

the

Virginia Rural Letter Carrier

Your Post Office on wheels

Volume 31, No. 2

March 16, 2012

Things I think



RAY AUBEL JR.
VARLCA
President

Normally this column consists of short thoughts on different issues facing rural carriers. But this edition is not a 'normal' publication. Instead, this edition of *the Virginia Rural Letter Carrier* is going to members and non-members alike.

Inside, you will find a lot of information about being a member and the benefits that come with membership in the only - and I stress, only - union that represents rural carriers nationwide.

The Virginia Rural Letter Carriers' Association's purpose, according to our Constitution, 'shall be to improve the methods used by rural letter carriers, to promote a fraternal spirit among its members and to benefit conditions of labor.'

What is not said is the sheer amount of information that is provided by this organization. In Virginia, we have always prided ourselves in how we 'get out information' to the membership. You cannot imagine how many times I am asked things like: 'how can they do that?', 'do I have to do that?', or 'is that part of my job?'

Most of these questions would be answered if the person asking would have read our publication or attended a local meeting. Of course, members sometimes ask these things, too, but I can guarantee that non-members are much less informed of the rights and responsibilities that go with our job as rural carriers.

I hope that you will take the time to read this publication, talk to a member about the benefits, fill out a Form 1187, and send it to the secretary-treasurer. so you can start enjoying your membership right away!

'Convention', non-member issue

This issue is packed full of all the information you'll need to attend the 109th VARLCA State Convention. You'll find information on the convention program, pre-registration forms, 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.

It is being sent to non-members as well to allow them a glimpse of the benefits of joining the VARLCA.

Annual state convention set for June 15-17 in Hampton



GARY STAMPER
VARLCA
Vice President

The VARLCA 2012 State Convention is being held in Hampton June 15 through 17 at the Embassy Suites and Hampton Roads Convention Center. Clifford Dailing, the

NRLCA secretary-treasurer, will be with us throughout the proceedings.

In my opinion, this is one of the best locations we have ever used for a state convention. We will be only a few miles from the ocean and there are many historical sites within easy driving distance.

Due to time constraints, we have contracted with the hotel to provide a box lunch on the premises, which will consist of your choice of a three dif-

Official 'call' to VARLCA 109th State Convention - June 15-17, 2012 -

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 15, 2012, at the Embassy Suites Hampton Road Hotel Spa and Convention Center, located at 1700 Coliseum Drive, Hampton, Va., 23666.

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) delegate and one (1) alternate for

ferent sandwiches or wraps (details are inside, with the meal registration form); each includes an apple, potato chips, cookie and a soft drink.

We will be have the annual banquet Saturday night, which will include a buffet consisting of three entrees and too many sides to mention in this article.

Your best deal is to purchase both meals in advance, since the state will subsidize the package deal to allow you to enjoy both for only \$55. If purchased separately, the box lunch is \$20 and the banquet is buffet is \$50.

The Embassy Suites is a great hotel with much to offer all rooms are suite style and we have a great rate of \$77 plus taxes, single or double. The Embassy offers a two-hour happy hour each afternoon that includes snacks and drinks free for guests of the hotel.

A lot of important business takes place at the state convention, such as election of officers for the next year and any changes to the constitution that are necessary. Also, members may, through their locals, present resolutions to the delegation to consider. If adopted, these resolutions are then sent on to the national level for further consideration.

I hope to see each of you there.

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(See 'Call', Page 15)

2011-12 VARLCA elected officers



President
Raymond L. Aubel Jr.
P.O. Box 621
Leesburg, Va., 20178
Phone: 703-771-8618
aubelfam@msn.com
Locals 15, 19, 22, 34



**Vice President
& Editor**
Gary Stamper
566 Hickory Lane
Galax, Va., 24333
Phone: 276-233-8539
gary.stamper1@gmail.com
Locals 8, 21, 38, 41



Secretary-Treasurer
Thomas K. Turner
P.O. Box 8308
Norfolk, Va., 23503
Phone: 434-509-0846
Fax: 757-226-0906
mailman3@gmail.com
Locals 12, 14, 20, 27



**4-year
Committeeman**
Deborah J. Godfrey
2625 Pine Forest Lane
Chesapeake, Va., 23322
Phone: 757-421-0078
djg23322@yahoo.com
Locals 29, 30, 31, 39



**2-year
Committeeman**
Donald K. Osborne
2178 Peppers Ferry Rd. NW
Christiansburg, Va., 24073
Phone: 540-381-9762
dosborne2@verizon.net
Locals 1, 3, 35, 40



**1-year
Committeeman**
Tammy K. Gould
675 Blundon Road
Reedville, Va., 22539
Phone: 804-453-9005
tammykgould@aol.com
Locals 9, 13, 28



**Interim
Committeeman**
Joan Waterfield
5892 Fitztown Road
Virginia Beach, Va., 23457
Phone: 757-426-2161
twowaterfields@aol.com
Locals 11, 23, 37, 42

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 31, No. 2, of 2012. 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 31, No. 2, of 2012. 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's" of any kind to members who may vote or have voted for them.

POSTMASTER: Please send change of address to P.O. Box 8308, Norfolk, Va., 23503-0308

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
15212 Crescent St.
Dale City, Va., 22193-1623
Phone: 703-939-5816
Email: wmgilliomr@verizon.net

NOVA District

Tom E. Sisk
13303 Nickleson Drive
Woodbridge, Va., 22193-4124
Phone: 703-939-5817
Email: TESisk14@aol.com

Appalachian District

Roger G. Robinson
201 Maywood St.
Blacksburg, Va., 24060-1316
Phone: 540-808-3267
Email: RogerRobinson24060@msn.com

Richmond District

John Bradley
P.O. Box 58
Heathsville, Va., 22473-0058
Phone: 804-724-1582
Email: Bradleyj224@aol.com

NRLCA INFORMATION

Phone: 703-684-5545
National Web site: www.nrlca.org
Virginia Web site: www.varlca.org

Legislative Director & PAC Chairman

Cindy Chatneuff
1743 White Rock Road
Floyd, Va., 24091-3617
Phone: 540-890-4284
Email: chatneuf@swva.net

Historian

Jean Overstreet
306 Skyview Drive
Goodview, Va., 24095
Phone: 540-890-4284
Email: JeanOverstreet1@aol.com

Communications Specialist

Debbie Hearn
P.O. Box 559
Cross Junction, Va., 22625
Phone: 540-219-2995
Email: rural_editor@verizon.net

Provident Guild

James Norman
5836 Forest Road
Bedford, Va., 24523-4143
Phone: 540-586-3063
Email: jbnorman40@hotmail.com

Auto/Home Insurance Representative

Martha A. Newton
138 Greenbank Road
Fredericksburg, Va., 22406-6232
Phone: 540-286-0249
Email: Marthanewton1102@aol.com

Chaplain

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

Executive board, financial statement

Secretary-treasurer seat vacated; personal reasons cited



DEBBIE ATWELL
Former
VARLCA
Secretary-
Treasurer

Citing mostly personal reasons, VARLCA Secretary-Treasurer Debbie Atwell has resigned from the position.

In a statement released March 3, Atwell said: 'It has become clear to me that the time has come to take care of myself - mentally, physically, and financially.'

'My life has changed dramatically over the past couple of years and it seems there is no joy in anything. I need time to focus on my personal life. Being a state secretary-treasurer does not leave any time for one's self.'

In addition, Atwell said she was diagnosed last year with an eye disease that

has progressed to the point where a cornea transplant is now necessary.

'Additionally, in the financial area, I really cannot afford to continue to negatively impact

my retirement with the U.S. Postal Service by taking the amount of LWOP required to do this job,' she continued.

'In my opinion, we (the VARLCA) took unfair advantage of (former secretary-treasurer) Marion Neighbours for many years. We did not appreciate the amount of time he had to put into this job. I personally would like to apologize for that,' Atwell added.

VARLCA President Ray Aubel spoke for the entire board when he thanked Atwell for her service to the association.

'The VARLCA board would like to thank Debbie for all the years of service she has provided to the association,' Aubel said. 'We hope that all goes well for her in the future.'

(Note: Executive Committeeman Tommy Turner has been appointed secretary-treasurer for the duration of the 2011-12 fiscal year. Membership concerns normally sent to the secretary-treasurer may be sent to Turner at P.O. Box 8308, Norfolk, Va., 23503-0308. His phone and fax numbers may be found on Page 2.)

Election 2012-13

Aubel hopeful to return as VARLCA president



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 2012-2013. I have served in many offices in this Association in the past 12 years, including President, Vice-President, and Executive Committeeman. I have served nationally on the Resolutions Committee at the 2010 and 2011 National Conventions. I am also currently Vice-President of the Eastern States Conference. With the changes in the Steward system I can provide the guidance and experience to help get through this important time. Thank you in advance for your support.

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 two executive committeeman - one to serve for four years and another for two. 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.

