to be welcome to and encouraged to donate some items as well. We are looking forward to our best Country Store ever and with your help we will have it.

Please do not bring anything that is not in good repair, any *Reader's Digest* books, or any clothing unless it is a newly made item that you have crafted. We appreciate you helping us with our Country Store and we are looking forward to seeing you all as you shop during the 2011 VARLCA State Convention.



- By Bonnie Norman
VARLCA Auxiliary Vice President

JUNIOR REGISTRATION FORM REGISTRATION DEADLINE: June 4, 2011

Name & Address: _____

Telephone: _____ T-shirt size: _____

Name of Parent/Guardian: _____

Emergency Contact Number: _____

In the event of an emergency, the Junior Sponsors have my permission to seek medical treatment for my child at the nearest facility and will notify me as soon as possible. Furthermore, I understand that I shall not hold the Virginia Rural Letter Carriers' Auxiliary, Junior Sponsors, or chaperones liable in the event of an accident or emergency.

Parent/Guardian Signature: _____ Date: _____

Please provide any medical condition or restrictions and medication needed in the event of an emergency on a 3x5 index card and send with this registration form.

No registrations will be accepted after the registration deadline of June 4, or at the State Convention. Please mail your registration form early enough that it reaches the auxiliary president prior to June 4.

Mail the completed form to:

Linda Zirkle, VARLCA Auxiliary President
3513 Winsinger Drive
Broadway, VA 22815

2010-11 VARLCA AUXILIARY OFFICERS

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Steward News

From the State Steward

It's that time again: make the RDWL work for you



WAYNE HARRISON
State Steward

This is just a reminder for regular rural carriers wanting to put their names on the Relief Day Work List. There will be an opportunity for you to put your name on the list this spring. To sign the list, you must do it two weeks prior to the beginning of the first full pay period in May of 2011.

Remember: If your name is not on the list and you are required to work your relief day you are only entitled to the Code 3, which is an X Day and 50 percent of your daily evaluation.

When a regular carrier is needed to work their relief day due to the unavailability of a leave replacement management will follow this order:

1. Select carriers on the list in order of seniority on a rotating basis to work on the relief day.
2. If the need still exists management will accept volunteers from regular carriers not on the list before requiring regular carriers not on the list to work the relief day. If regular carriers are required to work it would be by juniority.

On the day that the regular carrier works the relief day, the assigned leave replacement may be required to work any route in the delivery unit consistent with the provisions of the agreement.

If you are required to work your relief day, you will select one of the following options if you are on the RDWL:

1. An X Day (a day for working a prior relief day) to be immediately scheduled by mutual agreement between you and your manager. The X Day must be scheduled within the next 12 weeks. PS Form 3971 will be completed for the mutually agreed X Day. The day will be given the same consideration as if you were requesting annual leave according to Article 10.
2. Compensation at 50 percent of the daily rate of pay in addition to receiving an X Day within the next 12 weeks. Management can schedule the X Day under this option.
3. Compensation at 150 percent of your daily rate of pay. In this option you do not receive an X Day.

There is also a provision that allows the regular carrier to work their relief day in order to grant the leave replacement for the route to be off on the assigned relief day provided:

1. The leave replacement has submitted a written request to be non-scheduled on the regular's relief day
2. The regular carrier has signed the request indicating their agreement to work their relief day
3. The regular carrier and management have agreed that the compensation for working the relief day will only be an X Day which will be immediately scheduled by mutual agreement within the next 12 weeks.

The above options do not apply for taking an X Day in the next 12 weeks if the relief day is worked during the beginning of the guarantee period through the end of the designated Christmas period. If you are required to work your relief day during this time you will have to take the X Day in the same pay period that you worked your relief day. If you are unable to get an X Day within the pay period then you will be compensated 150 percent of your daily rate of pay in lieu of the X Day.

If for any reason you do not receive an X Day within 12 weeks, you are to be compensated 150 percent of your daily rate of pay.

The period beginning with the guarantee period to the end of the designated Christmas Period is not included when counting the twelve weeks in which an X Day must be taken.

If you are on the RDWL and you working your relief day would cause you to exceed 56 actual work hours in one week, management can bypass you on the list.

Just a note: If you are required to work your relief day and you are on the list be very careful if you select the 150 percent of your pay - it could cause you to be in trouble at the end of the year if your hours go over 2,240 hours for the year. You could very well end up having to pay some money back. Just keep checking on your hours throughout the year.

