One journey ends, another begins

Lambert offers final words upon retirement

By DEBBIE HEARN
VARLCA Editor

It was a session filled with emotion as long-time VARLCA Editor Anita Lambert presented her final report when the board convened in Lynchburg for the Fall Meeting.

Lambert, who has brought numerous awards to the VARLCA’s newspaper, is already fulfilling part of her promise to remain active in the Association by agreeing to serve as Editor of the soon-to-be-published book on Rural Carrier history.

For the publication, Lambert’s retirement means a number of things, perhaps the most significant being the change in the format of this publication. This month, as you can see, we are launching a magazine-style publication similar to those issued by our sister organizations throughout the country.

I’m looking forward to the challenge of bringing you the latest news as well as getting your questions, stories, etc., presented in a timely and efficient manner. I’m open to suggestions about the new layout, ideas for future articles, and just about anything that will bring VARLCA members the best publication possible.

VARLCA President
Larry Zirkle presented Retiring Editor Anita Lambert a plaque in honor of her many years of service.

Look for “Anita’s Final Report” on Page 3.

President’s Message

We are bombarded daily with the latest economic news, and - according to the number crunchers - our economy is starting to recover slowly, but unemployment remains stubbornly high and wage gains are nil.

One can feel overwhelmed by all this negative news, so I want to offer a suggestion as to what some of our members can do in order to receive a financial boost.

We are currently in Open Season for Postal Employees to enroll in a Flexible Spending Account (FSA) that can help pay for medical expenses not covered by insurance. The open season began November 9 and will continue through December 14.

Detailed instructions were mailed to all employees at their home address. All eligible, career Rural Carriers should carefully examine their out of pocket medical, dental and eye expenses based on their individual circumstances and contribute a portion of their salary to cover those expenses for the upcoming year.

The process for this is done through Postal EASE, so you will need your employee ID and PIN numbers. For each dollar you set aside for covered expenses you can expect to keep between 15 and 30 percent in your pocket, giving yourself a nice little raise.

If you are already participating, continue to do so. If you have never signed up, there is no better time than now. By not doing so, you are denying yourself an opportunity to keep more of your hard earned salary.

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- A Touch of History . . . . . . . . . . . . Page 6
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Training sessions for 2010 mail count

The VARLCA is again preparing for a National Mail Count in the Spring of 2010.

As we have done in the past, we will hold localized trainings around the state to be conducted by the assistant state stewards and a board mem-

(See COUNT, Page 3)
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 the April edition. All officer candidate announcements are limited to 125 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 the April edition. These are limited to 125 words.

Candidate announcements are NOT edited. Those exceeding the word count will NOT be published.

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 yous” of any kind to members who may or have voted for them.

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

ELECTED OFFICERS

President
Larry A. Zirkle
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Email: zirklela@aol.com

Vice President
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Secretary-Treasurer
Debbie Atwell
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Abingdon, VA 24210-9356
Phone: 276-944-4487
Fax: 276-944-4011
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2009-10 VARLCA ELECTED & APPOINTED OFFICERS

APPPOINTED OFFICERS

Assistant State Steward
NOVA District
William (Bill) Gilcom
15212 Crecent St.
Dale City, VA 22193-1623
Phone: 703-939-5816
Email: wmgilcomer@verizon.net

Assistant State Steward
Appalachian District
Roger G. Robinson
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Blacksburg, VA 24060-1316
Phone: 540-808-3267
Email: RogerRobinson24060@msn.com

Legislative Director & PAC Chairman
Cindy Chatneuff
1743 White Rock Road
Floyd, VA 24091
Phone: 540-763-9663
Email: chatneuff@swva.net

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Editor
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Bealeton, VA 22712
Phone: 540-219-2995
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Email: rural_editor@comcast.net

Provident Guild
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5836 Forest Road
Bedford, VA 24523-3063
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Email: jnoman00@hotmail.com

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

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Connie Hale
104 Maplewood Ave.
Stanleytown, VA 24168
Phone: 276-732-7681
Email: czh1276@gmail.com

Committeeperson
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Email: gary.stamper1@gmail.com

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Richmond District
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Email: Bradley224@aol.com

Auto/Home Insurance Representative
Martha A. Newton
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Falmouth, VA 22406-6232
Phone: 540-286-0249
Email: Marthanewton1102@aol.com

Chaplain
Dan Jenkins
1153 Desert Road
Reva, VA 22735
Phone: 540-923-4080

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 $5 per year. Send name, address and NRLCA membership number (found on the mailing label of the national magazine, one line above the name) to this newspaper’s editor. Checks should be made payable to the VARLCA.
**Meeting notices**

### WINTER BOARD MEETING

Sunday, Jan. 24, 2010, 9 a.m.
The Inn at Virginia Tech
Skelton Conference Center
1-877-200-3360 or 540-231-8000
$80 Single
$100 Double
$10 Extra person
There is a $3 per day parking charge per room
Reservation deadline is Dec. 22, 2009

### SPRING BOARD MEETING

Sunday, April 18, 2010
9 a.m.
Travelodge of Winchester
160 Front Royal Pike
Winchester, VA 22502
540-665-0685
$75 Double Occupancy
$10 Extra person
Tax included
Continental breakfast

### 2010 EASTERN STATES CONFERENCE

March 26-28, 2010
Grand Hotel
2100 Baltimore Ave.
Ocean City, MD
800-447-6779
Room Rates:
$99 grand view
$109 premier view
Double Occupancy
$20 per night per additional person

### 2010 STATE CONVENTION

June 25-27, 2010
Travelodge of Winchester
160 Front Royal Pike
Winchester, VA 22502
540-665-0685
$75 Double Occupancy
$10 Extra person
Tax included
Continental breakfast

### 2011 STATE CONVENTION

June 24-26, 2011
Fredericksburg Hospitality House
2801 Plank Road
Fredericksburg, VA 22408
540-736-1006

### 2012 STATE CONVENTION

June 22-24, 2012
Alternate date: June 15-17, 2012
Location to be voted upon at the 2010 State Convention

### NATIONAL CONVENTIONS

Aug. 17-20, 2010; Spokane, WA
Aug. 16-19, 2011; Savannah, GA
Aug. 14-17, 2012; Buffalo, NY
Aug. 13-16, 2013; St. Louis, MO
2014 - Texas; info to be announced

**ATTENTION LOCAL OFFICERS:**
To list your Local's meetings, send date, time and place to: Debbie Hearn
6846 Crescent Ridge Court
Bealeton, VA 22712
Phone: 540-219-2995
Fax: 540-439-8252
Email: rural_editor@comcast.net.
Please include a name, phone number and email address of the
local officer who should be contact-
ed for meeting information.

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**Count (From Page 1)**

ber. These will be the only count trainings authorized by the state.

You will be receiving a letter in early January with the locations and the
dates of these meetings, which will take place in the middle of January thru early February
so as to have you be prepared for your pre-
count conferences. I will be coordinating these
meetings with the assistant state stewards. If
you have any questions, please contact me or
your appropriate assistant state steward.

**OOPS!**
In last edition’s “Pull and Save” section, the work telephone number for Bruce Lohr, the
president of Local 12 and local steward in the Orange area, was listed incorrectly.
Bruce may be reached at the Orange Post Office: 540-672-2868.
VARLCA Fall Board Meeting
Sunday, October 18, 2009
9:15 a.m.
Kirkley Hotel, Lynchburg, VA

The meeting was called to order by President Larry Zirkle. Present at the meeting: Vice President Ray Aubel, Secretary-Treasurer Debbie Atwell, Executive Committee members Connie Hale, Joan Waterfield, Gary Stamper, Debbie Weathersbee.


A moment of silence was observed for the members of the Armed Services who work to keep our country safe and preserve our freedom and American way of life.

Debbie Atwell read the minutes of the post-convention board meeting held June 21, 2009 in Hampton, VA. Joan Waterfield made a motion to accept the minutes as read. The motion was seconded and passed.

Elected officers exchanged written reports previously and there were no questions.

State Steward Wayne Harrison gave a brief report on grievance activity in the state over the past quarter.

PAC/Legislative Director Cindy Chatneuff gave a report on current legislation action and PAC activities.

Historian Jean Overstreet gave a brief report on her efforts to organize and catalog our historical materials.

Secretary-Treasurer Debbie Atwell gave a brief overview on the finances of the Association and the membership numbers.

Finance Committee Chairman Connie Hale gave a brief overview on the finance committee work - they are looking at ways to save money.

SCOBBE Committee members are Chairman Debbie Weathersbee, Jean Overstreet, Anita Lambert, Cindy Chatneuff, and author Ethel Born. The Committee moves that the author and book editor be authorized to negotiate a firm contract with ImageMasters of Salem, VA, not to exceed $5,000 to publish the Virginia Rural Heritage Book. The motion carried without objection. The Committee moves that rather than pay the printer $40.00 an hour to do the layout for the book, that we pay the book editor $25.00 an hour, not to exceed 80 hours. The motion carried without objection. The motion carried without objection.

The SCOBBE Committee gave Larry Zirkle a letter to sign requesting authorization from the NRLCA to use the National Logo in the Virginia Rural Heritage Book. A copy will be on file in the VARLCA Official Correspondence File.