VARLCA Statement of Activities (October through December 2011)

	TOTAL
Ordinary Income/Expense	
Income	
GMAC Insurance	2,357.60
Interest / Dividends	533.05
Membership Dues	162,830.60
Steward Training Dues	2,673.00
Total Income	168,394.25
Gross Profit	168,394.25
Expense	
APCU	15.00
Awards and Recognition	415.00
Education & Training	5,742.81
Employee Benefits	11,470.56
Equip Rental and Maintenance	770.00
Equipment Purchases - Admin	1,626.31
Lodging - Admin	1,616.52
Lodging - Steward	3,263.92
New Peoples Bank	10.00
Office Expense - Steward	175.07
Payroll Expenses	5,850.32
Postage - Admin	98.50
Postage - Steward	1,031.40
Printing - Steward	373.36
Reconciliation Discrepancies	1.01
Rent (Expenses related to office, storage, and other space)	3,600.00
Salaries - Admin	19,040.59
Salaries - Steward	53,268.04
State Meetings	3,453.26
State Publication	7,290.82
Telephone - Admin	54.83
Telephone - Steward	1,831.78
Travel - Admin	2,591.55
Travel - Steward	15,891.03
Total Expense	139,481.68
Net Ordinary Income	28,912.57

Executive committee

Why join the union? Let me count the reasons



**DONALD
OSBORNE**
Executive
Committee

Join the union, participate in the union, the union needs you, and you need the union.

These have been some of the themes of my writing in this publication the last few years. As a member of the executive board, I've seen it as my job to promote this organization. I believe in its mission of promoting the welfare of the rural carrier, both through the safety of its members and in securing the rights and compensation of the craft.

'Fine,' you might say, 'but I get that from the union even if I am not a member.' Well then, let me tell you why I am a member of

the VARLCA and why you should be, too.

First, there is strength in numbers. The larger the union, the more members it has; thus, the greater notice is taken of its positions on subjects by Congress, the members of which will ultimately decide the fate of the U.S. Postal Service and our jobs.

Second, union membership makes more information available to you. This publication, the national magazine, mail count meetings, state and local meetings - all are a tremendous source of information. By belonging to the union, you will receive the latest information about your duties and rights as a rural carrier. You will know when and how you should be paid, what you are being paid for, and conversely, what management is trying to force you to do for nothing. (Folks, it's called stealing, and whether through ignorance or malice, it happens.)

Third, the union is there to protect you and your job. If the

worst happens and management tries to fire you, the union is there to fight for your job. Yes, the union will fight to protect any carrier's job, member or not - that is part of the law. But to do this costs money and to do it well costs more money. Money spent on training of stewards to do the job effectively, and to send the best where they are needed. As a member of the Finance Committee, I can tell you this is a heavy burden placed on the union, but one it eagerly shoulders. We have a great steward system, and with more members not only would the burden be less, but our talent pool of potential stewards would increase - a win for each and every rural carrier.

Fourth, membership allows me a voice in where my job is going. Union members get to make resolutions that can be passed from our locals to the state and finally to our national organization - resolutions that tell what our concerns are, and what we want to have negotiated with the USPS in our contracts.

Lastly - and maybe most importantly, only union members get to vote on our contract. If you are not a union member, you have no vote - you are just along for the ride, wherever it might take you.

These are some of my reasons for joining the union. I hope that if you are not a member you will think about it and join (you'll find a form for membership included in this publication). I hope that if you are a member you will encourage your co-workers who are not members to join. Together we can overcome the forces that are at work to drive down our standard of living. They see us, the producers of the product (delivered mail), as only costs to be cut. It will take all of us working together, the very reason for a union, to continue to receive a just compensation for the work we do.

RCAs: Make sure you get credit for earned leave



**TOMMY
TURNER**
VARLCA
Secretary-
Treasurer

There seems to be some confusion over when/if Rural Carrier Associates can earn annual and sick leave.

So, if you're an RCA, keep this in your memory banks. Rural Carrier Associates serving a vacant regular route or in the extended absence of a regular carrier, convert to a Leave Earning Status after 90 calendar days. On the 91st day a PS Form 50 Personnel Action is generated, converting from Designation 78 to 74.

You may only use these benefits while you are in a Designation 74 status! If the route is posted and awarded to another carrier or if the regular carrier returns to the route, your leave accrual stops. This consti-

tutes a break in service (and a new 90-day period must take place).

To be clear, if you use LWOP during that 90 days, that is not a break in service. Any unused annual leave accumulated up to that point will be paid out to you in a lump sum. If you are the carrier being converted to regular status as a result of the posting, your annual leave will be carried over - not paid out in a lump sum.

Any sick leave is 'banked' for a maximum of three years. If you return to Designation 74 status or you become regular before those three years pass, the accumulated sick leave is placed

back into your account for use.

Rural Carrier Associates assigned to an auxiliary route will earn leave benefits based on the number of hours worked, when serving the auxiliary route in excess of 90 calendar days. On the 91st day a PS Form 50 Personnel Action is generated, converting from Designation 78 to 79. Leave is accumulated at one hour for every 20 hours in a pay status, with a maximum of four hours per pay period. Sick leave has a maximum of 104 hours per leave year.

It is management's responsibility to notify the human resources department of your 90-day status, but - and let me be clear on this - it is your responsibility to keep track of those days and make sure management is submitting the required documentation. It would probably be a good idea to 'remind' management one week prior to your 91st day.

Should the auxiliary route at any time convert to regular status, the RCA will convert back to Designation 78 status. Annual leave will be paid out in a lump sum, and sick leave will be banked for three years.

Keep in mind that this balance may or may not reflect on your pay stub, so it would be a good idea to keep track of your accumulated sick leave balance for future reference. Translated: Keep all of your pay stubs! Again, unless you're the carrier going regular here, in which case, your leave will be carried over with you. I was an RCA for eight years before converting to regular

(See 'Leave', Page 5)

Executive committee

Join the union - the job you save could be yours



**TAMMY
GOULD**
Executive
Committee

handbook PO-603.

Hello everyone, I would like to take this opportunity to ask our members: When was the last time you asked a co-worker if they would like to join our union?

The postal service is facing major problems and nothing is secure anymore - not even our positions as rural carriers. Please join us in this fight, because the job you save may be your own.

Listed below are some frequently asked questions that I get from time to time. Hopefully this may answer a question that you may have had concerning stamp purchase orders. I took this article from the

381 General: As a courtesy to your customers, you may give them a form 3227-R to purchase stamps. Rural customers can purchase a variety of stamps and postal products by using this form. The form provides clear instructions in a simplified format to assist you with financial record keeping. Also, the size and construction of the form make processing it easy when filing customer orders.

382 Application: Provide the customer with form 3227 - R. In order to minimize waiting time on the route, you may provide this form to your customer in advance.

383 Receipt: When you receive a form 3227 - R from a customer, fill the request immediately, if possible. If the customer request items you do not have, separate the form from your collection mail and fill the request when you return to the office.

385 Delivery: Deliver stamp products to the customer as soon as you receive the request, or on your next delivery.

Union gets us what we have



**DEBORAH
GODFREY**
Executive
Committee

Dictionary.com defines a union as 'a collection of wage earners or salaried employees for mutual aid and protection and for dealing collectively with employers.'

A union is formed to bargain with the employer over wages, hours, benefits, job security, and working conditions.

We have a union that is working constantly to improve and preserve our livelihood. The U.S. Postal Service is using every trick in the book to minimize their expenses. They say that their biggest expense is labor. You and I are labor.

Since the union is in negotiations right now with the USPS, they are doing everything they can to keep and improve our wages, hours, job security and working conditions. The USPS is doing everything they can to cut costs and they feel if that means you have to take a pay cut or your benefits are reduced or you get laid off, then so be it.

Does anyone that is reading this believe that the USPS would continue to pay us the wages we receive now or provide us the benefits that we enjoy if there was no union?

Again, a union is a made up of a group of employees that bargain collectively. Become active in your local union, come to meetings, attend conventions and encourage other carriers in your office to become union members.

We have to bargain as a group because independently we don't have a chance.

Veteran returns to fill unexpired term



**JOAN
WATERFIELD**
Executive
Committee

Just a short note to let you know I have been honored by a request to fill the unexpired term of committeeman from March through June's convention.

I have accepted and will help the current state board until then. I will be speaking at several local meetings and look forward to seeing those in attendance.

I also look forward to the upcoming state convention that is to be held in my location again. For those of you that were in Hampton last time, you know what to expect. For those who will be here for the first time, you are in for a treat. The hotel, the convention center, and the surrounding area are great. It should be a great convention and an enjoyable visit for the whole family.

Leave (From Page 5)

status. There were periods of time where I was working on routes for 90 days or more due to the absence of the regular carrier. Do not depend on management to ensure that your benefits are being tracked at the data center. I thought that after my 91st day, my benefits would automatically appear on my earning statement. Imagine my surprise after seeing a big goose egg under my annual and sick leave balances! It took nearly a month to have my leave credited to me, because management let it slip through the cracks.

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 publication's communications specialist at:

Debbie Hearn
P.O. Box 559
Cross Junction, Va., 22625

Checks should be made payable to the VARLCA.

PAC News

Carriers could see more incentives to retire early



**CINDY
CHATNEUFF**
PAC/Legislative
Chair

Postmaster General Patrick Donahoe announced the Office of Personnel Management (OPM) in the middle of February that in order to achieve sufficient workforce reductions, the United States Postal Service could be offering both early retirement and buyout incentives.