Can casing equipment be changed?

Over the last month or so, I have been receiving calls about management wanting to change or downsize casing equipment. One area where this was happening was the Richmond District in offices where FSS was being implemented. It's important for you to know that management can't change the casing equipment on a route just because the route will be receiving FSS mail.

I would like to discuss casing equipment and when it may be changed according to a Step 4 Decision (J95R-4J-C01250167 dated 1/16/03).

Management will determine the initial casing system when a rural route is created. There are other times also that they may change the casing equipment, which I will also discuss.

1. When a regular route becomes vacant due to a carrier retiring or it becomes vacant for other reasons.
2. When a route changes regular carriers (this includes the awarding process). However, the carrier is to be notified prior to accepting the route if management intends to change the casing method.
3. When the casing equipment itself becomes unserviceable, management at that time may replace the equipment.
4. Management may change the casing system at any point on an auxiliary route.
5. Lastly, the casing system/equipment may be changed at any time by mutual agreement between management and the assigned regular carrier to the route.

Other than these provisions that allow changes in equipment there should not be any changes to your casing system.

If this is happening on your route get in touch with your assigned steward ASAP so that we can get this corrected.

- By Wayne Harrison

How can you be active in VARLCA?

- Attend meetings, local as well as state
- Run for office in your local
- Become a local steward
- Attend this year's state convention in Fredericksburg
- When the ballot for national delegates arrives in your mailbox - VOTE!!!

Steward News

Full-time Assistant State Steward

National steward system again on the table



WILLIAM M. GILLIOM SR.
Full-time
Assistant
State Steward

During the 2010 National Rural Letter Carriers' Convention a proposed change to the national constitution was put forth on the floor that would establish a National Steward System, over which the national board would have purview.

Under the proposal, responsibility for running the steward system would no longer be in the hands of the individual state boards. This proposal was put forth because the national board feels that the current stewards system is dated and in need of overhaul. It is felt that the current system has resulted in steward burnout/rapid turnover due to an ever-increasing workload. This puts the state and national organizations at risk of charges from

the Department of Labor for failure to provide the Duty of Fair Representation (DFR). Under the National Steward System, liability to the state organization would be eliminated; this liability would be solely that of the national organization. Under a national steward system, it is anticipated that the workload would be more evenly distributed through the creation of more full-time positions. Under the proposed National Steward System, the number of full-time positions would increase from 44 to 95 across the nation, with 58 District Representatives (DRs) and 37 Assistant District Representatives (ADRs). The remainder of the positions would be filled as Part-Time ADRs. In the initial stage of implementation, if the proposal is adopted, it is possible that there would be less Full-Time ADRs. It is proposed that there would be a total of 208 positions

The proposal that was presented at the 2010 National Convention, in Spokane, Wash., was voted down by the delegates. It was suggested that the proposal be reworked and presented to delegates at the 2011 National Convention, with modifications to the original proposal, based on feedback it had received from delegates at the 2010 National Convention. The new proposal was presented to attendees of this year's Eastern States Conference (held in Portland, Maine, April 1 through April 3) by Joey Johnson, director of labor relations, and Ronnie Stutts, director of steward operations. The new proposal contains language that will hopefully eliminate the points of contention that sparked considerable debate at the 2010 national convention.

Under the new proposal, no state would lose its identity, as there would be representatives in the system from each state - either a DR or ADR (either full time or part time). Another change would allow local stewards to continue to be elected, just as it is today, whereas in the former proposal local stewards would have been appointed by the national board. Certification of the local steward would be the responsibility of the DR for the respective areas. The original proposal included language for a dues increase for retirees; under the new proposal there would be no dues increase for retirees. The expense of funding the system will be borne by active members only (regular and relief carriers). Finally, there is language in the new proposal to allow the state board to recommend individuals to fill the DR and ADR positions. A form has been designed for the state board to utilize to submit names to the national board of persons to be considered for the positions. Previously the positions were to be filled without input from the state organizations.

Virginia currently has two full-time state-level stewards (a full-time state steward and a full-time assistant state steward), and three part-time assistant state stewards. Under the proposal for a national system, the Richmond and Northern Virginia districts would have a total of two full-time DRs, 1 full-time ADR and two part-time ADRs. A portion of Virginia falls under the Appalachian District (currently represented by Roger Robinson). Under the proposal, the Appalachian District would have its own DR and ADRs. So the current steward for the Appalachian District could possibly fill one of those positions or even one of the other five positions that would be established for Virginia, depending on who the state board represents to fill the positions, if established.