MEETINGS:
2010 Winter Board Meeting - Jan. 22-24, 2010, Blacksburg, VA
2010 Eastern States - March 26-28, 2010 in Ocean City, MD
2010 Spring Board Meeting - April 16-18, 2010, Winchester, VA
2011 VARLCA State Convention - June 24-26, 2011, Fredericksburg, VA

DEBBIE ATWELL
VARLCA Secretary-Treasurer

RETIED EDITOR ANITA LAMBERT, center, was clearly surprised to receive a poster from the National Convention from Secretary-Treasurer Debbie Atwell. Looking on is President Larry Zirkle.

$40.00 an hour to do the layout for the book, that we pay the book editor $25.00 an hour, not to exceed 80 hours. The motion carried without objection. The Committee moves that they be authorized to register the Virginia Rural Heritage book with the copyright office upon publication. The motion carried without objection.

The SCOBBE Committee gave Larry Zirkle a letter to sign requesting authorization from the NRLCA to use the National Logo in the Virginia Rural Heritage Book. A copy will be on file in the VARLCA Official Correspondence File.

15-minute break
Past Editor Anita Lambert was presented with a plaque of appreciation and a poster from the National Convention.

Mail Count Trainings are going to be planned for January in the event the postal service opts in all routes for the Spring Mail Count beginning February 27th.

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Past Editor Anita Lambert was presented with a plaque of appreciation and a poster from the National Convention.

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Debbie Weathersbee made a motion to add to our VARLCA Guidelines and SOP the following: "In the event the State Editor is an RCA, the pay will be at the current hourly rate, up to 40 hours per edition of the State Paper. The motion was seconded and passed without objection.

Connie Hale made a motion for the secretary-treasurer to apply for a periodical permit to be used for our state publication. The motion was seconded and passed without objection.

Deadlines for future state publications:
Paper 4 - February 1, 2010
Paper 5 - March 29, 2010

15-minute break
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Did you know ... ?
- As a Federal Agency the USPS is Governed by Congress
- Mail Routes belong to the USPS
- NRLCA Negotiates Compensation for Rural Routes
- Rural Carriers are Federal Employees
- As Federal Employees we enjoy FEHBP Health Insurance
- As Federal Employees we enjoy Federal Retirement
- Congress Governs the Terms & Conditions of our Employment
- PAC (Political Action Committee) opens Congressional Doors to change Federal Law

-- Submitted by Committee person Connie Hale

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Joan Waterfield moved to adjourn the board meeting. The motion was seconded and passed. The meeting adjourned at 11:10 a.m.
### National / Virginia Rural Letter Carriers’ Association

#### Statement of Financial Position

**As of September 30, 2009**

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### A Touch of History

#### 5-day delivery tried before, once

There has been a lot in the news lately about overthrowing the six-day delivery for the money-saving five-day delivery option. This happened once before, in 1957, when Postmaster General Arthur E. Summerfield tried to save some money. The outcry of customers was so fierce that the change only lasted one week. In fact, after that week President Dwight D. Eisenhower signed legislation for money for the Post Office Department to return to - and sustain - the six-day delivery system!

I agree, every Saturday off would be nice. But, our leave security of having “one sub for every carrier” would be in jeopardy. We would have to share subs like the city craft. So, yes, we’d have Saturdays off, but maybe not get sick or annual leave days granted so easily.

This is something we have always taken for granted and it could become a thing of the past.

Plus, every Monday would be like the day after a holiday … OUCH!!!

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### Auxiliary News

**LINDA ZIRKLE**

**Auxiliary President**

**The Auxiliary Officers and Board members met Saturday, October 17, 2009, at 9:00 am at the Kirkley Hotel in Lynchburg, VA.**

In attendance were President Linda Zirkle, Vice President Bonnie Norman, Secretary/Treasurer J D Waterfield and Board Members Betty Watts, Joyce Neighbours and Donna Wright.

Plans were made for the upcoming year.

The next Board meeting will be held Saturday, January 23, 2010, at 10:00 am at the Inn of Virginia Tech, Skelton Conference Center, Blacksburg, VA.

**Junior News**

Juniors are reminded that Virginia Auxiliary Scholarships should be postmarked no later than March 1, 2010. Scholarship application forms for the Virginia Auxiliary and National Auxiliary may be downloaded from the following website: www.varlca.org.

Please make sure the applications are filled out completely and all directions followed to prevent disqualification. If you have any questions or are unable to download these forms, contact me at: 540-896-2567 or zirklelb@aol.com.

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Please send all Letters, Inquiries, Articles, Free Classified Ads, and any other items for this publication to the Editor, Debbie Hearn, at 6846 Crescent Ridge Court, Bealeton, VA 22712; email rural_editor@comcast.net; fax: 540-439-8252. Remember, the deadline for the next edition is February 1, 2010.
Executive board

Job applications a cinch with new Web application process

As of October 31, 2007, the Postal Service no longer does hiring from hiring registers. Persons interested in applying for a job with the Postal Service must go to www.usps.com/employment and apply for a specific job listed. For example, to apply for RCA in Virginia, an application would click on Virginia, then click on Customer Service/Delivery, then click apply, fill out the application, and submit.

HOW THE HIRING PROCESS WORKS

CANDIDATE PROFILE QUICK TIPS
When entering text as part of your profile, there is a maximum character limitation on certain tabs:
• Work experience is limited to 1,500 characters
• Education is limited to 2,000 characters
• Special Skills/Associations is limited to 1,000 characters
• Summary of accomplishments is limited to 6,000 characters and should be entered when you are applying for a job.
• When creating your training experience, remember to include relevant training within the past 15 years.
• The email stored on your profile will be the email address that receives ALL eCareer correspondences, even if you are a Selecting Official or Review Committee Member.

When entering your current work experience, leave the end date blank meaning that you are still in that position. When you leave that position, you can go back to that Work Experience tab and enter the end date. Refer to the eCareer Candidate Profile Guide for additional information on completing the application process.

5. Click on Continue on the next page, noting that you need your Employee ID number and PostalEASE PIN number. If you do not have these, locate a pay stub to get your ID number and call 1-877-477-3273 and your PIN will be mailed to your address of record. You will need to have access to these numbers repeatedly as changes in Personnel occur, so put them where you can readily locate them - or commit them to memory. (Note: Your PostalEASE PIN and your Thrift Savings Plan PIN are not the same. Also note, there are only certain times and days of the week when you can access your training record.)

6. On the next page, enter your Employee ID and PIN and click Submit. When your Training Record opens, click the Print button on the left under your name and Pay Location. You now have one of the resources you will need to create and enter your profile in eCareer.

8. You may also access Employee Self-Service through the PostalPEOPLE website on the right side of the page under Links.

DEBORAH WEATHERSBEE Executive Committee

The website to apply for employment with the Postal Service is www.usps.com/employment

Step Three: To create your Candidate Profile you can click on "Show Roadmap" button at the top of the screen. You can click on the boxes at the top of the page to enter your Personal Data, Communications Data, Work Experience, etc. You can also click on the highlighted box with the right-facing arrow at the top left or bottom left to move from page to page. You may update your Candidate Profile at any time.

Step Four: After you have registered and completed your Candidate Profile you are ready to log in, and search and apply for job postings.

Step Five: After you log in, click on "Job Opportunities" at the top of the page to see the Job Search page. The easiest search is by Location (State). You may also search by selecting a Functional Area using key words. Be sure to click on the "Reset" button in between searches. You may search for any jobs that are available throughout the United States.

Step Six: You have the option to apply for one or more positions. You will be asked to complete the Summary of Accomplishments. In this section you will tell about your knowledge, skills, and abilities as they relate to the position. If specific requirements are listed, you must tell how your past training or experience qualifies you to meet these requirements.

NOTE: Communication will be conducted via e-mail. Be sure your e-mail address is valid.

LOCATING YOUR TRAINING RECORD
NOTE: Your training record is only available from the Blue Page (USPS Intranet) on a postal computer at work or at the PEDC.

1. After logging on to the computer (in the PEDC, generic log-ons are available for employees who do not currently have log-on access). Click on the Internet Explorer icon. This will take you directly to the Blue Page by default.

2. In the upper right corner, under Employee Resources, click on Employee Self-Service.

3. On the right side of this page, under Employee Change of Address, click on Employee Training Report.

4. Click on "I Agree" when you see "Authorized User" message.

Step Two: On the right, click on "Create your eCareer Profile" and complete the Registration section. Completion of your Candidate Profile is required to apply for USPS positions. After that, when you click on the Job Opportunities tab located at the top of your Profile, data about your work history, training, etc. will automatically load into your application.

Step One: Log on to www.usps.com/employment.

Employment applications are a cinch with new Web application process.
Executive board

Is your package delivery up? Maybe a closer look is needed

How do you like all those big packages? Mr. Potter stated at the last National Convention that the USPS was aggressively going after all of the UPS and FED EX package business possible. I surely do know he made good on his promise! My packages are at least three times as many as before from these two shippers.

I remember not too far back when we were instructed that it was against Postal policies for any USPS employee to work for any company - even part time - that competed with the USPS. I do not know what the status of this is at this time but it seems we are now working for UPS and FED EX through the USPS!