The five-year plan that was released calls for eliminating 66,000 employees this year and 51,000 the following year, with a reduction goal of 155,000 by 2016.

Normal retirements account for only 30,000 each year, making early retirement and buyout offers necessary to achieve the needed numbers.

By USPS estimates there are 283,000 employees eligible for early and regular retirement. With the announced closings of

hundreds of mail processing facilities across the country beginning May 15, any such offers will undoubtedly include mail handlers and clerks. What we don't know at this time is if any offers will be extended to the rural craft. Chief Financial Officer Joe Corbett told reporters that they would 'announce our path forward soon.'

PAC donors proud to aid fight to keep jobs

Pending Congressional legislation will determine the future of our jobs, benefits, and the U.S. Postal Service. To date, Virginia's total is over \$7,000 for the 2012 PAC year. Thanks to the following members who have contributed to the fight protecting jobs and benefits for working and retired carriers.

*Denotes Sustaining PAC Supporters

Carl Akers	*Cindy Henry	Gary Quesenberry
Debra Atwell	*May Herman	Barbara Lynne Ray
Ray Aubel	*Jeff Hinton	Roger Robinson
*Cheryl Bauserman	*Carolyn Holcomb	*Tom Sisk
*John Bradley	Clyde Holland	Gary Stamper
*Cindy Chatneuff	Ed Howard	Tiffany Sullivan
Cynthia Clark	*Tammy Howard	Lindsey Tapscott
Tod Clokus	Linda Hull	Gary Tate
Sherry Collins	Denny Jessee	Barbara Wallace
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Bill Gilliom	Kelly Magalis	Debbie
*Deborah Godfrey	*Liz Maynard	Weathersbee
Tammy Gould	Cathy McGuffey	Bailey Wright
John Greene	*Martha Newton	Larry Zirkle
*Connie Hale	*Don Ostone	Susan Zirkle
Wanda Havens	*Jean Overstreet	
Greg Hayslett	James Pillow	

- Submitted by Cindy Chatneuff, PAC Chair

What have you mailed lately?

Our jobs and those of our fellow rural carriers are dependent upon the mail. It is crucial that every single one of us utilize the mail to send cards, pay bills, mail packages and subscribe to publications.

As we all know, the mail is a great way to send birthday and Christmas gifts, but did you know it's also a great way to send home purchases made on vacation? Instead of wondering how you're going to fit that souvenir in your suitcase or carry it on the plane, put it in the mail!

Every week our 3-year-old grandson receives a card, letter, or package from u,s in addition to a 'Baby Animals' magazine subscription. (I found fun 'paper airplane' stationery with folding instructions that I use - he loves it!)

Not only do children love getting mail, everyone does. How many times have you seen customers elated over a package or letter you have just delivered? If USPS employees are not utilizing the mail, can we really expect the American public to do so? It is in our best interest for Americans to embrace the U.S. mail. What have you mailed lately?

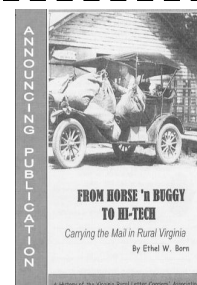
- by Cindy Chatneuff, PAC Chair



POPULAR EVENT - The popular PAC tie auction will take place again at this year's VARLCA state convention. Last year, a consortium consisting of the four people shown above with PAC Chairman Cindy Chatneuff and one silent member purchased the tie for \$1,000. What will it go for this year?

Copies of "FROM HORSE 'n BUGGY TO HI-TECH" are still available and may be ordered by mail by sending a check or money order in the amount of \$19 (\$15 for book and \$4 for shipping), payable to Rural Heritage Book, 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: _____

(Note: The book will also be available for purchase at this year's VARLCA State Convention, to be held June 15-17 in Hampton.)

Meeting news, board minutes

VARLCA Board Meeting January 22, 2012 @ 9 a.m. Tanglewood Holiday Inn, Roanoke

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, Don Osborne, Tammy Gould, and Debbie Godfrey, State Steward Wayne Harrison, Assistant State Stewards Roger Robinson and John Bradley, PAC/Legislative Director Cindy Chatneuff, Communications Specialist Debbie Hearn, Insurance Representative Martha Newton, and Time & Place Committee Chairman Linda Hull. Also present were members Susan Cart, Cora Spence, Marion Neighbours, Larry Zirkle, James Pillow, Connie Hale, and Jimmie Juarin.

A moment of silence was observed in memory of all rural carriers who passed away since our last meeting.

Secretary-Treasurer Debbie Atwell read the minutes of the fall board meeting. A correction to the amount invoiced to the Auxiliary was noted. The amount quoted in the October 2010 board meeting minutes was incorrect and the correct amount is \$1,033.87. The minutes were approved as corrected.

Elected officers gave a brief synopsis of their written quarterly reports. Quarterly reports were printed in the January publication. Secretary-Treasurer Debbie Atwell reported on the state finances and membership. State Steward Wayne Harrison gave an overview on steward activities for the last quarter. We now have 98 local stewards.

Insurance Representative Martha Newton told us she has requested updated policy numbers for our state but has not received that information at this time. Communications Specialist Debbie Hearn reported on the recent publication. There continues to be problems with late delivery of the publication in some areas of the state. PAC/Legislative Director Cindy Chatneuff reported on legislative action concerning possible postal reform and planned PAC activities for the state convention. There is a new PAC manager at the national office - Stewart Pelt. Currently Virginia PAC contributions total an estimated \$7,000.

Time & Place Committee Chairman Linda Hull provided an overview of the committee's activity.

Vice President Gary Stamper reported on upcoming meetings scheduled for the current fiscal year. Rates and deadlines will be printed in the state publication.

- Eastern States- March 30 to April 1, 2012 in Erie, Pa. Hotels are Hilton Garden Inn and Marriott and rates are \$110 plus tax. 2013 Eastern States Conference will be in Corning, NY.

- Spring Board Meeting - April 15th @ 9 a.m. - Hampton Embassy Suites
- 2012 Pre-convention board meeting - June 15 @ 1 p.m. at Hampton Embassy Suites
- 2012 State Convention - June 15 thru 17 at Hampton Embassy Suites
- 2012 Post-convention board meeting - June 17th after convention

Unfinished business: None.

New business:

Constitution Chair will be Bailey Wright.

Resolutions Chairman will be Kelly Magalis.

Tommy Turner made a motion to send the March publication to non-members as a recruitment effort. The motion was seconded passed without objection.

Don Osborne made a motion to require all Elected State Board members and the State Steward to attend the Eastern States Conference in Erie, Pa. The motion was seconded and passed without objection.

Debbie Godfrey made a motion to provide \$1,500 for PAC prizes at the upcoming state convention. The motion was seconded and passed without objection.

PAC raffle - \$316 total - winner PAC credit - \$158 Tammy Gould; winner cash - \$158 Tammy Gould.

Truffle Auction - \$130 bid by Ray Aubel was the winning bid.

Future state publication deadlines:

- March 1
- May 1
- July 1

Member questions and concerns were addressed.

Meeting adjourned at 11:57 a.m.

Meeting planner

EASTERN STATES CONFERENCE

March 30-April 1, 2012

Erie, Pa.

Check NRLCA magazine for details

SPRING BOARD MEETING

Sunday, April 15, 2012, 9 a.m.

Embassy Suites Hampton Road Hotel Spa and Convention Center

1700 Coliseum Drive

Hampton, Va., 23666

Room rate is \$77 single or double, plus tax
757-827-8200

Reservation deadline is March 11, 2012

2012 STATE CONVENTION

June 15-17, 2012

Embassy Suites Hampton Road Hotel

Spa and Convention Center

1700 Coliseum Drive

Hampton, Va., 23666

757-827-8200

Room rate is \$77 single or double plus tax
Reservation deadline is May 14, 2012

NATIONAL CONVENTIONS

Aug. 14-17, 2012; Buffalo, N.Y.

Aug. 13-16, 2013; St. Louis, Mo.

2014 - Grapevine, Texas; TBA

2015 - Reno, Nev.; info TBA

2016 - Nashville, Tenn.; info TBA

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LOCAL 8

Wednesday, April 25

Dinner, 5 p.m.; meeting at 6 p.m.

Perkins Restaurant

14 Simpson Lane

Fredericksburg, Va., 22406

540-368-2545

Guest speaker: Gary Stamper

For more info: Linda Hull

540-842-2263

local8unionstuff@comcast.net

LOCAL 38

Thursday, April 26

Dinner at 6:30 p.m.; meeting follows

Golden Corral

2324 Chesapeake Sq. Ring Road

Chesapeake, Va., 23321

757-465-2021

Guest speaker: Gary Stamper

For more info: Deborah Godfrey

757-421-0078

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

Tuesday, May 1.

National Delegate Candidates

RAY AUBEL

My name is Ray Aubel and I would like to announce that I am running to be a delegate to the NRLCA National convention in Buffalo New York. I currently serve YOU as the President of the VARLCA. I have served on the VARLCA State Board since 2000. I have served on the Resolutions Committee at the past two National conventions. As the President of the VARLCA I am very aware of the needs of the VARLCA and will serve you to the best of my ability if elected. Thank you for your support.