The proposal for a national steward system has the support of the complete national board.

Financing a national steward system would take an increase in dues, something that must also be approved by delegates at the national convention. However, due to the fact that there was an increase in state dues to fund the Virginia steward system, to pay the salaries of two full-time and three part-time state level stewards, it is possible that a portion of the increase in national dues could be offset by a decrease in state dues, since the state would no longer have those salaries to pay. In addition, the state would no longer have to pay the expenses accrued by its state level stewards. Any decision for a dues decrease would be that of the state board or delegates at future state conventions, if the proposal for the national steward system and national dues increase are adopted.



CORA LEE SPENCE
Area Steward

Can an RCA transfer to another office?

I have had several calls on this, so I researched it. Here's what I found:

Article 30.2.F

Reassignment (Transfer) to Another Office

(2006)

This is a cosmetic change to provide clarity for requested reassignments.

(1995)

The word transfer was added to this section to clarify that a reassignment and a

transfer are considered the same for substitutes, RCAs, and RCRs.

Paragraphs 2 and 3 of this subsection have been combined because the one year service in the office requirement, necessary for an RCA to bid on a vacancy in that office, has been eliminated. The RCA may bid on any vacancy in that office and is no longer limited to bidding for the transferred route.

Q&A 1995 Analysis

Q. When an RCA transfers to another office is the employee required to serve a year in the new office before being eligible to bid on regular route vacancies in that office?

A. No. RCAs obtain bidding rights after one year of service as an RCA. It makes no difference in which

Steward News

NOVA District

May mail count for NOVA FSS routes is coming; 522 routes will be affected



TOM SISK
Assistant
State Steward

I just received word on April 12 that all rural routes in Northern Virginia districts that receive FSS (Flat Sequence Sorted) mail will be counted this May. The official count dates will be May 9-23.

The MOU, signed by former NRLCA President Donnie Pitts, allows the USPS to count any route in the two-week period after Mother's Day that has been receiving FSS and has had the quality of such verified.

This will include all 522 routes in NOVA that are currently receiving FSS mail.

According to Robert Horne, the NRLCA executive committeeman assigned to our area, the USPS and NRLCA were unable to come to an agreement on the standard for FSS flats. The parties went back to the arbitrator, who has stated that he will have a standard set by April 23. This new standard will be used in calculating the new evaluations that come out of this count. The standard could be anywhere between 17 and 69 pieces per minute and we will just have to wait for the arbitrator's final decision to find out what that number will be.

There is no opt-in /opt-out on this count period and, according to the arbitrator and the NRLCA, it does not require a 30-day notice in order to count the routes. The only necessity would be a mail count conference at least 15 days prior to the start of the actual count. The conference has to be done no later than April 23. Any changes to procedure should be discussed in that conference and that would be the time to ask any questions or ask for clarification on any changes.

As with all mail counts, the routes will have to be inspected at some point before the count papers get sent in to the district. This is the time to make sure of your dismount points and distance. And, if you make repeated trips on a regular basis to get credit for that footage also. Remember that what you are doing is what you will be getting credit for in the next year. Do not try to inflate your count numbers as this could lead to severe discipline up to and including a removal being issued against you. Just do what you would normally do and make sure you get credit for that.

Those routes that have had adjustments done on their routes already will have those adjustments reviewed after mail count to see if the adjustments still meet the criteria outlined in the MOU on route adjustments for FSS. If they do, then in all likelihood no other adjustments would be made. Those offices with adjustments pending will have those adjustments put on hold until after the mail count. Then the adjustments will be reviewed to see if they also meet the adjustment criteria before they are implemented.

For the most part, the rules remain the same for this mail count as they were for the last one. Your mail count guide for the last one should serve as a basis for this one. If there are any changes that are made, we will send out a 'hot mail' notice through the usual channels.

Please remember that this is a stressful time for all parties involved. Make note of any discrepancies and keep good documentation on those articles that are in disagreements. Try to settle it with management locally if possible. If you cannot do so, then contact your assigned steward and let him/her deal with it. Above all try not to stress yourself out. This too will pass.