I know the postal service is making money on all packages delivered on Rural Routes because we only receive 30 seconds per package in the mail count. I also wonder if I have the only route in Virginia that receives about 70 percent of these packages that are too large to fit the mail box. I have no problem lending a helping hand to the USPS for their survival, but I do think they need to share a little larger slice of the pie for our efforts.

My route and many others across the nation have many homes just at the mandatory half-mile limit for delivery, which could mean you are traveling many miles a week without any time or mileage compensation for your extra effort. I will admit that some packages do have scans on them but the scanners are now taking information so slowly that I seriously doubt if anyone is breaking even on this also.

In my opinion, if we are to stay on the evaluated pay system packages must be looked at closely for a more fair time standard, as they are and will be making up a larger percentage of our work load in the future. As always if I can be of assistance to any of you feel free to contact me by phone at 276-233-8539.

Don’t cut safety out of your day

Lately, I have been asked some things that have disturbed me - and they all involve driver safety.

Motor vehicle accidents are on the rise now, with the same type of accidents occurring over and over. The most common types of accidents are caused by inattention - why are carriers not paying attention while driving; inability to see properly or not seeing an obstacle - are we not looking where we are going; misjudging - when in doubt why not get out and look’ and “I didn’t know that” - isn’t there a Virginia Drivers Manual and a Rural Carriers Duties and Responsibilities (603)?

December has the highest motor vehicle accidents for the Postal Service. With the colder weather coming there will be more dangers also. Each of us has responsibilities to ourselves and the Postal Service. Don’t cut safety out of your day. Do your job correctly every day.

Because of the increase in motor vehicle accidents, Postmasters and Supervisors have been instructed to do monthly Driver Observations for carriers having had an accident. Let’s do our job and be safe.

Use these tips for safe driving every day

- Do not cut corners
- Remember the safe way and do it
- Pay attention
- Make sure to do a safety check on your vehicle
- Read the Rural Carrier Duties and Responsibilities
- Pick up and read the Virginia Drivers Manual

Weather plays in safe deliveries

It is that time of year when we all get frustrated with the weather. It should be getting colder and yet the temperature seems to be going in circles. First it’s hot and then before the day is over it gets colder. Next thing you know that happens in reverse. We always seem to have to deal with what to wear to work. One strategy I use is to dress in layers or just carry another piece of clothing to add if necessary. I always keep a raincoat the office so if it is sunny when I go to work and starts to rain before I go to the street, I am covered. One thing for sure, in Virginia the weather is unpredictable.

One week in early November was really a true test of unpredictable. It started out very nice. Then the Nor’easter came to visit. The water rose to almost impassable in a lot of areas I have to travel on my route to deliver mail. I drove through water that came in the step up on the truck. Rain beat in around every window and came in every crack it could to saturate the entire truck and me. However, I made it without incident and only missed delivery to one box - a box on a road near a bridge where the water was very deep. I drove through it, but if I had attempted to stop at the box, I would probably have been left sitting in the water.

The customers that I had to dismount for to deliver parcels or accountables were very nice. They could not believe we were out in that mess delivering mail. I told them the old saying, “Neither rain, sleet, snow or gloom of night” was not just a saying.

I told them the old saying, “Neither rain, sleet, snow or gloom of night” was not just a saying.

(See WEATHER, Page 20)
Take time for yourself; know your duties & responsibilities

When you receive this publication, the holidays will be right upon us. This is always a very busy time for rural carriers, as we deliver all those cards and packages to the customers on our routes. It’s a time when we see smiles on the faces of the ones getting those Christmas gifts, and it seems to just be a happy time for most folks. However, for rural carriers, this can be one of the most stressful times of the year. With the additional load of mail and packages - which can often mean longer days - it seems we have less time for ourselves and our families. So during this time, try and set some time aside for you and your family. It is my hope that everyone has a very Merry Christmas and a Happy New Year.

Sometimes I receive calls and emails with questions about just the everyday duties and responsibilities of rural carriers. I’m not sure if it’s that carriers don’t have time to read all the publications available to them - the national magazine, the state newspaper, Web sites, etc. - or that some have just gotten to the point where they don’t care.

Rural carriers need to know what their duties are - what they are required to do and not required to do. So at this time, I want to just review some of the basic working rules for rural carriers. I’m taking these directly from the national agreement.

I hope you take the time to read through these and better educate yourself about your job description as a carrier. If you have questions, feel free to contact the local, area or state level steward assigned to your office.

I hope this will help clear up some of the questions you may have regarding specific parts of a carrier’s job. If there are other topics you would like to see addressed in the future, let us know and we will try to get you a timely response.

Again, best wishes for a happy holiday season. Be safe.

What the contract says about driving, duties, leave replacement

ARTICLE 29
LIMITATION ON REVOCATION OF DRIVING PRIVILEGES

Section 1. Employer’s Right to Revoke
An employee’s driving privileges may be revoked or suspended when the on-duty record shows that the employee is an unsafe driver.

Section 2. Revocation Considerations
Elements of an employee’s on-duty record which may be used to determine whether the employee is an unsafe driver include, but are not limited to, traffic law violations, accidents or failure to meet required physical or operation standards.

When a revocation, suspension, or reinstatement of an employee’s driving privileges is under consideration, only the on-duty record will be considered in making a final determination. An employee’s driving privileges will be automatically revoked or suspended concurrently with any revocation or suspension of the employee’s State driver’s license and restored upon reinstatement. In the event such revocation or suspension of the State driver’s license is with the condition that the employee may operate a vehicle for employment purposes, the employee’s driving privileges will not be automatically revoked. When revocation, suspension, or reinstatement of an employee’s driving privileges is under consideration based on the on-duty record, such conditional revocation or suspension of the State driver’s license may be considered in making a final determination.

No installation will maintain a practice of revoking an employee’s driving privileges without regard for the individual accident circumstances.

Section 3. Initial Certification
An employee shall receive Vehicle Familiarization and Safe Operation Certification when the employee has a valid State driver’s license, has satisfactorily completed the Postal Service driver’s training and has a satisfactory driving history.

Section 4. Employee Notification
An employee must inform the supervisor immediately of the revocation or suspension of the employee’s State driver’s license.

Section 5. Licensed Drivers Provided by Employee
In the event a rural carrier or a substitute rural carrier in a leave earning capacity loses his or her driving privileges and cannot be employed in the installation, a licensed driver meeting the Employer’s driving standards may be provided by the rural carrier or a substitute rural carrier in a leave earning capacity at the carrier’s option and expense for a period not to exceed one (1) year. This paragraph is applicable to only the employee’s personal vehicle.

ARTICLE 30
WORKING RULES FOR RURAL CARRIERS

Section 1. General Provisions
A. Even Flow of Mail
During any mail count, the Employer shall make every effort to ensure that mail is processed as usual.

B. Space and Working Conditions
A reasonable amount of space and adequate working conditions consistent with the capacity of the facility shall be provided each rural carrier to prepare mail for delivery.

C. Non-Conforming Boxes
A rural carrier may not be required to serve a box which does not conform to the Employer’s delivery standards. Rural carriers shall be required to provide service to all customers on their assigned routes. The Employer shall be kept informed of road conditions on rural routes and shall endeavor to obtain cooperation from highway officials and customers in keeping roads passable and in good repair and approaches to boxes opened.

D. Roads and Approaches
Rural carriers shall be required to provide service to all customers on their assigned routes. The Employer shall be kept informed of road conditions on rural routes and shall endeavor to obtain cooperation from highway officials and customers in keeping roads passable and in good repair and approaches to boxes opened.

E. Route Measurement
Rural routes shall be remeasured upon request of the rural carrier or when the Employer determines it necessary. The rural carrier assigned to the route has the right to be present in a non-duty status at the remeasurement.

F. Lunch Break
1. Rural carrier craft employees may stop for not more than thirty (30) minutes for lunch. If carriers stop for lunch, the exact time used must be recorded.
2. Lunch may be taken in segments of less than thirty (30) minutes,

(See CONTRACT, Page 15)
Let's Row the Boat Together; Rough Waters Ahead

There doesn't seem to ever be a dull moment in the steward business from what goes on in my office and from what I hear from the other stewards around the state. As changes come about with the postal service these changes also affect the rural craft in the way they perform their duties as rural carriers. I see many changes coming that will affect the rural craft within the next year or so. These are changes that we as a craft have never had to deal with before. It will cause the jobs of stewards to become more challenging in the near future as I see it.

The first quarter started out with some changes at the state level. Charles Morningstar and Scyrethia Mullins stepped down as state level stewards from their areas for personal reasons. I appreciate the work that Charles and Scyrethia have done for the association over the years. Bill Gilliom was appointed as the full time assistant. John Bradley, Roger Robinson and Bill Gilliom have picked up the areas that they were covering.

I stayed busy for the past quarter with office visits, grievance appeals, district meetings answering emails, phone calls, etc. We had two arbitrations scheduled in September and one for October. Two of the arbitration cases were pre-arb and the other one was settled on the day of arbitration. All three of these carriers that had been issued removals are back to work. This is due to the hard work that the local, area and state level stewards did along with Debbie Williams and the attorneys for the association. At the time of this report, we do not have any scheduled arbitrations to be heard in Virginia.