CINDY CHATNEUFF

Later this spring members will receive their National Delegate ballot. It is imperative you not only take the time to vote your ballot, but encourage your fellow rural carriers to vote for their representatives to the National Convention. As Virginia's current Legislative/PAC Chair, former National Legislative Committee Chair, past State President, and long time steward, 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. I ask respectfully for your support.

MARTIN FARRIER

I, Martin Farrier, ask for your support for delegate to the National Rural Carrier Convention. I worked as a rural carrier out of the Newport Post Office for 37 years. I have been an officer in our Local. Along with others, I have worked diligently to involve non-participating members to make our Local stronger.

If elected, I will represent you for the betterment of our craft and will remain objective when considering matters before the Convention. These are trying times for our craft. As a carrier, farmer, and local businessman, I held membership on the Board of Supervisors, the Planning Commission, and other local boards. I have the experience needed to give our craft the representation that is necessary.

Thank you for your consideration.

DEBORAH GODFREY

Iwould like to ask for your support in representing Virginia as a delegate to the 2012 National Convention in Buffalo. I was elected to the Virginia State Board as an Executive Committeeman last year in Fredericksburg. I became a RCA in 1995 and a regular carrier in 1999. There have been many changes in the rural carrier craft since I began my career and there are many more to come. We must keep ourselves informed and ready for these changes. I have attended four National Conventions as a delegate, learning something new at each one. I look forward to bringing back new information from this year's convention. Thank you for your support and consideration.

TAMMY GOULD

My name is Tammy Gould and I would like to announce that, I would love to serve the people of VARLCA membership as a Delegate for August 2012 National Convention in Buffalo, N.Y.

I feel that we have a lot of work ahead of us. It will be challenging, but I know we can survive. 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, I would consider it an honor and a privilege to be your voices at the convention In Buffalo, N.Y.

Thank you for your vote.

WAYNE HARRISON

This is to announce my candidacy for national delegate for 2012. I have been a member of this association for the past 37 years. During this time I have served in several positions. I am currently serving in the position of state steward and have been in that position for the past 6 years. It is my desire to see our union work for its members. If there was ever a time that we need to come together it is now. If elected as delegate I will do my best to represent you the carriers of Virginia I will do my best by voting on issues that affect us each and every day. Thank you for your consideration.

National Delegate Candidates

CINDY HENRY

Hello, I am Cindy Henry from Strasburg, Va., Local 35. Come the 14th of August I am headed to Buffalo New York for our National Convention and I would like to be YOUR delegate representing YOU as the state of Va. As a member of our union I have served in many capacities, secretary of our local, many state committees and delegate to National conventions. Attending local meetings, state booster meetings and state conventions help keep me aware of new and impending changes. Our future includes monumental changes involving our paycheck and daily work scheduling. Thru our UNION we have strength and can help guide these changes and challenges to our betterment. We need the strongest people to be our leaders thru this increasingly difficult

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 5 State Conventions and 4 National Conventions. 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 2012 National Convention in Buffalo, NY. Thank you.

TERRY LOVE

Hi ya, I'm Terry Love on Rural 14. I've been a Rural carrier 20 plus years, the first 5.5 years as an RCA. I have attended many Conventions both State and National as a delegate and wish to serve you again as Delegate in Buffalo New York. I am currently a local officer and steward. My office is now on FSS flats and just finished interm adjustments and consolidated routes. Our Post Office is under attack and our jobs are on the line. Now is the time to take action. If elected, I will serve as your delegate to the best of my ability and consider it an honor to do so.

KELLY MAGALIS

My name is Kelly Magalis and I would like to serve as a Delegate for Virginia's rural carriers at this year's National Convention in Buffalo. I have been a rural carrier since 1988, regular since 1993, have been a long-time union member and currently serve as President of Local 39. I have chaired the Teller and Resolutions Committees at State Convention, and have served as a Delegate at the National Conventions in Lexington KY and last year in Savannah GA. If elected, I look forward to serving as your representative in Buffalo!

MARTHA NEWTON

Iwent 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, be informed, go to meetings, read the information you receive. My children and their wives are the joy in my life, Joseph & Holly, James & Jessica. My husband Luther and I have been married for 28 years. I am a member of White Oak Vol. Rescue Squad & Hartwood Vol. Fire Dept. I retired January 27, 2012.

DONALD OSBORNE

Iwould like to ask for your vote for delegate to the national convention. It would be my honor to represent the VARLCA in Buffalo 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.

National Delegate Candidates

M. SCOTT REPPERT

My name is M. Scott Reppert and I would like to announce that I would like to serve the VARLCA membership as a delegate to the National Convention in Buffalo. I am currently a local steward and a Local 12 secretary/treasurer. I have attended three state conventions as a delegate and I have been a rural carrier for 6 years. 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 and apply it to the workplace. Thank you for your consideration to serve as your delegate and represent you at the 2012 National Convention in Buffalo, New York.

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, the readjustment impact, and the hard nose tactics that management has taken in every aspect of our work. I believe that Virginia carriers need to be heard loud and clear by those throughout the country who will never go through the hardships we have faced this year. They need to know the impact both physically and financially that the decisions that were made and are to be made this year will have on the carriers out in the field. I would appreciate your support.

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 than to help better our future.

GARY STAMPER

I would like to announce my candidacy for Delegate to the National Convention in Buffalo NY 2012. I have served on the VARLCA Board as Executive Committeeman for three years and the past two years as Vice President. I am 100% Union and put you the entire membership first in all negotiations, representation, and voting. If elected I do promise to represent all fairly and for your best interest. I sincerely appreciate your support.

TIFFANY SULLIVAN

Hello, my name is Tiffany Sullivan and I wish to be a delegate to the NRLCA National Convention in Buffalo, N.Y. I have been a rural letter carrier for fourteen years. I am active in Local 8 of the Virginia Rural Letter Carriers Association. I attended my first national convention last year in Savannah, Georgia. It was very exciting to be among rural carriers from across the country. It is interesting to learn how different parts of the country have different issues. I learned a lot listening to the many speakers. I would again like to be a delegate where I can represent my local and my state and learn as much information as possible about the future of our craft.

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, Executive Committeeman, and now your State Secretary-Treasurer, 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.

National Delegate Candidates

JOAN WATERFIELD

I am submitting my name for a delegate to represent the State of Virginia at the National Convention in New York. As a member of the state board for the past thirteen years, I have been honored to be a voice for this State. I also attended prior to that as a concerned member. I would like you to consider me to do this again for you. There are many issues that need to be addressed as a union. We need to make sure we stay strong and united to continue to be a presence to deal with the postal service. I would appreciate your vote and will try to represent you as you would have me do.

DEBBIE WEATHERSBEE

I would like to announce my candidacy for Delegate to the 2012 National Convention. I have been employed by the Postal Service for 18 years. I have been an active member of Local. I 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. I respectfully ask for your support.

BAILEY C. WRIGHT

Again this year, I would like to represent Virginia at our national convention. I have attended the last twenty-nine state conventions along with nine national conventions. At the local level, I have been an officer for about twenty-seven 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-nine years and has been a member of the State Board for numerous years. I would appreciate your continued support this year.

2012 National Delegate Ballot Timeline

Submitted by Tommy Turner, VARLCA Secretary-Treasurer

Below is the timeline candidates must follow to ensure their names are on the ballots when sent out for voting for the 2012 delegates to the national convention:

- **May 5, 2012** - 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 15, 2012** - A drawing of names from the hat for placement on the ballot will be held at 9 a.m. in the swing room of the Smithfield, Va., post office.
- **May 23-25, 2012** - The ballots will be printed and mailed, along with the provided envelopes, by Signature Printing, 889 Poplar Hall Drive, Norfolk. 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 15, 2012** - The ballots will be retrieved from the Yorktown and Hampton post offices 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 offices.

Note that Section 401 (c) of LMRDA 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.' This means that 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 16, 2012.

Hampton has plenty to offer convention guests

Convention time will soon be here and everyone at Locals 21 and 38 would like to welcome you to Hampton.

This year's convention will be held June 15-17 at the Hampton Roads Convention Center in Hampton.

Home to the Virginia Air and Space Center, Hampton is the visitor center for NASA and Langley Air Force Base. There you can see a Mars meteorite and a three-billion year-old moon rock.

For the outdoor lover, the Bass Pro Shops/Outdoor World - right down the road from the convention center - features a 19,000-gallon aquarium and realistic wildlife scenes. For history buffs, the Casemate Museum and Fort Monroe is nearby. Fort Monroe is the largest stone fort ever built in the United States and was used by Union troops during the Civil War.

Visitors may also take a tour of the St. George Brewing Co., Hampton's premier microbrewery, and see how beer is made. There is something for everyone to see and do in Hampton. Come and experience what Hampton has to offer - we hope you enjoy your stay.