Appalachian District

Do you know what the PO 603 and EL 902 are? Have you read either one?



ROGER ROBINSON
Assistant
State Steward

This is a quiz and an article of concern. Do you know what the PO 603 and the EL 902 are?

The PO 603 is the USPS manual titled 'Duties and Responsibilities of Rural Carriers'. The EL 902 is the Collective Bargaining Agreement between the USPS and the NRLCA.

If you knew both of these, congratulations! The next question is: Have you read either one? If you have, congratulations again! If not, maybe you should consider it.

The reason I write this article at this time is that every single grievance that I processed this quarter was due to the fact that rural carriers did not know what their job was or failed to do it properly. I do not mean to kick the dead horse here as I know that every state level steward has written an article on rural carriers knowing what their job responsibilities are. I understand that we have a lot of new carriers making regular on a continual basis and are not aware of all the job requirements, but these particular grievances involved seasoned veterans who should know better.

We have written many articles on the fact that the USPS is changing on a day-to-day basis. The days of rural carriers just doing what they want to do or doing things the 'same old way that we have always done' are over. Management is now micro-managing rural carriers the same way that they have been managing city carriers. They are watching your times in the office and out on the route, they are monitoring attendance, and they are evaluating carrier performances. It is imperative now more than ever to know what the PO 603 says about your job duties and responsibilities. If you know what is expected of you in your job performance, then you should also know what your rights are and what gives the basis for these expectations. This is where the EL 902 comes into play. The union spends thousands of dollars daily representing carriers in discipline that could have been avoided if the carriers would have just done their job.

Now, I repeat - this is not an article meant to chastise carriers about doing your job and doing it correctly. It is meant more for you to know that management is being more aggressive in issuing discipline and carriers are being removed from the USPS. I do not want to see any of you being the next fatality of being removed from your job for the simple fact that you just did not know. Please read the PO 603 and know what to do - there is one of these at every carrier case.

Knowing what is in your contract is just as important. Reading the state publication, the national magazine, and attending meetings will help you gain invaluable knowledge in what your job is all about. It is a good job that pays well and you should do your part in trying to keep it.

The PO 603, EL 902 and your contract are valuable sources of information that will help you do your job in the best possible manner, and allow you to stay informed about your rights and responsibilities as a rural carrier. Read them often!

Steward News - 3rd Quarter Reports

Stewards step up to the plate to help out

By **WAYNE HARRISON**
State Steward

Greetings! This report shall serve as my third quarter report to the VARLCA state board and association members.

I hardly know where to start this report of what has happened within the steward ranks over this past quarter. It has been a very busy and trying time especially for me during this quarter. I have had a number of stewards out due to injuries, sickness and operations. It has been a challenge to get business taken care of, but we have managed to do so. A great part of this has been because other stewards have stepped up to the plate and took on added responsibilities. To those that have helped out in this way I offer you a very big 'thanks'.

A number of local stewards have been willing to take on an area steward appointment. This also has been an asset to getting our areas covered, plus answering phone calls and e-mails.

Needless to say, I have spent more days out of my office this past quarter than I have in my office. So when I am in the office I am playing catch up. I know a number of folks have called and left me messages or e-mails and it has taken me longer than normal to get back to you. I ask that you will bear with me during these busy times.

The past quarter has been very busy across the state. Grievance activity has been on the increase this quarter with both disciplinary and contractual grievances being filed. It seems that the USPS has added additional work duties on rural carriers that they were not compensated for in the last mail count. The thinking is that you do it now and we will compensate you in the next mail count. I contribute this to staffing in the offices and work that clerks were doing that they are attempting to pass on to the carriers.

Some issues and concerns that we have been dealing with over the past quarter across the state are:

1. DPS reviews due to low DPS percentages from the last mail count
2. FSS being implemented in the Richmond District
3. Office consolidations and relocations (DUO)
4. Acceptance scans
5. Shortage of leave replacements
6. Discipline for minor infractions

So as you can see, in addition to the normal everyday issues and problems our plates have been full and running over.

The one good point during this past quarter was we did not have to deal with the winter storms that we encountered last year. For that I am very thankful.

On another front, I would like to report some more good news and that is that we have added nine more stewards to our team. When you see them tell them how much you appreciate them taking on this responsibility to provide the membership with representation. I can assure you that this state steward appreciates all of our stewards and all they do for our association on a daily

basis.