Removals still seem to be the driving force with the postal service. This past quarter I appealed 18 grievances to Step 3 of the grievance process. Of those grievances 9 were disciplinary and 9 were contractual. Of the disciplinary 7 were removals. Following is a list of my activities as state steward for this quarter:

**JULY**
- Make office visits out in the western part of the state
- Attend steward meeting in Fredericksburg to make reassignments for local and area stewards
- Visit offices in NOVA and Richmond Districts. Introduce Bill Gilliom to managers in the Richmond District
- Conduct steward certification training in Lynchburg
- Step 1 Meetings in various offices, Step 3 Appeals

**AUGUST**
- Attend Labor/Management Meeting in Fairfax
- Attend National Convention in Grapevine Texas as an elected delegate
- Travel to Merrifield for arbitration
- Attend meeting with HR Manager in Richmond
- Step 1 Meetings, office visits, appeal grievances to Step 3

**SEPTEMBER**
- Attend arbitration in Merrifield
- Attend district meeting in NOVA
- Make office visits regarding issues

(See REPORT, Page 12)
The Pre-Disciplinary Interview- a First Step Towards Discipline

I don't know how many times I have been called by a carrier who has been issued discipline and that is the first time I have heard from them on the matter.

I always ask them if they were given a Pre-Disciplinary Interview (otherwise known as a PDI) and most of the time they were. The conversation usually goes like this:

Me: "Did you ask for Union representation during the PDI?"
Carrier: "No, I didn't think it was a big deal. I figured I didn't really need anyone. Now I just got a Letter of Suspension."

Carriers need to remember that when Management goes to the trouble of conducting a PDI, then discipline is sure to follow and they have the right to have a Union representative with them during the PDI if they request one. That is the key element - you have to request one. It is not automatic. If you don't have a local steward, an area steward will be contacted and the PDI should be postponed until he/she can attend.

Carriers need to remember that a PDI is an interview conducted by Management. It is their time to ask questions and write down your responses to those questions. It is not the Union's interview and management may not allow the steward to ask questions during the PDI. We can, however, advise carriers of their rights and ask to speak the carrier privately to talk about this advice with them.

The way carriers conduct themselves during the PDI can greatly influence the amount of discipline issued or even if discipline will be given. Remember to remain calm and respectful because they are still your boss. Answering the questions truthfully is always the best policy. If you get caught in a lie, it only makes it worse. If you don't know the answer to a question, say you don't know. Under no circumstances make up some answer that you think might help your case because most of the time it winds up hurting you instead. THINK BEFORE YOU ANSWER. Phrase the answer in your head before you speak. This gives the steward time to write the question down before you answer so that he/she can concentrate on your answer. Take notes of the questions and answers. That way you might catch something the steward missed.

Carriers should also beware of the type of questions that management is asking. One of management's favorite is the narrative or leading question. They start by telling you what happened and then ask you why you did it or can you explain how it might have happened. If their version of the events does not match yours, then you need to let them know up front that you disagree on what happened. Whatever you do, don't start speculating on what might have happened. Either you know what happened or you do not. Remember, management bears the burden of proof in disciplinary actions. If you start out with "I might have done......" this or that, you are taking the responsibility for whatever did happen.

Stewards may not be able to ask questions during the PDI, but they can help set the tone and make sure you don't wind up shooting yourself in the foot in the process. Please exercise your rights to have one present during any PDI.

The federal Family and Medical Leave Act (FMLA) and you

The Family and Medical Leave Act was enacted in 1993. This Act, very simply put, offers job protection for eligible employees who are off from work for extended periods, by requiring covered employers to provide up to 12 weeks of unpaid, job-protected leave for certain family and medical reasons.

To be eligible for FMLA, employees must have worked for their employers for a period of one year and must have accumulated 1250 work hours for that employer over the previous 12 months. The FMLA permits employees to take leave on an intermittent basis or to work a reduced schedule under certain conditions. (Working a reduced schedule for FMLA covered conditions probably would not apply to regular rural carriers, since we must take leave in increments of 8 hours.)

An employee does not need to use their leave entitlement in one block. As previously stated, the leave can be used intermittently when it is necessary. Employees must make reasonable efforts to schedule leave for planned medical treatments so as not to unduly disrupt the employer's operation.

At the employee's option, certain kinds of paid leave can be substituted for unpaid leave. Note that employees may choose or the employer may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA, the employee must comply with an employer's normal leave policies, like submitting a PS Form 3971 indicating whether the absence is to be covered by sick/annual leave or LWOP.

The following are reasons/conditions for unpaid leave being granted:
1. Incapacity due to pregnancy, prenatal medical care or childbirth
2. To care for the employee's child after birth, or placement for adoption or foster care - entitlements for this condition expire one year after birth
3. To care for the employee's spouse, son or daughter, or parent(s) who has a serious health condition
4. For a serious health condition that makes the employee unable to perform his/her job. A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employer from performing the functions of his/her job, or prevents the qualified family member from participating in school or other daily activities. Chronic Conditions requiring treatments fit into this category. Chronic conditions are conditions that:
   a. Require periodic visits for treatment by a health care provider, or by a nurse or physician's assistant under direct supervision of a health care provider.
   b. Continue over an extended period of time (including recurring episodes of a single underlying condition); and
   c. May cause episodic rather than a continuing period of incapacity (e.g. asthma, diabetes, epilepsy, etc.)

Supporting documentation is required for your absence request to receive final approval. Documentation requirement may be (See FMLA, Page 12)
The 2009 Christmas period for rural carriers begins Saturday, December 5, 2009 (Week 1, Pay Period (PP) 26-09), and ends Friday, December 25, 2009 (Week 1, PP 09-10).

During this period, certain timekeeping and pay rules apply. Everyone should become familiar with Article 9.2.K, Christmas Allowances and Procedures, of the 2006 USPS/National Rural Letter Carriers' Association (NRLCA) Agreement. This article describes the types of compensation to which rural carriers are entitled during the Christmas period. It also describes related timekeeping procedures and regulations for the Christmas period, as well as special rules that begin with the start of the Guarantee Year (October 24, 2009) and continue through the end of the Christmas period.

Overtime During the Christmas Period

During the Christmas period, regular carriers are eligible for two types of overtime -- FLSA overtime and Christmas overtime.

FLSA Overtime

FLSA overtime is paid at all times of the year, not just during the Christmas period. Regular rural carriers are paid FLSA overtime under two circumstances.

a. Hours worked in excess of 12 in a day. If a carrier works more than 12 hours in a day, the amount over 12 is entered in the Daily Overtime block on PS Form 1314 (green timecard).

b. Hours worked in excess of 56 in a week. These hours are calculated automatically when the total weekly work hours are greater than 56, so no separate entries are required.

Christmas Overtime

Christmas overtime is paid only during the designated Christmas period.

Regular rural carriers are paid Christmas overtime under two circumstances.

a. Christmas Assistance. This is assistance provided by the regular carrier on her or his relief day. Christmas assistance work hours are entered in the Xmas Assist Work Hours block on PS Form 1314.

b. Hours worked in excess of the route’s evaluation. This is based on the total actual work hours for the week, not on individual days. For example, if a route has a daily evaluation of 9 hours and the regular carrier works 10 hours on 2 days and 8 hours on the other 3 days, no overtime would be paid. Even though the carrier exceeded the daily evaluation on 2 days of the week, he did not exceed the weekly evaluation. The weekly evaluation is 45 hours; the carrier worked 44 hours. These hours are calculated automatically, so no separate entries or calculations are required.

Christmas assistance is additional service provided on a rural route during the Christmas period. For regular carriers, Christmas assistance applies ONLY to assistance given by the carrier, on his/her relief day, while a replacement carrier carries the full route. For replacement carriers, it applies to any assistance provided on a regular auxiliary route during the Christmas period.

Christmas assistance is reported in the Xmas Assist Work

During Christmas Overtime Period:

-- Christmas overtime is paid only when the weekly evaluation is exceeded, not the daily evaluation
-- Daily overtime (over 12 hours worked) hours are included in Actual Weekly Hours
-- Christmas Assistance hours for regular carriers are not included in Actual Weekly Hours
-- Auxiliary carriers are paid for actual hours worked, not the route’s evaluation
-- DACA Code R and 3 must take an X day in the same pay period as the relief day that it is worked
-- Regular carriers may only work on their assigned routes
-- Regular carriers may not work December 25 or January 1

Replacement carriers (Designations 70, 73, 74, 75, 76, 77, 78, and 79) are entitled only to FLSA overtime. For these employees, FLSA overtime is paid for hours worked in excess of 40 in a week.

Auxiliary route carriers are compensated at the hourly rate for actual hours worked during PP 26-09 and week 1 of PP 01-10. During this period, carriers are not paid the evaluation of the route. Overtime is paid only when the carrier exceeds 40 for the week.

Work on Relief Days and Use of X Days

During the period from the beginning of the Guarantee Year (October 24, 2009) through the last day of the Christmas period (December 25, 2009) carriers who work a relief day during this period and who are entitled to a future day off (X day) must be given that X day in the same pay period.