- by Debbie Godfrey, president, Local 38

Financial statement

VARLCA Statement of Financial Position (As of Dec. 31, 2011)

ASSETS

Current Assets	
Checking/Savings	
Checking Accounts	28,116.31
Savings Account	215,421.99
Total Checking/Savings	243,538.30
Total Current Assets	243,538.30

TOTAL ASSETS 243,538.30

LIABILITIES & EQUITY

Liabilities	
Current Liabilities	
Credit Cards	
Atlanta Postal Credit Union	-28,729.47
Total Credit Cards	-28,729.47
Other Current Liabilities	
Payroll Liabilities	78,159.28
Total Other Current Liabilities	78,159.28
Total Current Liabilities	49,429.81
Total Liabilities	49,429.81
Equity	
Opening Balance Equity	258,648.35
Unrestricted Net Assets	-78,714.12
Net Income	14,174.26
Total Equity	194,108.49

TOTAL LIABILITIES & EQUITY 243,538.30

Retired carriers can get discount too



**MARTHA
NEWTON**
Auto/Home
Insurance Rep

If you are a retired carrier, you are still able to receive the discount as if you were employed. Call 1-888-325-7727 for your free auto insurance quote. Be sure to mention RLC Savings Code RCD to get your exclusive rate.

If you drive a governmental provided vehicle, the NRLCA vehicle insurance plan will still place the route car discount on another car on your policy.

Remember to set your clock up one hour before you go to bed on March 10 and on March 11

remember to change your battery in your smoke detectors. Remember, too, to change your furnace filter.

Check your air pressure in your tires, check the fluids in your vehicle, since this affects the life of your vehicle.

Candidate policy

In accordance with U.S. Department of Labor law, candidate announcements may not be edited. They are published exactly as received.

Announcements that exceeded the word limit (250 for state board; 125 for delegates) were printed up to that word; any remaining words were deleted.

Because labor law requires that all candidates be given the same amount of space in this and any other union-related publication, each of the delegate boxes are the same size.

Not all who seek election as delegate submitted announcements; there could be additional names on the ballots when they are mailed for voting.

Letter to the editor

Dear editor, please print the following letter to the members of the Virginia Rural Letter Carriers' Association:

Dear Brothers and Sisters,

The purpose of this letter is to ask for your help in changing our constitution and bylaws.

Usually, after I fail to have a change adopted, I'll let it go. I proposed the following change in a bad format two years ago and was voted down. At last year's convention, I had the proposal worded properly, but was again voted down.

After the vote I had several conversations with members who thought that by voting 'no' they were agreeing with my position when in fact I needed a 'yes' to amend and end the practice that I think is wrong.

Soooo . . . I am again asking my local to advance the following resolution to the Constitution and By-laws Committee:

Present Language: Article V, Section 5. Expenses

A. All union members in good standing, and not receiving any compensation from the State Association, shall receive compensation, one way, for their mileage to all State Board and Booster meetings, at the rate of mileage reimbursement currently outlined in the constitution.

Propose to strike: to all State Board and

The State Association has paid thousands of dollars over the past several years to members who travel to state board meetings to 'observe' the proceedings. I believe that this is a waste of

our dues money. If the board needs someone at the meeting, they will authorize reimbursement. Otherwise, it is a business meeting that we are paying them to conduct.

If you agree with me, please propose this at your local meeting. The more locals that endorse this resolution, the more chance it has of passing. If it fails again this year, I will let it go. Remember, a 'yes' vote is needed to adopt the amendment to end the unjustified payments.

Thank you,

Bill Bunch, Local 37 (retired)

(Editor's Note: Members of the VARLCA are entitled to submit letters to the editor for consideration in this publication. Opinions in such letters are entirely the writer's and reflect in no way the opinion of any member of the board. All letters are subject to editing and will be reviewed by the entire board prior to publication.)

When submitting a letter, please include your name, local number and a contact number. The contact number will not be published.)



Auxiliary News

Auxiliary busy planning convention events



LINDA ZIRKLE
VARLCA Auxiliary
President

Happy Spring to All! The auxiliary officers and board members were busy working on plans for the upcoming state convention during the Winter board meeting that was held in Roanoke on Saturday, Jan. 21.

Please see Vice President Bonnie Norman's article below concerning the Auxiliary Country Store.

Juniors planning on attending the State Convention need to return the registration form printed on Page 24 of this publication. The deadline for submitting this form is May 25, 2012.

The next meeting for the auxiliary officers and board members will be Saturday, April 14, at noon at the Hampton Embassy Suites in Hampton. At that time, we will be busy awarding the Virginia Auxiliary Scholarships and making final plans for the state convention.

Anyone interested in purchasing project items, please see any auxiliary officer or board member.

Wishing everyone a happy Easter and looking forward to seeing everyone at the next meeting in April.

- Linda

Visit the country store at this year's convention

It's that time of year again, time to be thinking about the VARLCA State Convention and what you can do to make this year's Country Store a success. As in years past, the auxiliary is seeking donations from carriers and their families to help make the 2012 country store a huge success. You have always come through for this effort and it is truly appreciated.

Here are some of the items needed for this year's store:

- Books. Very gently used and paperbacks are always big sellers. Look through the books you have read and see if there are some you could share.

- Candles

- Jams, jellies and pickles. Please - only those that were canned in 2011 or 2012!

- Small collectibles

- A Christmas or other gift that you couldn't use

- Plants, flowering baskets or cuttings from your plants

- Crafters, whatever you might have to share from your special gifts and talents

Just look into your imagination and think about what you could share that might bless someone else and help your auxiliary at the same time. Again, thanks in advance for helping make this year's country store the success it has always been.

One note: No clothing can be accepted unless it is a craft item that was handmade and has never been worn.

- by Bonnie Norman, vice president



Juniors - be sure to complete the registration form on Page 24 if you plan on taking part in this year's convention. Deadline for submitting the form is May 25!

2011-12 VARLCA AUXILIARY OFFICERS

PRESIDENT

Mrs. Larry (Linda) Zirkle
3513 Winsinger Drive
Broadway, Va., 22815
Phone: 540-896-2567

e-mail: lindazirkle1229@verizon.net

VICE PRESIDENT

Mrs. James (Bonnie) Norman
5836 Forest Road
Bedford, Va., 24523-4143
Phone: 540-586-3063
email: bnorman60@yahoo.com

SECRETARY/TREASURER

Mrs. Marion (Joyce) Neighbours
P.O. Box 54
Windsor, Va., 23487-0054
Phone: 757-242-6865
joyceneighbours@verizon.net

EXECUTIVE BOARD

Chairman

Mrs. Bailey (Donna) Wright
4732 Crab Orchard Road
Keysville, Va., 23947
Phone: 434-736-9608
email: wricolefarm@hotmail.com

Mrs. William (Betty) Watts
6095 Cabbage Patch Road
Keysville, Va., 23947
Phone: 434-736-8143

Mrs. James (Betty) Simmers
343 Copper Drive
Broadway, Va., 22815
Phone: 540-896-8630

JUNIORS

President

Kaitlyn
Whitehead
504 Lee St.
Franklin, Va.
23851

Secretary

Renay Aubel
404 Prospect Pl.
Leesburg, Va.
20175

1st Vice President

Destiny Hubbard
3115 Horton
Ridge Rd.
Swords Creek,
Va., 24649

Treasurer

Daniel Godfrey
2625 Pine
Forest Lane
Chesapeake, Va.
23322

2nd Vice President

Savannah Miller
9 Community Dr
Windsor, Va.
23487

Sponsor

Joleen Neighbours
9 Community Dr
Windsor, Va.
23487

Tentative program for state convention released

The 2012 VARLCA State Convention is set to convene in Hampton from June 15 through June 17. Below is a tentative program, to be used for planning your stay. Additional details will be released as they are received.

2012 VARLCA CONVENTION

Friday, June 15 - Sunday, June 17, 2012

Embassy Suites Hampton Road Hotel Spa and Convention Center



FRIDAY, JUNE 15

3 to 6 p.m. - Registration

7 to 10 p.m. - PAC activities, karaoke, bingo

SATURDAY, JUNE 16

7 a.m. to 2 p.m. - Registration

8:30 a.m. - Call to order by VARLCA President Ray Aubel

NRLCA Secretary-Treasurer Clifford Dailing will address the convention

Financial report by VARLCA Secretary-Treasurer Tommy Turner

Lunch - box lunch provided on premises (see order form on Page 22)

1:15 p.m. - Call to order by VARLCA President Ray Aubel

Reports: Constitutions Committee

Resolutions Committee

6:30 p.m. - Buffet-style banquet (see details on Page 22)

Keynote speaker, U.S. Rep. Rob Wittman, Virginia's 1st District

Award presentations

SUNDAY, JUNE 17

8:30 a.m. - Memorial Service, VARLCA Auxiliary

9 a.m. - Call to Order by VARLCA President Ray Aubel

Constitution and Resolutions committees

New business

Election of state officers; installation of officers

Adjournment

- Submitted by VARLCA Vice President Gary Stamper

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

to be voted upon by the delegates at the 2012 VARLCA State Convention

They must be received by June 1, 2012

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 may be found by visiting www.varlca.org)

Call (from Page 1)

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.

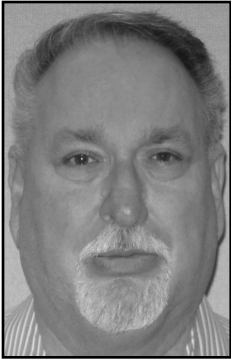
Section 1.B. Article V states that 'There shall be an Executive Board consisting of the President, Vice-President, Secretary-Treasurer, and four (4) Committeemen. The Committeemen shall likewise be elected from the active membership for a four-year term by the delegates at the State Convention. One Committeeman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

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

Steward News

Chain of command when contacting a steward



**WAYNE
HARRISON**
State Steward

When I was first appointed state steward I had this article regarding the chain of command printed in our publication to our allow our member-

ship to understand the chain so that we could better serve you. I have asked the communications specialist to print this once again as a reminder.