At the present time, we have a total of 107 local, area and state level stewards to represent the carriers across the state. These people are representing approximately 3,679 carriers, regular and relief, members and non-members across the state. That is a large number of people to be represented by such a small number of stewards. We have plenty of job openings in the steward field. Won't you consider joining this team today? For more information on how to become a steward speak to any board member, state level steward or any steward that is serving at this time. All will be happy to give you the needed information and forms.

Listed below are some of my activities for this past quarter.

JANUARY

- Numerous office visits for PDIs and Step 1 Grievances
- Step 2 Meetings
- Visits in Richmond and Appalachian districts
- Winter board meeting in Blacksburg
- Step 3 appeals
- Office duties

FEBRUARY

- Numerous office visits for PDIs and Step 1 Grievances
- Visit to NOVA District
- Step 2 meeting
- Meet with CSA
- Attend FSS trainings in Richmond District
- Office duties

MARCH

- Attend arbitration hearing
- Conduct local steward training in Richmond
- Attend FSS trainings in Richmond District
- Attend district meeting in NOVA
- Numerous office visits for PDIs and Step 1 Grievances
- Labor meeting
- Office duties

During this past quarter I was present for 14 PDIs, I met and processed 21 Step 1 Grievances of which 16 were settled at Step 1 - nine grievances were appealed to Step 2 and four were appealed to Step 3 of the grievance process.

Most of the PDIs and Step 1 grievances filed were because either there was no local steward at the office or the assigned steward was unavailable.

By **WILLIAM M. GILLIOM SR.**
Full-time Assistant State Steward

During the period of Jan. 1 through March 31, my activities as the full-time assistant state steward for the Virginia Rural Letter Carriers' Association included the following:

- Step 2 Hearings in NOVA - 2*
- Step 2 Hearings in Richmond - 7*
- Pre-Disciplinary Interview - 7*
- Step 1 Meetings - 23*
- Return to Work - Jan. 31
- FSS Implementation/Training - Feb. 8 (Genito)
- Day of Reflection Meeting - Feb. 14 (King George)
- FSS Implementation/Training - Feb. 16 (Chester)
- Arbitration Prep Meeting - March 3

(See 'Stewards', Page 29)

Steward News - 3rd Quarter Reports

Stewards (from Page 28)

- FSS Implementation/Training - March 9(Atlee/Mechanicsville)
- LM Meeting - March 14 (NOVA)
- Day of Reflection Meeting - March 21 (Winchester)

*(Numbers represent number of days I met for this purpose, not number of grievances or PDIs handled)

Aside from those activities described above I did numerous grievance appeals to Step 2 and Step 3, and responded to a multitude of phone calls and e-mails from the national office, rural carriers and post office management.

During the reporting period, I put 5,450 miles on my personal vehicle and visited the following offices for various reasons:

| | |
|----------------|----------------|
| Fredericksburg | Ford |
| Stafford | Unionville |
| King George | Genito |
| Winchester | Chester field |
| Beaverdam | Ampt Hill |
| Barboursville | Chester |
| Harrisonburg | Keswick |
| Palmyra | Falmouth |
| Ashland | Hopewell |
| Ford | Mechanicsville |
| Stanley | Prince George |

As you can see, discipline is the driving force behind most of the expenses incurred to the union. While there have been a lot of PDIs, there has not been an equal amount of grievances filed, or discipline issued. It seems that management is using PDIs as more or less their official discussions to let carriers know that they are keeping an eye on them.

With mail count looming in NOVA for all FSS routes, I do expect to be quite busy in the next quarter.

By **ROGER ROBINSON**
Assistant State Steward
Appalachian District

The winter months actually proved to be pretty quiet in the Appalachian District. In January, I used only one ADOP and traveled about 450 miles. In February, I used two ADOPs and traveled another 425 miles. In March, I used six ADOPs and traveled 1,100 miles. March was also very busy with the USPS implementing the DUO process in our district. I visited a couple offices during this transition, but mostly handled all of the concerns over the phone. I had no lodging expenses during this quarter since the winter board meeting was here in Blacksburg (I attended). I purchased some office supplies including envelopes, file folders, and an inkjet cartridge for the printer. I met monthly at Step 2 with Labor Relations and I appealed no grievances to Step 3. There were four contractual grievances and 12 disciplinary grievances.