If an X day is not taken in the same pay period that relief day is worked, or if the carrier is on the relief day work list and selects the option for 150% compensation, then DACA Code 5 applies and the carrier does not receive an X day. Carriers may not use any X days that were earned in previous pay periods during this period.

Happy Holidays to you and yours! Be safe out there!
Steward News

Keep watchful eye on paperwork after RCA conversion

The rural craft is starting to grow again and - coupled with new territories, high growth areas and the adjustment of overburdened routes - more RCAs are being converted to regular status. This often causes questions about annual and sick leave. Let's say your day has finally arrived, after you've been an RCA for five, six, or even in some cases 10 years or longer. There are some things to consider and be aware of.

Those who have been working an auxiliary route are a Designation 79; those working a vacant route are a Designation 74. At least two weeks before you convert to regular status, Management should complete a new PS Form 50, changing you back to a Designation 78. After this paperwork goes through, Management should complete another PS Form 50, converting you to Designation 71 and making you a Regular Rural Carrier. This schedule must be followed carefully so your pay will be correctly calculated. Getting corrections made to our paychecks can be very difficult.

So what happens to the annual and sick leave that has accumulated while you were working that auxiliary or vacant route? The good news is: the leave does not disappear! However, the annual leave is cashed out to you, because the USPS doesn't want to pay annual leave on a route that is likely evaluated at a higher rate than the auxiliary or vacant route you had been carrying.

Since rural carriers take leave in increments of eight hours, not in the actual hours of the route, you are charged for eight hours when you take a day off, even if your route is evaluated at, for example, 9.6 hours per day. For some reason, the USPS just chooses to cash you out when you convert to regular.

Sick leave is a different story, though. Any sick leave earned will be rolled over and retained for use by you on your new regular route. Make sure you check every pay stub to see that the sick leave appears, and if it does not appear within TWO pay periods, check with your supervisor so that this may be corrected.

To those RCAs who have become Regular Rural Carriers, let me be the first to congratulate you!

Report

(From Page 9)

-- Travel to NOVA District to visit offices being counted under FSS for the first time.
-- Step 3 appeals

WELCOME NEW STEWARDS; MORE NEEDED

I also want to take this opportunity to recognize four new local stewards that were certified in July.

At the present time we have 71 local stewards, 27 area stewards and 5 state level stewards. This is to cover the entire state of Virginia. We need more carriers that would be willing to step up to the plate and be willing to be the local steward in your office. Not having a local steward in every office and the amount of activity that goes on throughout the state puts the stewards under a great deal of stress in providing representation to our craft along with the enormous cost associated with it that is passed on to the membership by the way of dues. Will you consider helping out and keeping our cost down by becoming a local steward in your office?

Within a year most of the state will be under FSS with the offices that are to be impacted. This could cause some major changes with routes, consolidations, etc. If Congress allows the postal service to go to five day deliver this could bring about major changes for our craft.

We need to all get in the boat and row together, rough waters are ahead.

New Stewards Certified in July include:
Dwayne Griles/Clover
Cora Lee
Spence/Copperhill
Mark Jeffery/Leesburg
Eric Kea/Oakton

FMLA

(From Page 10)

waivered by your supervisor in specific cases. However, failure to provide requested medical or other documentation could result in a denial of FMLA-protected leave and/or paid leave.

Necessary document could include:
1. For qualifying condition 1 or 2, the birth or placement date.
2. For qualifying condition 2 or 4, documentation from the health care provider - see USPS Publication 71 for additional information on this subject.

The employee may be required to provide advance leave notice and medical certification. Taking of leave may be denied if requirements are not met.

*The employee ordinarily must provide 30 days advanced notice when leave is "foreseeable." When the 30-day notice is not possible, the employee must provide notice as soon as practicable and generally must comply with employer's call-in procedures. Employee must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. It is the employer's responsibility to inform employee requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must so notify the employee.

An employer may require medical certification to support a request for leave because of a serious health condition, and may require second and third opinions (at the employer's expense) and a fitness for duty report to return to work. For the duration of FMLA leave, the employer must maintain the employee's health coverage under any "group health plan." Upon return from FMLA leave, most employees must be restored to their original or equivalent position with equivalent pay, benefits, and other employment terms. The use of FMLA leave cannot result in the loss of any employment benefits that accrued prior to the start of an employee's leave.

FMLA makes it unlawful for any employer to:
-- interfere with, restrain, or deny the exercise of any right provided under FMLA.
-- discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

The U.S. Department of Labor is authorized to investigate and resolve complaints of violations. An eligible employee may bring civil action against an employer for violations. Know your rights under the FMLA. Department of Labor, Wages and Hour Division, WH Publication 1420 is a good source of information pertaining to your rights under FMLA.
PAC News

FERS sick leave credit law big victory

Legislation was passed on October 28, 2009, providing federal/postal employees who retire under FERS (Federal Employee Retirement System) the ability to receive retirement credit for unused sick leave. Until December 31, 2013, it will be rolled in with a 50 percent credit on unused sick leave for those who retire under FERS. As employees under Civil Service already had the ability to credit unused sick leave, this provision was a matter of fairness.

Also included was a provision making it easier for the Postal Service and other federal agencies to rehire retirees on a temporary basis with no reduction of their retirement annuities.

The FERS Sick Leave bill was introduced by Virginia Rep. Jim Moran (D) and co-sponsored by Virginia Rep. Frank Wolf (R). After a roller-coaster ride of several passages and defeats, the FERS amendment was attached to the Defense Authorization bill, which was passed by the House. It was withdrawn in the Senate when Sen. Tom Coburn (OK) threatened a filibuster. Then Sen. Daniel Akaka (HI) worked to have the amendment included in Conference Committee. When the House and Senate pass different versions of a bill, the bill is referred to a conference committee. The compromise bill from the conference committee then has to be voted on in both the House and Senate chambers. The House adopted on October 8 and the Senate on October 22. Legislation was signed into law on October 28, 2009 - a victory for sure!

Rural Delivery Heritage Book

Good News! Our rural delivery heritage book project is under way. Even better news is that the book is being done as a PAC project, alleviating the necessity of State Association funding. PAC benefits, members benefit, the State Association benefits, and our rural carrier history will be recorded for posterity.

This is an exciting undertaking, but we need your help. A Rural Heritage account has been established for the purpose of publishing the book and we are asking for your generous support. Donations are a “gift-in-kind” PAC contribution.

Donors will receive PAC credit for all book fund donations. As a thank you for supporting the rural delivery heritage book project and helping our PAC effort, donations of $50 or more also will receive a signed First Edition!

Virginia has never had such an opportunity to chronicle rural carrier stories. Be a part of this once-in-a-lifetime undertaking! Become a Friend of the Book today by sending in your most welcome donation! (A Clip & Send Coupon may be found on the back page.)

Half the take

PAC/LEGISLATIVE DIRECTOR CINDY CHATNEUFF presented State Steward Wayne Harrison his share ($75) of the half-the-take drawing at the Fall Board Meeting.

Committeeperson Connie Hale was the recipient of the $75 credit.

2010 VA PAC Donors

The contributors listed below kicked off the new PAC year. A $ sign in front of your name denotes a sustaining member on PAC Withholding or Electronic Fund Transfer (EFT). Virginia has already taken in over $5,000!

Debra Atwell $ Linda Hull
Ray Aubel $ Michelle Laign- Robbins
$ Cheryl Bauserman Anita Lambert
$ John Bradley Wanda Malik
Bill Bunch $ Robert Maxey
$ Cindy Chatneuff $ Elizabeth Maynard
Cindy Clark Cathy McGuffey
Wendy Cook $ Lisa Meadows
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Jerry Gatewood $ Martha Newton
Bill Gilliom Don Osborne
$ Deborah Godfrey $ Jean Overstreet
$ Tammy Gould James Pillow
$ Connie Hale Barbara “Lynne” Ray
Wayne Harrison $ Tom Sisk
$ Wanda Havens Susan Sours
$ Cindy Henry Gary Stamper
$ Mary Herman Debbie Weathersbee
Jeffrey Hinton Bailey Wright
$ Carolyn Holcomb LARRY Zirkle
$ Tammy Howard
When choosing auto insurance, consider all that’s offered

When do you know which auto insurance company is right for you as a Rural Letter Carrier?

When choosing an insurance company, price is certainly important. But in order to understand which company is the best value, you need to consider what is really being offered for that price. A price that sounds too good to be true probably is. Here are some important things to consider.

Coverage

Is the coverage a company is quoting the same as the coverage quoted by the competition? Is the quote based on “bare bones” coverage to reduce the rate? If so, will you be pressured into upgrading your coverage at a later time?

Make sure the coverage you are getting is adequate to protect you and your assets, and then make sure all of the quotes are for those same coverage levels. Also, look for the extras that some companies will offer, like free towing and new car replacement coverage.

Claims Service

Great rates don’t do you much good if you can’t count on the company when you have to file a claim. Does the company treat customers fairly? Can a representative be reached at any time? How quickly are claims processed? How much paperwork is required? Do your homework, ask around, and look for independent resources online that can guide you in your decision.