When the procedure is not followed and the state level stewards receive calls that should have been directed to a local or area steward it causes the calls to get backed up and you may not get a return

call for several days because there are often a number of calls ahead of you. I want our system to work for you - that is why we have a chain of command.

For example, you may call me on a Monday and I don't return your call until Wednesday. Sometimes I am backed up on calls at least two or three days. I answer calls in the order in which they were are received. The same goes for the state level assistants.

In order for our steward program to work efficiently, we need to make sure that procedures are followed correctly. In order for this to happen, we need to make sure that the chain of command is followed correctly.

When calling a board member or a state level steward for union issues relating to grievances and/or contractual questions, the following procedures should be followed. Doing so will help us in better assisting you.

(1) If you are in an office with an elected local steward you must go through that steward as the first step. This person has been elected and trained to assist you in your office.

(2) If you do not have an elected local steward, you should contact the area steward assigned to your office.

(3) If you do not have a local or area steward assigned to your office, contact the assistant state steward assigned to your office. Many times issues can be resolved by going to your local or area steward. When you do this it allows the state level stewards more time to deal with the state issues.

(4) After trying steps 1-3, contact the state steward's office for assistance. This chain works very well for us. If you are unable to contact a steward at either the local, area of assistant state level, please let me know so that I can correct any communication breakdowns that we may have.

(5) When you have gone through all of the above and have still been unable to make contact with a steward, it's time to contact a board member for assistance. All of the elected board members are also area stewards and one of them may actually be assigned to your office. If one of them is assigned to your office, you should be contacting that particular board member since he or she would be most familiar with that location.

Please keep in mind that all of the stewards from local through the assistants, as well as the board members are also rural carriers working routes and have families and other interests just like you. Give them reasonable time to return your call. If you don't get a return call or email within a day or so, make a second call. If you are unable to make contact with a steward at

Following the chain of command will help us in better assisting you.

any level, then please give me a call.

Remember also when you call a steward, be brief and to the point. Don't allow a 10-minute call to become a two-hour call. I do understand that

in some instances it may be necessary for a call to last longer than usual and that's all right. We just don't want a steward to unnecessarily have to have their line tied up, especially when someone may have just received a removal letter and really needs to get through.

If you have access to email, it is always better to go that route since then we have a record of what was said both ways.

Following these steps it will make our steward system work for all of us.

Thank you for helping us assist you.

To see what assistant state steward is assigned to your area look on Page 2 of this publication.

Be sure before you buy RHD vehicle

There is much confusion and misinformation about MOU 8 in our contract concerning right-hand drive vehicles.

Carriers are making an assumption that they can just go and purchase a right-hand drive vehicle and the USPS is going to send them money. It doesn't work that way!

The memorandum of understanding explains that a carrier must advise management, in writing, (there is an actual form for this purpose that the carrier fills out) that they intend to purchase a right-hand drive vehicle or convert to a right-hand drive configuration for use on the route and the purchase or conversion will be completed within 60 calendar days. Management then has 10 working days to advise the carrier whether or not the USPS intends to provide a vehicle for the route.

After this is done and the carrier purchases or converts a vehicle, there is another form that must be completed for management to verify that the vehicle qualifies for the incentive and the carrier satisfied the eligibility requirements. A copy of the receipt of the purchase or conversion along with the vehicle identification number must also accompany the verification form.

If a carrier fails to advise management in advance of the purchase or conversion, they will not receive the incentive. If the verification form, receipt, and vehicle identification number are not submitted, they will not receive the incentive.

There are other qualifiers as to what vehicles are eligible for the incentive that are explained in the MOU. Please read MOU 8 if you are going to purchase a right-hand vehicle or plan to convert a vehicle to right-hand drive. This is a huge benefit for our craft that the USPS is willing to dole out \$500 or \$1,000 for us to be safe and reduce the wear and tear on our bodies by acquiring right-hand drive vehicles.

- by Roger Robinson, assistant state steward
Appalachian District

More steward news is on Pages 19-21

Revised
NRLCA Form 1187
2006

UNITED STATES POSTAL SERVICE AUTHORIZATION FOR DEDUCTION OF DUES

Mail this form to Tommy Turner, VAR-
CLA Secretary-Treasurer, at P.O. Box
8308, Norfolk, Va., 23503-0308

(SOCIAL SECURITY NUMBER)

OR

(USPS EMPLOYEE ID NUMBER)

RURAL CARRIER CLASSIFICATION

☐ Regular ☐ PTF ☐ Relief

LAST NAME

FIRST NAME

MI

MAILING ADDRESS

CITY

STATE

ZIP CODE

POSTAL INSTALLATION WHERE EMPLOYED

ZIP CODE OF INSTALLATION

INSTALLATION FINANCE NO.

SECTION A - AUTHORIZATION BY EMPLOYEE

I hereby assign to the **NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**, from any salary or wages earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be deductible under other provisions of the Internal Revenue Code.

SIGNATURE OF EMPLOYEE

DATE

PHONE

SECTION B - FOR USE BY STATE EMPLOYEE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL

DATE

I hereby certify that the dues of this organization for the above named member, for the

applicable designation, are currently established at \$ _____ per pay period.

STATE SECRETARY

LOC. #	STATE
DATE	REMIT #

SECTION C - FOR USE BY THE NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED
AT USPS PERSONNEL OFFICE

Employee submits all copies to state secretary.

Important!
Be Sure To Include
Postal Installation ZIP
CODE Where Indicated.

Mail this form to Tommy Turner, VARCLA Secretary-Treasurer, at
P.O. Box 8308, Norfolk, Va., 23503-0308

- NRLCA

50012



ORDER OF CONSIDERATION

(Covering a route when a regular carrier is absent)

This page is a manager's aid. The National Agreement, applicable MOUs, Step 4 decisions, F-21 Postal Bulletins and similar documents must be followed.

1. Primary assigned leave replacement. Entitled to weekly Evaluated Hours when covering route for full week and then may be replaced to avoid overtime or additional overtime. (Article 30.2.0)

They may be required and/ or request to take a relief day on J or K routes. Note: This does not have to be the same relief day as the regular. (Article 30.2.H)

When a leave replacement is needed on a day-by-day basis, if the primary substitute, RCA or RCR is available, they must be scheduled for work on their primary assignment, even if the worked hours will result in compensation at the overtime rate. (March 14, 2005, Pre-Arbitration Settlement G00R-4G-C 02139495)

2. Any available PTF rural carrier (within office/installation) may be utilized before a Sub, RCA or RCR on any route except for the primary assignment of the leave replacement or a six-day auxiliary route assignment.

3. Assign 2nd carrier on the matrix for that route. (No Entitlement or Overtime).

4. Assign 3rd carrier listed on the matrix for that route. (No Entitlement or Overtime).

5. Assign, by seniority, to 'qualified' substitute, RCA or RCR in that delivery unit. (Qualified means previously trained on or been utilized on the route). (No Entitlement or Overtime).

NOTES:

* Those rural carriers with annual leave in conjunction with their relief day are bypassed until everyone on and off the relief day work list has been required to work the relief day first. If the need for a rural carrier still exists and all leave replacements and regulars on their relief day are scheduled to work, the carriers with annual leave in conjunction with their relief day may be required to work their relief day in the order they would have been assigned (in accordance with Article 8.5) if not for the leave.

** 'R' Day: The 'X' day is to be immediately scheduled, or scheduled no later than the day the relief day is worked, by mutual agreement between the carrier and the Employer. The scheduled 'X' day must be within the next twelve (12) weeks. PS Form 3971 must be completed for the mutually agreed 'X' day.

6. Management has several options

Designate any other leave replacement in the office (installation). (Art. 30.2.D.4.) This includes other Subs, RCAs, RCRs, and qualified or unqualified TRCs.

Split route between RCAs or an RCA who serves regular & auxiliary route (12 hours of assigned work or less)

Select a regular carrier to work in accordance with Article 8.5. (See Note * below)

a.) Select regulars on the Relief Day Work List (RDWL) in order of seniority on a rotating basis. Regular carriers selected from the RDWL have three ways to be paid, (at the carrier's option):

- 'R' Code - Carrier/Manager mutually agree when 'X' Day will be taken, complete 3971. **
- '3' Code - 50 percent additional pay, manager schedules 'X' Day within 12 weeks.
- '5' Code - 150 percent additional pay, no 'X' Day.

b.) Accept a regular who volunteers that is not on the RDWL. (Carrier is paid DACA '3' only)

c.) Require regular carrier, who is not on the RDWL or does not volunteer, by juniority. (Carrier is paid DACA '3' only)

Exception: You may bypass any regular carrier from working a relief day if it will cause them to exceed 2080/2240 or 56 hours within (1) week. This includes RDWL, voluntary, or mandatory (Article 8.5.C)

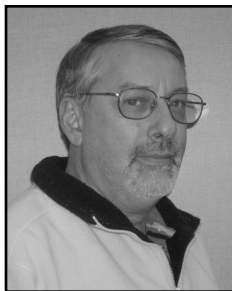
7. Any other leave replacement from another Post Office (PTF, Sub, RCA, RCR, TRC). (See Sept. 1, 2000, letter signed by Andrea B. Wilson)

8. Emergencies: Any 'suitable' non-rural, postal employee may be designated by management. (Article 30.2.D.5)

Steward News

NOVA District

How to calculate pay for RCAs



**TOM
SISK**
Assistant
State Steward

A lot of RCAs seem to be having trouble with their paychecks lately. While most of you are quite familiar with this, there are a still some who are not and also quite a few new employees who may need the information.