By **TOM SISK**
Assistant State Steward
NOVA District

The following is a brief synopsis of my Days of Pay in the past Quarter (January-March 2011):

- January 1 - Ashburn Day of Reflection meeting, Sully Station Step 1, Oakton PDI x 2, Dulles Step 2 meeting x 2
- January 21 - Sully Station PDI, Dulles Step 2, Vienna Step 1 x 4, Oakton PDI
- February 4 - Sully Station Step 1 and PDI x 2, Centreville carrier issues, Vienna Step 1 x 6
- March 3 - Ashburn Day of Reflection meeting, Vienna Step 1 x 4, Dumfries PDI
- March 9 - Vienna PDIs x 8, Fairfax Main Step 1
- March 14 - Vienna PDI, labor/management meeting at Merrifield
- March 22- Sully Station PDIs x 2, Oak Hill PDI x 3, McLean PDI
- March 25 - Dumfries Step 1 x and PDI, Fairfax Station PDI, Merrifield Step 2 x 4, Vienna PDI x 3

In addition, I also did the following:

- January 15 - Merrifield, check on route adjustments for Bristow after work.
- February 8 - Sully Station, carrier issues on day off.
- February 19 - Merrifield, Step 2 after work
- February 25 - Fairfax Station, PDI after work
- March 11 - Dumfries, Step 1 after work
- March 18 - Dumfries, Step 1 after work
- March 23 - Fairfax Station, Step 1 after work
- March 24 - Dulles, Step 2 after work

So for this quarter I had a total of 8 ADOPs for an expense of \$1,585.20

My salary for the three months was \$2,000.01.

I traveled 1,129 miles for an expense of \$494.70

My other expenses (meals, telephone, copies, office supplies, etc.) totaled \$709.55

In all, my expenses for the third quarter were \$4,789.65.

Steward directory changes

Please note the following changes to the steward directory that was published in the Pull 'n Save section of the September 2010 edition of *the Virginia Rural Letter Carrier*:

- Clara Lowery of Charlottesville is now an area steward. Her assigned offices include Esmont, Faber, Fishersville, North Garden and Schuyler.
- Cora Spence of Copper Hill has had some additional offices assigned to her. She is now an area steward for Bent Mountain, Callaway, Copper Hill, Dogspur, Floyd, Pilot, Riner and Willis.

Transfer (from Page 26)

office(s) that time was served. However, when awarding a regular route the RCA having the longest period of continuous service in the vacancy office will be awarded the route.
(1999)

This new language prohibits an RCA from transferring until they have completed the probationary period. All requests for reassignment must be submitted in writing. A leave replacement vacancy was clarified to reflect that a vacancy does exist at the office to which reassignment is desired if an office has only one route which is an auxiliary route.

A leave replacement vacancy does not exist and an RCA may not transfer to a route that is assigned to a PTF. While the Employer may continue to hire RCAs and TRCs under these circumstances, a leave replacement vacancy does not exist for RCA transfers.

A cosmetic change was made to part 2 to clarify that a route must be a regular route, for a substitute, RCA, or RCR to be given the opportunity to transfer with the routes.

Buffet banquet menu offers something for everyone's taste

The menu for Saturday evening's convention banquet promises something to satisfy everyone's taste buds, since it will be buffet-style.

The annual banquet, begins at 6:30 p.m. The menu includes:

- Garden green salad
- Rolls and butter
- Chicken Parmesan
- Sliced Sirloin Au Jus
- Grilled Salmon with Tomato Shallot Relish
- Roasted Red Potatoes
- Country Style Green Beans
- New York Cheesecake with Fruit Coulis, Lemon Meringue Pie, Carrot Cake
- Coffee, tea and iced tea

Cost is \$30 for adults, \$15 for children 5 to 12, and free for children 4 and under.

Please make your reservation now by completing the meal registration form below and mailing it to the Secretary-Treasurer.