Claims Paying Ability

In both 2000 and 2001, more than 30 insurance companies declared bankruptcy! If a company goes under, it may not have to pay your claims. It’s extremely important that the company you choose has a strong financial rating from an independent agency. The leading independent insurance rating agency is A.M. Best Company. Stick with companies that have at least an “A” rating from A.M. Best.

OEM Parts vs. Aftermarket

Many companies balance low premiums by cutting the costs of repairs on your vehicle. The most common way to do this is by using less expensive (and often lower quality) aftermarket parts. Ask your insurance company if they will guarantee to use OEM (Original Equipment Manufacturer) parts for repairs.

Renew ability

Some companies will cancel a policy after you file an expensive claim. Look for providers that have a company policy against canceling coverage based on claim history.

Of course, you could make things simpler by just going with the one company that offers the coverage needed by the Rural Letter Carriers and their family members. GMAC Insurance is your inside connection for auto insurance. We can offer you special discounts and knowledgeable advice for all of your vehicles, no matter who built them. Rural Letter Carriers should never have unanswered questions when it comes to auto insurance. If you have questions about your current policy, or would like a free quote from us, just call 1-888-325-7727.

Remember the New Year is coming - change the batteries in your smoke detectors and have a flashlight handy in case your electricity goes out.

First-class insurance at prices that can’t be licked!

Get great protection from the only vehicle insurance plan endorsed by the NRLCA!

NLRCA Life & Long-Term Disability Open Enrollment Update

Submitted by BILL JUDGE & ASSOCIATES, INC.

The deadline for the NRLCA Life & Long Term Disability Open Enrollment has been extended to February 2, 2010, due to the overwhelming response from the NRLCA members that attended the convention.

Mailing of the enrollment packets will be delayed a few more weeks. Time will also be added for processing your allotment changes that could cause your effective date of coverage to go well beyond the date you submit your application.

It is highly recommended that all members complete their enrollment forms and send them in as soon as possible, instead of waiting until the new deadline.

Bill Judge & Associates, Inc. has been working on alternatives for eligible members to submit their enrollments now. While sending or collecting the information over the internet and via email is an instant option that is available to you now, we feel that using only electronic means of communication would take business away from the USPS, and ultimately, the NRLCA and YOU as a member.

Every regular and PTF rural carrier member of the NRLCA will receive a brochure and enrollment form in the mail before February 1st, 2010. If you would like to enroll earlier, please visit www.bja-associationbenefits.com, and click on the Long Term Disability & Term Life Insurance link on the top of the page.

Important reminder: During the 2009 Long Term Disability & Life Insurance Open Enrollment, the life insurance that is being offered is on a guaranteed issue basis. There are no health questions or exams needed. If you choose not to enroll during this time, but wish to apply for life insurance in the future, evidence of insurability will be required. Please take the time now to evaluate your and your family’s life insurance needs.
Contract (from Page 8)

at the carrier's option, provided the time taken does not exceed thirty (30) minutes. Segments may be taken in the office or on the route, pro-
vided the normal schedule is maintained to the extent possible. The par-
ties agree that the lunch time taken by the carrier is not compensable.

3. Rural carrier craft employees may be permitted to travel a reason-
able distance off their prescribed line of travel to and from an authorized
lunch stop.

G. Scheduling
Scheduling is the responsibility of the Employer. Schedules shall be real-
istic, based upon the receipt and availability of the mail, the route evalu-
ation, and other related service considerations. The rural carrier will
receive reasonable advance notice when the schedule is to be changed.
When the Employer changes the relief day of the regular carrier in
accordance with Article 9.2.C.5.d.(2) and 9.2.C.5.e., the carrier will
receive notice of the change no later than the Saturday of the service
week preceding the effective week of the change.

H. Acts of God
When Acts of God prevent an employee from performing the employee's
duty, the Employer may authorize administrative leave. Equipment
Maintenance Allowance will be paid for each service day a rural carrier
reports to the post office and is scheduled to perform delivery. If the car-
rier fails to serve all or any portion of the route due to lack of proper
endeavor or any failure for which the carrier is responsible, appropriate
deductions from salary and Equipment Maintenance Allowance will be
made based on miles omitted.

I. Turning in Mail and Funds
Rural carriers will turn in all mail and funds upon their return from the
route. Normally, the Employer will arrange for hand-to-hand transfer of
accountability. However, the Employer may provide other suitable meth-
ods for relieving the carrier of accountability. In either event, the rural
carrier's liability shall be determined as specified in Article 28, Employer
Claims.

J. Carrier's Rights in Route Adjustments
The regular rural carrier assigned to the route shall be notified in
advance of any route adjustments and afforded the opportunity to submit
comments in writing. The comments will be considered as a factor when
such adjustments are under consideration and before any decision is
made. Substantial route adjustments must be approved at a level higher
than the installation and, if requested in writing, will be reviewed at the
district level, except for adjustments to avoid actual work hours in excess
of 2,080 during the guarantee period.

K. Affixing Stamps
During the month of December, the rural carrier shall not be required to
affix stamps to letter mail and greeting cards placed in a rural box for
collection. During the remainder of the year, every stamp shall be made
to rural customers to affix stamps to letter mail. The rural carrier
shall not be required to affix stamps to more than a reasonable number
of pieces of letter-size mail from a box.

L. Roster of Customers
When the rural carrier is required to maintain a roster of customers, this
roster shall be maintained, at the carrier's option, on either a loose-leaf
binder form on a card index form.

M. Driver Certification
When an employee in the rural carrier craft is required to be absent from
duty to receive Vehicle Familiarization and Safe Operation Certification,
the carrier shall be in a pay status and shall not be charged with leave
for the day. The Employer's current national policy on the use of seat
belts by rural carriers will be continued unless changed pursuant to the
provisions of this Agreement.

O. Identification Badges
Identification badges are issued for security control of access to postal
premises and operations and to identify individuals as Postal Service
employees. An identification badge shall be provided to each rural car-
rier to be displayed on the outer garment over the left breast during offi-
cial duty hours. When this is not practicable, the identification badge is
worn in plain view on the belt or as prescribed by the installation head.

P. Other Route Assignments
A regular rural carrier shall not be required to serve all or part of any
route other than his or her assigned route except as provided in

Provisions for Part-time Flexible Rural Carriers, Substitutes, Rural
Carrier Associates, Rural Carrier Relief Employees and Auxiliary
Rural Carriers.

A. Appointments
1. Rural carrier associates (RCAs) are selected by the Employer from
a register of eligibles established as the result of an open competitive
examination, except that the Employer may appoint a former regular car-
rrier in accordance with Memorandum of Understanding #10 on page 66.
RCAs shall be appointed only to fill leave replacement vacancies on reg-
ular routes or auxiliary routes as defined in Article 30.2.F.1. In addition, a
part-time flexible rural carrier may be appointed as an RCA provided
there is a leave replacement vacancy in the office in which the part-time
flexible rural carrier seeks appointment. The part-time flexible rural carri-
er must resign his or her position at least six (6) days prior to the
effective date of the RCA appointment.

2. The Employer shall make every effort to expeditiously fill leave
replacement vacancies when they occur. Regular rural carriers shall
have the right to require that a leave replacement be assigned to their
route.

3. The establishment of a part-time flexible rural carrier assignment is
at the discretion of the Employer. There is no requirement to establish
such assignments. If the employer decides to establish a part-time flexi-
ble rural carrier assignment, it shall be posted at the post office, includ-
ing stations and branches, for all substitute rural carriers and RCAs that
have completed their probationary period. The posted notice shall
clearly state the method(s) to be used for eligible rural carriers to
submit bids, e.g., written, telephone, computer and/or other auto-
method. Where the Postal Service has implemented tele-
phone, computer or other automated bidding, it is mandatory that
rural carriers submit the required bidding information, using their
Employee Identification Number and the bidding method stated on
the posting. The notice shall state that a part-time flexible rural carrier
cannot decline conversion to regular status. The notice shall be posted
for ten (10) calendar days. Bids may only be withdrawn during the 10
day posting period. (See Memorandum of Understanding #18, page
71 and Memorandum of Understanding #7, page 61.)

a. The assignment will be awarded to the substitute rural carrier
applicant having accrued the longest period of continuous service as a
substitute rural carrier and auxiliary route carrier in that office, unless
another substitute rural carrier is deemed to be substantially better quali-
fied. Such continuous service is that which occurred immediately prior to
the appointment.