RCAs are paid the route evaluation just like the regular carrier for working whatever route they are on up to 40 hours. Once the employee reaches 40 hours (all work combined) the relief carrier is then paid hourly and overtime for all hours worked above 40. While this may seem a simple concept, it does get quite involved from time to time.

For example, an RCA holding down an eight-hour route works six days on that route, does only that route, and works only 39 hours and 50 minutes. The RCA should be paid 48 hours for that week. If that same RCA had taken a bump from another route and/or done an Express Mail run for a total of 15 minutes, that would have raised the combined work time of that RCA to 40 hours and 5 minutes. That RCA would be paid for 40 hours at their regular RCA rate and 5 minutes at their overtime rate. So you can see what effect your combined work hours can take on what you as an RCA will receive in your paycheck.

The main problem that RCAs are having is in the totaling of their combined work hours. RCAs should keep track of all hours that they work. I know some offices keep a 'bump sheet' for the RCAs in order to keep track of hours outside of their assigned route that day- I would recommend that each RCA keep a notebook listing every hour that they work and where they worked it. This is especially true if you are working in multiple offices.

Another area of concern is who is entitled to what work. This is covered in the 'Order of Consideration,' found on Page 18. I will not go into an explanation of this as it would take too much space. However, if you look at it, you will see who should be called and/or scheduled to do a route in almost any instance.

If you find that you have been erroneously passed over or scheduled, it is a grievable issue. There have been numerous grievances won on this issue resulting in pay to the aggrieved party, so management will take notice if you point out their errors in this matter and try to make the necessary corrections. If you find that management will not listen and make the corrections, do not hesitate to consult your assigned steward and initiate a grievance on the issue.

In most of the cases on work hours and scheduling it is not the manager trying to mess with the RCAs, it is merely an uneducated or undertrained supervisor. However, if a manager or supervisor has been caught before on the issue and continues to violate the contract, it could be a case of harassment and you will need to be in close contact with your steward to monitor that particular office. Documentation is the key element to getting this type of grievance resolved in a favorable manner.

The one thing I would like to close with is to please maintain your decorum when talking to your manager about any problem you may be having. Do not yell, scream, and get into an argument with management or anyone else for that matter. That could be construed as creating a hostile work environment and result in you being sent home and severe discipline being issued. Calmly state your case or issue and if they do not agree and/or correct the issue then consult your assigned steward to see if you do have a case for a grievance to be filed.

Appalachian District

Surge in motor vehicle accidents



**ROGER
ROBINSON**
Assistant
State Steward

Motor vehicle accidents in the rural carrier craft are way up for fiscal year 2011-12.

There has recently been a District Safety Task Force formed to investigate and discuss the reasons why there is a sudden rash of motor vehicle accidents involving rural carriers. The early findings of this committee is that the common theme to almost all of these accidents is carrier distraction or inattentiveness.

There has been cell phones linked to accidents, there has been clutter in the floor board under a foot that causes driver distraction, carriers being in too much of a hurry for a myriad of reasons (back by 1700 hours, pick up the kids, or just get off early for personal pleasure). There have also been some accidents where the carriers were just complacent.

We have to look in the rear view mirror when we pull away from a box even though we haven't seen a car if three weeks on that road - it only takes one to cause an accident. Blind curves and narrow roads are becoming an issue due to speed or again thinking that no one ever comes from the other way.

I understand that we all get beat to death with safety talks and articles in the publication, but I felt very compelled to write this article because the state of Virginia has in the last five months lost three rural carriers who were on the clock.

This really hits home when you start losing co-workers and friends. I know accidents happen (that's why they call them accidents), but we all need to really need to think what if it was me that doesn't show up at home after work.

It really doesn't take that much extra time in your day to make an effort to be safe. It is not worth risking your life over. We make the assumption that our job is pretty mundane - we just sit in a vehicle and ride around, it's not like we are wrestling alligators. I would like to take this opportunity to say that it is probably just the opposite. It is a very dangerous job when you consider the roads we are required to drive down, the sitting in the road as people pass you doing 60 miles per hour, and all the other mitigating factors over which we have no control.

Please go the extra step and control all the things you can to make sure that you are not the next fatality on a rural route.

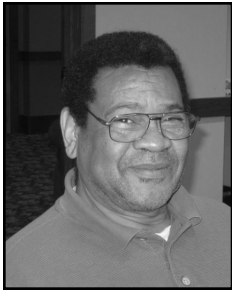


PAC WINNER -

Tammy Gould was the winner of both PAC drawings at the Winter Board Meeting. As she always does, Gould returned the \$316 (half the take and half PAC credit) to the fund. VARLCA President Ray Aubel was the high bidder in the PAC raffle for a box of chocolate truffles.

Steward News

The who, what, how, when of filing a grievance



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

The following is a list of things one should know about filing a grievance:

1. What is a grievance? Article 15.2 of the national agreement defines a grievance as being 'a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment.' (The parties being employee or union and management.)

Therefore, if you feel that management has wronged you in some way you have the right to file a grievance. Management does not have the right to determine if a situation is grievable or not.

In addition, one employee cannot file a grievance against a fellow employee. Grievances are filed against management. However, a grievance can be filed against management for allowing a situation to prevail - for example, if you are aware of a fellow employee working off the clock, and management is also aware of it, a grievance might be filed against management for allowing that employee to work off the clock.

2. How does one file a grievance? The first step is for the aggrieved party to have a discussion with management and attempt to resolve the issue. If, during the discussion, you and management cannot reach a mutually agreed upon resolution to the issue, simply tell management that you wish to file a grievance. It is incumbent upon management at this point to produce a copy of the Joint Step1 Grievance Form (PS Form 8191) and properly annotate it by filling the form out down through block 4 (issue). This would include placing the date of the discussion in block 3b and both parties placing their initials alongside that date.

After properly annotating the form, the original is provided to the grievant, who turns it over to the office union representative; this union representative (steward) may or may not work in your office. It is incumbent upon you to know who is assigned to represent your office. That person may be the state steward, an assistant state steward or area steward, or local steward assigned to your office. Ordinarily, if there is no local steward assigned to the office a notice is posted on the rural bulletin board indicating who to contact for union representation. Contact that person and make arrangements to turn the form over for processing.

3. With whom does one file a grievance? Grievances are filed with the immediate supervisor. Article 15.3 (Step1).a, states: 'Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor...' Grievances are not filed with the union. Therefore, faxing, mailing, e-mailing or otherwise providing a copy of a grievance form to a union representative, before discussing it with your immediate supervisor, does not constitute the filing of a grievance, nor does laying a copy of a grievance form on the supervisor's desk. The initial step in filing a grievance is the discussion between the supervisor and the aggrieved employee or union, in certain circumstances.

4. When must a grievance be filed? A grievance must be initiated within 14 days of the date on which the employee or the union has learned or may reasonably have been expected to have learned of its cause, per Article 15.3 (Step1).a of the

The initial step in filing a grievance is the discussion between the supervisor and the aggrieved employee ...

national agreement. Therefore, if you are issued discipline (Letter of Warning; 7- or 14-Day Paper Suspension, Indefinite Suspension, Emergency Placement or a Notice of Removal) you have 14 days from the date that the discipline was issued to you to initiate the grievance process.

Failure to initiate the grievance within the specified time limits will be considered a waiver of the grievance. per Article 15.4.B., of the national agreement.

If you have a pay issue, matrix issue or other contractual issues along these lines, you have 14 days from the day that you learn of the problem to initiate the grievance. Please note that in the list of disciplines above, an Official Discussion was not listed, as it is not discipline and therefore cannot be grieved. If you are a veteran, with Veterans Preference, you will be issued a Notice of Proposed Removal, instead of a Notice of Removal. The grievance is filed on the Notice of Proposed Removal. The 14-day period for initiating a grievance is 'set in stone' so to speak, so this time is not extendable.

5. Who can file a grievance? Any bargaining unit employee who feels aggrieved and has completed his/her probationary period can file a grievance. The probationary period for a Rural Carrier Associate (RCA) is one year or 90 days actually worked. The probationary period for other employees is normally 90 days, except as defined in article 30.2.B.

During the probationary period, an employee shall not be permitted access to the grievance procedure, per article 12.1. A TRC is not a bargaining unit employee and therefore does not have access to the grievance procedure.