VARLCA State Convention Meal Registration Form

Name: _____

Address: _____

Phone: _____
 (daytime) (evening)

Email: _____

Saturday Dinner Banquet

Number attending: _____ x \$30 - _____

_____ X \$15 - _____

_____ X free - _____

Make checks payable to VARLCA and mail before June 10, 2011, to:

VARLCA Secretary-Treasurer Debbie Atwell
 11100 Maiden Creek Road
 Abingdon, VA 24210-9356
 Phone: 276-944-4487
 Fax: 276-944-4011
 Email: deb.atwell@gmail.com



Outstanding Member of the Year

I/We hereby nominate: _____
 (name)

 (address)

to receive Virginia's

Outstanding Member of the Year Award

Guidelines for the selection of the outstanding member of the year:

I. Method of Selection

1. Nomination of candidates for the award should be made in one of several ways prior to the state convention. Nominations may be made directly from the membership upon proper notice to the members inviting such nominations. Also, candidates for the award may be selected by Locals.

2. In either event, the name of the candidate should be submitted, with a brief resume of accomplishments, to a selection committee, to be named by the state president, state board or by any other means which may be the prevailing policy in the state association.

II. Eligibility for Award

1. Any member of the association may be nominated as a candidate for the Outstanding Member of the Year award.

2. State association officers should not be arbitrarily selected for the award, nor should they be prohibited from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office and, thus, may be worthy of selection.

III. Criteria for selection

1. The primary consideration of the selection committee shall be:

- a) The service rendered by the candidate to the National Rural Letter Carriers' Association
- b) Attendance and participation in local, state and national meetings
- c) Willingness to accept responsibilities and dedication in performing those duties
- d) Fraternal attitude to others in the rural carrier craft

2. The selection committee should also consider, as a secondary matter, other service which the candidate may have rendered, such as civic or community activities, which reflect favorably upon the rural carrier craft and the postal service.

3. Consideration shall be given for service rendered in the immediately preceding 12-month period. Such period will encourage each carrier, even the newest ones, to seek to achieve the award during the current year.

IV. Presentation of Award

When each state association has made its selection, the name of the candidate shall be reported to the national office by the state secretary in the regular annual report. An appropriate award will be presented by the National Rural Letter Carriers' Association at the national convention.

V. These guidelines are not intended to be binding, and a state association may use any other selection procedure that is suitable for each state.

Nominated by: _____
 (name) (Local #)

 (address)

Mail completed form to:

2011 Member of the Year Committee Chairwoman Deborah Godfrey
 2625 Pine Forest Lane
 Chesapeake, Va., 23322
 Phone: 757-421-0078 Email: djg23322@yahoo.com

RLC Vehicle Insurance Plan saves you money on your policy



MARTHA A. NEWTON
VA Auto/Home Insurance Rep

It will only take a few minutes to see how much you can save on better coverage from The RLC Vehicle Insurance Plan! Call 1-888-325-7727 for your free auto insurance quote. Be sure to mention RLC Savings Code RCD to get your exclusive rate.

When you call for your auto insurance quote, be sure to ask about these great coverage plan!

Route Car Coverage

With over 57 years of experience insuring RLC members, the RLC Vehicle Insurance Plan is your #1 Route Car Insurance specialist! Here's why:

- Specific discounts for your route car.
- Comprehensive coverage for dual hand

drives and of course, regular vehicles.

- Access to insurance professionals who understand the Tort Claims Act.

Motorcycle & ATV Insurance

The RLC Vehicle Insurance Plan offers the motorcycle and ATV protection you need:

- Coverage of up to \$1,500 for custom accessories and safety apparel provided at no extra cost! (Higher limits available.)
- Touring bike, safe rider, and multi-cycle discounts.
- Medical coverage available with no deductible.

Homeowners & Renters Insurance

First-class coverage for your house, condo or apartment. This coverage provides:

- Optional extended and guaranteed full replacement cost coverage.
- A free annual replacement cost analysis.

New name for rural carrier insurance plan

The name of the coverage available to VARLCA members is now the NRLCA Vehicle Insurance Plan. It is still underwritten by GMAC. Phone number: 1-888-325-7727. Be sure to mention RLC Savings Code RCD.