(See DUTIES, Page 16)
Duties
(From Page15)

b. If the vacant part-time flexible rural RCA assignment still exists, it shall be awarded to the non-probationary RCA applicant having accrued the longest period of continuous service as an RCA in that office, unless another RCA is deemed to be substantially better qualified.

c. Should a substitute or RCA on the rolls (non-pay status) pursuant to Article 16.4, be awarded a bid under Article 30.2.A.3, (including district postings) the RCA’s or substitute’s conversion to career status will be processed after disposition of the employee’s case either by settlement with the Union or through exhaustion of the grievance-arbitration procedure, provided the employee is returned to the rural carrier craft. The effective date for such employee’s conversion to career status will be the pay period of the employee’s return to work unless otherwise indicated in the disposition of the employee’s case.

d. The posted assignment shall be awarded within ten (10) days. The employee shall be placed in the new assignment within twenty-one (21) days of being designated the successful bidder.

e. If the vacant part-time flexible assignment still exists, post the vacancy, using the posting criteria as outlined in item 3 above, within ten (10) days for all part-time flexible rural carriers, substitutes and non-probationary RCAs within the district. The notice shall be posted for fifteen (15) days at each office within the district. Bids may only be withdrawn during the 15-day posting period.

f. The order of consideration shall be the same as stated in subsections a. and b. above and awarding the assignment shall be the same as stated in subsections c. and d. above.

g. If the part-time flexible rural carrier assignment was not filled as a result of the district posting referenced above, management may fill the assignment in accordance with Handbook EL-312, Employment and Placement. This includes, but is not limited to, the reassignment of a qualified rural carrier, part-time flexible rural carrier, substitute or RCA.

B. Probationary Period (See also Article 12.1)

1. The probationary period for a rural carrier associate shall be 90 days actually worked or one calendar year, whichever comes first. All other applicable provisions of Article 12.1, shall apply.

2. A change from rural carrier associate to regular mail carrier shall not interrupt or otherwise change the running of the time counted toward completion of the probationary period.

3. A change from substitute or rural carrier associate to part-time flexible rural carrier shall not require a new probationary period.

4. A change from substitute, rural carrier associate, or part-time flexible rural carrier to regular carrier shall not require a new probationary period.

5. A change from rural carrier relief employee to rural carrier associate shall not require a new probationary period.

6. A change from part-time flexible rural carrier to rural carrier associate shall not require a new probationary period.

7. A change from regular rural carrier to rural carrier associate shall not require a new probationary period.

8. A change from regular rural carrier to part-time flexible rural carrier shall not require a new probationary period.

C. Assignment to or Utilization on More Than One Regular Route

1. Part-time flexible rural carriers may be assigned as the primary leave replacement on more than one regular route. The part-time flexible may also be utilized on any regular route where the primary leave replacement is not available and any auxiliary route where the assigned leave replacement is not available.

2. When necessary or desirable, a substitute, rural carrier associate, or rural carrier relief employee who is assigned to one route may be utilized on up to three routes. However, the employee’s prime responsibility is to the assigned route.

3. Not more than one part-time flexible rural carrier, substitute, rural carrier associate, or rural carrier relief employee will be assigned for each regular rural route.

4. When a regular rural carrier is on extended leave without pay for National Rural Letter Carriers’ Association official business, the person serving the route of such a rural carrier shall be entitled to a leave replacement.

D. Unavailability of a Leave Replacement

1. A leave replacement assignment list showing the primary leave replacements assigned to each route and the second and third leave replacements to be utilized on each route, if any, will be posted in each office. Qualified substitutes, rural carrier associates, and rural carrier relief employees will be designated as the second and third leave replacements for each route based on the longest period of continuous service in the office. In no instance will these employees be shown as leave replacements on more than three routes on the assignment list.

2. Whenever the leave replacement assigned to serve a route is temporarily unavailable or no leave replacement is assigned to the route, the Employer may require a part-time flexible rural carrier to serve the route prior to requiring those substitutes, rural carrier associates, or rural carrier relief employees who are the second or third leave replacements designated for that route on the leave replacement assignment list.

3. If the second and third leave replacements designated for the route are unavailable, and a part-time flexible rural carrier has not been designated to serve the route, the route shall be assigned to qualified substitutes, rural carrier associates, or rural carrier relief employees assigned to that delivery unit in the order of the longest period of continuous service in the office. Qualified is defined for Subsection D.1. and 3. As having received training on or been utilized on the route.

Delivery unit is defined for this purpose as a physical location containing one or more five digit zip codes under the control of one postmaster or station/branch manager. This does not include annexes, stations or branches under the control of a different postmaster or station/branch manager.

4. If no qualified substitutes, rural carrier associates, or rural carrier relief employees within the delivery unit are available, the Employer may designate any other leave replacement prior to selecting a regular rural carrier to work in accordance with Article 8.5.

5. In emergencies, when the services of a substitute, rural carrier associate, or rural carrier relief employee are not available, another qualified employee may be designated by the Employer.

E. Filling a Leave Replacement Vacancy

1. When a vacancy occurs in the leave replacement ranks, management may add it to a part-time flexible rural carrier’s assignment or it shall be offered, at the time of the initial vacancy, to qualified substitutes, rural carrier associates, and rural carrier relief employees in that office in the order of the longest period of continuous service in the office, without regard to classification. If the vacancy continues to exist and the route has been substantially changed (i.e., classification, relief day, or assignment of vehicle) or the regular carrier assigned to the route has been on an extended absence for more than 30 calendar days, the assignment(s) shall be offered again to qualified substitutes, rural carrier associates, and rural carrier relief employees in the office in the order of the longest period of continuous service in the office, without regard to classification.

2. If a part-time flexible rural carrier vacancy exists, the Employer will have the option of eliminating the part-time flexible rural carrier position or posting the assignment in accordance with Article 30.2.A.3.

F. Reassignment (Transfer) to Another Office

1. A substitute, rural carrier associate, or rural carrier relief employee, who has completed the probationary period and then submits a written request for reassignment, may be reassigned, from one office to another, provided a vacancy exists in the leave replacement ranks in the office to which reassignment is requested. A vacancy exists if a regular route does not have an assigned leave replacement or the only route in the office is an auxiliary route and there is no assigned leave replacement. Such reassignment shall be considered an in-service placement.

2. When a regular rural route is transferred from one office to another, the substitute, rural carrier associate, or rural carrier relief employee designated to serve the route being transferred shall be privileged to transfer with the route to the new office. If the employee transfers with the route, the transferring employee retains seniority gained at the original office, and if the employee leaves the office, the seniority of all substitutes, rural carrier associates, and rural carrier relief employees assigned to the same finance number in the new office.

G. Filling an Auxiliary Route

1. In offices where it becomes necessary to change the relief day of one or more regular routes in accordance with Article 9.2.C.5.b., all auxiliary routes will be six-day assignments. Those substitutes, RCAs, and RCRCs assigned to auxiliary routes and continuing to serve as the primary leave replacement on the assigned regular route, must make an election
To serve the auxiliary route six days per week or to relinquish the auxiliary route and serve as a leave replacement. This election must be effective within 30 days of the date on which the Employer implements the formula outlined in Article 9.2.C.5.b.

a. If the employee elects to continue to serve as the leave replacement on the assigned regular route, the auxiliary route will be filled in accordance with Article 30.2.G.2.

b. If the employee elects to serve the auxiliary route six days per week, any relinquished leave replacement assignment shall be filled in accordance with Article 30.2.E.1. The residual leave replacement vacancy shall be filled by a temporary relief carrier.

c. If the employee elects to serve the auxiliary route six days per week, the employee will not serve on any other auxiliary route or as a leave replacement on any regular route.

d. The employee assigned to an auxiliary route may accept a subsequent leave replacement vacancy in accordance with Article 30.2.E. However, upon accepting another leave replacement assignment, the employee will relinquish the route.

2. When an auxiliary route is to be filled, the route will be offered to qualified substitutes, rural carrier associates, and rural carrier relief employees in the order of the longest continuous period of service at that office, without regard to classification.

3. In offices that have changed the relief days of one or more regular routes in accordance with Article 9.2.C.5.b., upon accepting an auxiliary route assignment, the employee must relinquish the leave replacement assignment and serve on the auxiliary route six days per week. The relinquished leave replacement assignment shall be filled in accordance with Article 30.2.E.1. If the residual leave replacement vacancy is not assigned to a part-time flexible rural carrier, it shall be filled by a temporary relief carrier.

4. In offices that have not changed the relief days of one or more regular routes in accordance with Article 9.2.C.5.b., upon accepting an auxiliary route assignment, the employee must make an election to serve the auxiliary route six days per week or continue to serve the auxiliary route and only on the assigned regular route as the primary leave replacement. An employee serving the auxiliary route and serving on the assigned regular route as the primary leave replacement may subsequently elect to serve the auxiliary route six days, if mutually agreeable to the carrier and the installation head. Upon this election Article 30.2.G.1.b. and c. will apply. An employee serving the auxiliary route six days may accept a subsequent leave replacement vacancy in accordance with Article 30.2.E. However, upon accepting a leave replacement vacancy, the employee will only serve on the assigned auxiliary route and as the primary leave replacement on a regular or auxiliary route in the office in the order of the longest period of continuous service in that office, without regard to classification. If there are none available, the Employer shall select a temporary relief carrier or another qualified person to serve the auxiliary route.

5. When the leave replacement assigned to serve the auxiliary route is unavailable, the Employer may require a part-time flexible rural carrier to serve the route or the assignment shall be offered to other substitutes, rural carrier associates, and rural carrier relief employees in the office in the order of the longest period of continuous service in that office, without regard to classification. If there are none available, the Employer shall select a temporary relief carrier or another qualified person to serve the auxiliary route.