If you have served your probationary period, you have access to the grievance process. In disciplinary grievances, there are two types of grievances: disciplinary and contractual - the aggrieved must initiate the grievance, except when he/she is unable to do so because of incapacitation (grievant is physically unable to go to the post office to file grievance) or incarceration (grievant is in prison, jail, etc.). In the case of incapacitation and/or incarceration the union can file on behalf of the grievant. The 14-day time limit still applies. In contractual grievances, either the employee or the steward can initiate the grievance; however, in class action contractual grievances only the union steward can initiate the grievance.

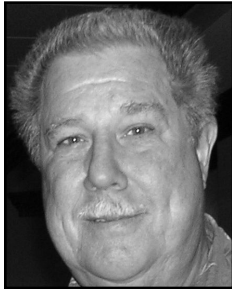
6. With whom does management negotiate after the grievance has been turned over to the union? Once the grievance has been initiated, the Joint step1 grievance form has been properly annotated as described in number 2 above and the grievance is turned over to the union steward, the grievance becomes the property of the union. Once the grievance becomes property of the union, management can no longer negotiate with the employee, it must negotiate only with the steward, who has the authority to settle, withdraw and/or appeal to the next step in the grievance/arbitration process. The role of the employee is not over, however, just because he/she has turned the grievance over to the union. You must cooperate with the steward so that he/she can properly represent you. You

(See 'Grievance', Page 21)

Steward News

Richmond District

The consequences of not grieving discipline



**JOHN
BRADLEY**
Assistant
State Steward

The other day I had the misfortune of trying to protect one of our brothers from a Letter of Discipline (14-day suspension) issued for a minor problem.

This should have been an easy task except for two glaring problems with discipline to the same employee for minor offenses that had not been grieved in the past.

Had the employee grieved those disciplines when they were issued, we would have most likely gotten them thrown out because of no substantiation. The postmaster (a strict disciplinarian) followed Article 16 of our contract and cited both of those letters as showing progressive discipline.

(Progressive discipline starts with an official discussion and progresses to a Letter of Warning, then a 7-day paper suspension, a 14-day paper suspension, and then a proposed removal.)

As you can see, you could lose your job for just about anything that a manager, supervisor, or postmaster wants to write you up for if you do not grieve them when they happen.

There are time limits that must be followed when you feel that you have been grieved. Art.15.4.B of our contract states that the failure of the employee or the union at Step 1, or the union thereafter, to meet the prescribed time limits of the steps of the grievances procedure - including arbitration - shall be considered as a waiver of the grievance.

The starting time for any grievance is outlined in Art.15 sec3.a.

as follows: 'Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within 14 days of the date on which the employee or the union has learned or may reasonably have been expected to have learned of its cause.'

The employee may be accompanied by the steward or a union representative, if the employee so desires.

If you follow these steps and grieve even what you might consider minor infractions, you will make it harder for the United States Postal Service to take your job. One other thing that you might want to consider is never submit to any discussion - no matter how trivial it may seem - without union representation. When you are asked questions, answer truthfully but do not incriminate yourself. (Your steward can advise you on what and how to answer during the interview.)

When you receive a letter of discipline, you should notify your steward that you need a Form 8191, so that you can fill out parts 1 thru 1e, and then take it with you to the discussion with your immediate supervisor. If there is no resolution at this step, ask your supervisor to annotate the date of the incident, the date of the discussion, and whether the grievance was timely. You have only 14 calendar days to do this.

You will inform the supervisor that you want to grieve this action, and, at this time you will tell the steward that there was no resolution at the discussion. The steward then has 10 days to meet with the next level of management to try to resolve the problem. Make sure you give the steward the Form 8191 so that he/she has the timeline to keep the grievance timely.

I hope all employees take this to heart, as the job you save may be your own.

Grievance (From Page 20)

should provide steward with the information that he/she requests, which will include a detailed statement relating to the reason for the grievance. You should also allow yourself to be interviewed by the steward. You should let the steward know if you are approached by management to try and settle the grievance with you after the grievance becomes property of the union.

On many occasions, grievants are reluctant to provide stewards with the requested grievant statement for fear that the statement will be provided to management. Be assured that grievants' statements are not seen by management. These statements are for union eyes only. Therefore, do not be afraid to put all the essential facts in the statement provided to the steward.

7. There are four distinct steps in the grievance procedures, plus arbitration. Not all grievances go through all the steps of the grievance process. Grievances can be settled, modified, or withdrawn at any level by the steward handling the grievance. The issue can also be resolved at the discussion level between the employee and the immediate supervisor if the two can agree upon a resolution. If this happens, no grievance would be necessary. It is advisable that the agreement be committed to writing and signed off on by both parties. Both parties should be provided with a copy of the agreement for their files.

In the past, many articles have been written on the process of

filing grievances, yet employees are still not following the procedures outlined in those articles. Employees are still failing to meet with their immediate supervisor to initiate the grievance process. They are obtaining a copy of the joint step1 grievance form, filling it out and laying it on a supervisor's desk, or taking the form to their supervisor and asking the supervisor to initial the form to acknowledge receipt of the grievance. This is procedurally incorrect. The discussion with the immediate supervisor is an essential part of the process and must take place.

Management, at later steps in the grievance process, is starting to call the union on procedural errors; therefore, it is vital that the employee and the union follow established procedures in filing and processing grievances. It would be very unfortunate to have a grievance contesting a notice of removal ruled procedurally defective because the employee failed to file grievance properly. This possibility does exist, so follow procedures.

Be sure to make your convention reservation early! Hotel information is on Page 7. Meal and pre-registration forms are on Pages 15 and 22.

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:

- Mixed garden salad
- Macaroni crab salad
- Marinated cucumbers and tomatoes in sweet red onion vinaigrette
- Red bliss potato salad
- Seared breast of chicken with Virginia ham, baby spinach and smoked gouda mornay
- Beef tenderloin tips braised with silver dollar mushrooms and rosemary demi glace
- Mahi mahi, shrimp and lump crabmeat, with cavatappi pasta tossed in lobster cream
- Chef's choice of seasonal vegetables and appropriate starch
- Rolls and butter
- Dessert display
- Coffee, decaf, specialty teas and iced tea

Cost is \$50 for adults, if you only purchase a banquet ticket. (Children 12 and under may enjoy the buffet for \$25.) If you buy both the banquet ticket and the boxed lunch, the combined price is \$55 - a considerable savings over the individual prices. Please make

VARLCA State Convention Meal Registration Form

Printed Name: _____

Make checks payable to VARLCA and mail before June 1, 2012, to:

Address: _____

VARLCA Secretary-Treasurer Tommy Turner

P.O. Box 8308

Norfolk, Va., 23503-0308

Phone: 434-509-0846

Fax: 757-226-0906

Email: mailman3@gmail.com

Phone: _____
(daytime) (evening)

Email: _____

	# of tickets	Deli wrap (includes apple, chips, cookie, soda)	Veggie wrap (includes apple, chips, cookie, soda)	Turkey club croissant (apple, chips, cookie, soda)	Cost
Lunch only - \$20 (indicate choice)					
Buffet only - \$50					
Buy both for \$55 (indicate lunch choice)					



Classified Ads**For Sale**

2 White Factory RHD Jeep Wranglers. 2005 with 75K, \$12,500; 2008 with 85k, \$13,500. One owner, half doors to save your shoulder. Route ready. Phone 540-570-0201 or 2ndnature@ntelos.net (1)

Mutual Transfer

• Rural carrier in Stafford would like to transfer to Abingdon or within 50 miles of Abingdon. 41J route with FSS and DPS, 50-route office. If interested, call Scyretia at 540-899-9441 after 6 p.m., or email scyretia1@verizon.net. If you are getting ready to retire, no problem - it can be worked out.

This association offers free advertisement (space permitting) to members. Send items to:

Debbie Hearn

P.O. Box 559

Cross Junction, Va., 22625

Phone: 540-219-2995

Email: rural_editor@verizon.net

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

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

Deadline for the next edition is Tuesday, May 1.

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

If you will be attending the 2012 state convention in Hampton 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 ☐ Teller
☐ Sergeant-at-Arms ☐ Member of Year

Print Member's Name _____

Local # _____ Phone # _____

Clip this coupon and mail to:

VARLCA President Ray Aubel

P.O. Box 621

Leesburg, Va., 20178

Outstanding Member of the Year

I/We hereby nominate: _____
(Print name)

(Print 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: _____
(Print name) (Local #)

(Print address)

Mail completed form to:

2011 Member of the Year Committee Chairman Jim Craig
88 Crawford's Knob Lane
Afton, Va., 22920-3014

the Virginia Rural Letter Carrier

P.O Box 8308
Norfolk, Va., 23503-0308

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Winchester, VA



Address Service Requested

Junior Registration Form
Registration deadline: May 25, 2012

Printed Name & Address: _____

Telephone Number: _____

Email Address: _____

T-shirt Size: _____

Emergency Contact Number: _____

In the event of an emergency, the Juniors 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, Juniors sponsors or chaperones liable in the event of an accident or injury.

Printed Name of Parent/Guardian: _____ Date: _____

Signature of Parent/Guardian: _____

Please provide any medical condition or restrictions and medication needed in the event of an emergency on a 3 x 5 index card along with this registration form.

No registrations will be accepted after the registration deadline or at the state convention.

Please mail the completed form to:
Linda B. Zirkle, VARLCA Auxiliary President
3513 Winsinger Drive
Broadway, Va., 22815