Classified ads

FOR SALE

• **2000 Jeep Cherokee.** RHD, 4-door, AM/FM cassette player. Extra set of studded Goodrich tires w/studs (less than 1,000 miles on tires). Runs great. Has had all pumps, hoses, brakes, rotors replaces. Transmission rebuilt. 158,000K. \$7,000 OBO. 434-941-8894 (1)

• **New tire for DJ5 Postal Jeep.** P185 75 on 5-bolt rim. Includes mounting brackets to fit bumper of postal jeep. Located in Roanoke. Call 540-362-1403 (1)

• **2003 Jeep Wrangler.** 121K miles, \$9,000 OBO. Good condition, well maintained, many extras. Retired. Details email dirthill@juno.com (2)

• **2001 RHD Saturn.** 159,000 miles. New tires, CD player, excellent A/C and heat. Route ready. \$4,500. 540-476-1413 (2)

• **2009 Jeep Wrangler X Unlimited.** RHD, 4 x 4, 4-door, white with black hardtop, PW, Pdl cruise, tilt, 5,600 miles. Retiring. \$23,500. 757-562-7825 (2)

• Rural carrier would like to purchase a 4-wheel drive right-hand-drive Cherokee. Call 434-349-6820 (2)

This association offers free advertisement to members.

Send items for this column to:

Debbie Hearn

P.O. Box 559

Cross Junction, Va., 22625

Phone: 540-219-2995

Email: rural_editor@comcast.net

'For Sale' ads automatically run twice (unless renewed or canceled).

Mutual transfer ads run three times (unless renewed or canceled)

Items may be restricted as space permits

REMEMBER: The deadline for articles for the next edition is Friday, July 1, 2011!



JEAN OVERSTREET
Historian

A touch of history

(Editor's note: The following continues a series of short articles on the history of parcel post. Look for more on this interesting piece of Virginia rural carrier history in future editions of *the Virginia Rural Letter Carrier*.)

A large fleet of trucks started delivering parcel post shipments in 1918. Farmers were then able to ship eggs and other produce directly to the customer. Eggs quickly became a mainstay of parcel post. In fact, six eggs were the first objects sent by parcel post from St. Louis, Mo., to Edwardsville, Ill. Mailed at noon, the eggs returned to St. Louis seven hours later, baked in a cake.
- *Courtesy of the National Postal Museum Library*

Time & Place Committee: We've been busy



LINDA HULL
Time & Place Committee

The Time and Place Committee had a busy year. Our first project was to divide the state into regions similar to the way national is done. We presented this to the board at the its fall meeting in Lynchburg. Committeeman Joan Waterfield volunteered to assist us in fine-tuning our dividing lines so we wouldn't split up locals. Region 1 includes Locals 9, 11, 29, 37, 40 and 42. Region 2 includes Locals 13, 20, 22, 27 and 35. Region 3 includes Locals 3, 15, 19, 23, 28 and 30. Region 4 includes Locals 1, 4, 8, 12, 14 and 39. Region 5 includes Locals 21, 34, 38 and 41.

With this done, we focused on getting bids from hotels and conference centers in Region 1. All the information we obtained was presented to the board at the winter meeting in Blacksburg. In March, we traveled to four hotel sites, two meeting centers, and three hotel/conference centers over a 3-day period. After reviewing the pros and cons of each site, we selected the sites we believe were best suited for our needs. These sites were presented to the board at the spring meeting in Fredericksburg.

If you have any suggestions for future convention sites in your local area, please feel free to contact me at local8unionstuff@comcast.net or call me at 540-842-2263.

the Virginia Rural Letter Carrier

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Abingdon, VA 24210-9356

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Winchester, VA



Address Service Requested

Yes! I'll volunteer to serve on state convention committees!

If you will be attending the 2011 convention in Fredericksburg as a duly elected delegate (done at your local's upcoming meeting), you may volunteer to serve on one of the committees listed below.

Remember, the more you get involved and become a part of the process, the more you will understand what the VARLCA does for you!

Please check which committee(s) you would like to serve on - you may select more than one.

- Constitution Resolutions
- Credentials Time & Place
- Elections Mileage
- Sergeant-at-Arms Teller
- Member of the Year Color Guard

Member's Name & Local # _____

Clip this coupon and mail to: VARLCA President Ray Aubel
P.O. Box 621
Leesburg, Va., 20178

EFT Authorization for PAC

I hereby authorize my bank to deduct from my checking account monthly the sum of:

\$5 \$10 \$15 \$20 \$25 \$Other

and forward that amount to the NRLCA-PAC. I make this authorization voluntarily and may revoke it at any time by notifying the NRLCA-PAC in writing.

Signature: _____

Date: _____

Name (please print): _____

Employee ID number (on pay stub): _____

Address: _____

City: _____ State : _____ Zip: _____

Attach a voided check and mail to:

Elliot Friedman, NRLCA PAC Manager
1640 Duke St., 2nd Floor
Alexandria, VA 22314-3465