6. When an auxiliary route is created in part or in whole from territory formerly served by another post office and no substitute, rural carrier associate, or rural carrier relief employee is available in the office from which the auxiliary route emanates, the route will be offered to the substitute, rural carrier associate, or rural carrier relief employee in the office from which the territory was taken in accordance with Article 30.2.G.2. The substitute, rural carrier associate, or rural carrier relief employee shall then be transferred to the new office where the auxiliary route was created.

7. When a substitute, rural carrier associate, or rural carrier relief employee is assigned to an auxiliary route and the employee's assigned regular route becomes vacant or the regular carrier is on extended absence, the employee must either select the auxiliary route assignment or the assignment on the regular route. If the employee elects to serve full-time on the assigned regular route, the election shall not be effective until (and may be revoked by the employee prior to) the 91st day of the employee's full-time regular route assignment, at which time the auxiliary route assignment shall be relinquished and then offered to other employees in accordance with Article 30.2.G.2. If the employee elects to continue to serve on the auxiliary route rather than serve full-time on the regular route, (or revokes an election to serve full-time on the regular route prior to the effective date), the employee shall relinquish the primary

H. Relief Day on Vacation J and K Routes
When a substitute, rural carrier associate, or rural carrier relief employee is serving full-time on a vacant route or during the absence of the regular carrier, a relief day shall be granted, in the case of a J route or a K route, if requested by the employee and if a leave replacement is available, or if required by local management.

I. Excess Substitute, RCA, and RCA Determination
In the event a rural route at an office is eliminated for any reason, the determination of the excess employee shall be made in the following manner:

1. If there is a temporary relief carrier (TRC) serving as a leave replacement on a regular or auxiliary route in the office, that assignment will be offered to the substitute, RCA, or RCA whose route was eliminated.

2. If there are no such assignments available, and there are RCAs in the office, the RCA in the shortest period of continuous service in their position in the office shall be terminated.

3. If there are no RCAs in the office, the substitute or the RCA with the shortest period of continuous service in their position in the office shall be terminated.

J. Financial Liability
A part-time flexible rural carrier, substitute, rural carrier associate, rural carrier relief employee, or auxiliary carrier shall have any financial liability determined in accordance with Article 28, Employer Claims.

K. Non-Discrimination
Article 2 shall apply to part-time flexible rural carriers, substitutes, rural carrier associates, rural carrier relief employees and auxiliary carriers.

L. Benefits for Substitutes
Articles 10 and 21 shall apply to substitute rural carriers only to the extent of maintaining their current benefit levels, if any, except as provided in Article 10.5.

M. Discipline Procedure
Article 16, except for the day of reflection, shall apply to part-time flexible rural carriers, substitute rural carriers, rural carrier associates, and rural carrier relief employees.

In addition to the provisions of Article 16, the following actions shall constitute just cause for removal of rural carrier associates and rural carrier relief employees: repeated unavailability for work, failure to maintain the regular schedule within reasonable limits, delay of mail, and failure to perform satisfactorily in the office.

N. Grievance-Arbitration
Part-time flexible rural carriers, substitutes, rural carrier associates, rural carrier relief employees, and auxiliary rural carriers shall have access to Article 15, Grievance and Arbitration Procedure, to appeal an alleged violation of the applicable provisions of Article 30 or the applicable provisions of any other Articles in which they specifically named.

O. Leave Replacement Working Evaluated Hours
When a substitute, rural carrier associate, or rural carrier relief employee assigned to a route is working the route as a leave replacement or serving full time on a vacant route, or where the carrier is on extended leave, the employee is entitled to work at least the evaluated hours of the assigned route and then may be replaced to avoid payment of overtime or additional overtime. A part-time flexible rural carrier is only entitled, on a weekly basis, to a combination of leave and evaluated hours equal to the total of one day's evaluation of each of the assigned primary routes. A part-time flexible rural carrier may not use leave to generate overtime.

P. Sunday Work
An office-wide list will be established for substitutes, rural carrier associates, and rural carrier relief employees who desire to work on Sunday. When there is a need to work leave replacements on Sunday, the Employer may require a part-time flexible rural carrier work prior to selecting qualified employees from the list. The Employer will make every reasonable effort to avoid requiring substitutes, RCAs, and RCWs not on the list to work.
**FOR SALE**

**Used overhead sign** with lights $45 plus postage or best offer; 434-973-3404 (2)

**Two 1991 Subaru Legacy RHDs**, both run and drive great, both AWD, have great heat and AC; 205K on one, 157K on the other; must sell quickly, $6,000 for both or best offer; 540-874-4906 (2)

**2000 Jeep Cherokee RHD** good condition; 96K miles; route assigned LLV; $5,000 or best offer; for more information call Wendy cell 540-335-3057 or home 540-459-4092 (2)


**2000 Jeep Cherokee FACI RHD**. Central VA. 6-cylinder, 4-door, power windows, AC. 74,000 original miles. Mail tray, cruise control, AM/FM/cassette/CD. 5 new tires. Well-maintained. $8,300. 434-906-5339 (1)


**2008 RHD Jeep Wrangler**, 24K, excellent condition, $20,000. Also, **2005 RHD Jeep Wrangler**, 48K, $12,000. Both white with hard top and half doors for easy delivery. One owner. 540-570-0201 or email 2ndnature@ntelos.net (1)

**FREE CLASSIFIED ADS FOR MEMBERS OF THIS ASSOCIATION**

**CAUTION FREQUENT STOPS U.S.MAIL**

"CAUTION FREQUENT STOPS - U.S. MAIL" rear magnetic signs, $18; rear fiberboard signs, $12; magnetic door protector, $18; overhead sign with lights, $90; strobe light, $80. Postage is included in all prices, and all prices are subject to change without notice. These items may be ordered by sending a check or money order made payable to:

Debbie Atwell
VARLCA Secretary-Treasurer
11100 Maiden Creek Road
Abingdon, VA 24210

**VEHICLE SIGNS**

**HOT MAIL**

Members wishing to receive HOT MAIL via email may send their email addresses to:

Debbie Hearn, editor at rural_editor@comcast.net

For membership verification purposes only, please include your name and address as it appears on this publication’s mailing label.

If you are currently receiving HOT MAIL and wish to be removed from the list, please advise the editor.

HOT MAILs that have been returned as “undeliverable” will be removed from the list after the third attempt.

Need to buy or sell a vehicle?
Want to transfer to another office?
Relief carriers: Seeking more work?
This association offers free advertisement to members. Send items for this column to:
Debbie Hearn
6846 Crescent Ridge Court
Bealeton, VA 22712
Phone: 540-219-2995
Fax: 540-439-8252
Email: rural_editor@comcast.net

For Sale ads automatically run twice (unless renewed or canceled)
Mutual transfer ads run three times (unless renewed or canceled)

**STATE STEWARD**

WAYNE HARRISON presented his report to those in attendance at the Fall Board Meeting.

**HOT MAIL address update requested**

Since October 1, at least four HOT MAILS have been distributed to those members who have provided their email addresses to the editor. Attempts to email several members on this list have been returned as “undeliverable” for various reasons.

If you provided your email address and have not received a recent HOT MAIL (since October 1), please update your information by emailing Debbie Hearn, editor at rural_editor@comcast.net.
Mail this form to Debbie Atwell, VAR-CLA Secretary-Treasurer, at 11100 Maiden Creek Road, Abingdon, VA, 24210-9356

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

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 PHONE #

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

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.

DATE

LOC #

STATE

DATE

REMIT #

STATE SECRETARY

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. Submit Original and Copy 2 to NRLCA Membership Department, State Retain Copy 3.

Mail this form to Debbie Atwell, VARCLA Secretary-Treasurer, at 11100 Maiden Creek Road, Abingdon, VA, 24210-9356

Original - NRLCA

Copy 2 - NRLCA

Copy 3 - State Copy

50012
with snow, sleet and other potential hazards. There will be
days that the power will go out and we will have to improvise to
get our jobs done. However, we must remember to do what we
can to get the job done. The holiday season is coming and we
all know that we will be delivering a lot of Christmas presents.
These are some of the most important packages we deliver all
year, other than medicines and medical supplies. Customers
pay attention to us at this time more than any other. If they are
expecting something, we better have it for them! They are
counting on us to help make this time of year special for their
families.

We must continue to set the pace and make every attempt to
do our job, no matter what the conditions are. We must do the
best job we can and show that we are dedicated and we know
that their mail is important to them. This will help get the mes-
sage out that we are a necessary service and should not be
thought of as costing the government money. We need to do all
that is possible to show we take pride in doing our job and will
go to any length to do it well. This will help preserve the Postal
Service as an essential company and dedicated to serving the
public.

Be safe this fall and winter season with all the road and
weather hazards out there. Have a wonderful, happy holiday
season.

Remember, the deadline for the next edition
is February 1, 2010!

In Memory

John Cook, 79, of
Danville, passed away
in October 2009. He is
the brother of Mrs. Wayne
(Brenda) Harrison.

Friends of the Book
Clip & Send Coupon
Send to: Rural Heritage Book Fund
c/o Cindy Chatneuff
1743 White Rock Rd
Floyd, VA 24091-3617

Name: ____________________________________________
Street Address: ___________________________________
City: ______________________ State: Zip: ____________
Make Check/Money Order to: Rural Heritage Book Fund
Donation Amount: $________