

Officer's Reports

Georgia Rural Letter Carriers'
Association

March 2015



What's your Reason???

Just a few thoughts for you to ponder on as we approach the season of District meetings and nominations for District Officers, Delegate to the State and National Convention and State Board Officers. When you run for District Officer, Delegate and State Board Officer what is your reason for seeking these positions? You need to really query yourself and scrutinize your reasons. Are you looking to offer a positive change to the State of Georgia by running for the Board and are you willing to fulfill all the duties of a Delegate, gavel to gavel? Or do you think by being a State Officer you will travel, all-expense paid, all over the State and get to take off work for a carefree weekend? Also by putting your name on the Delegate ballot does that mean you will be enjoying endless bounty at the expense of your District or the State by sitting in a few meetings? Gavel to gavel means being in your seat on time and staying there.

You should also expect to attend the caucuses, State and National, as many times my mind was changed on caucus night. Now the Delegates voted for a caucus to be held at the State Convention and

hardly anyone attends. If you voted to encumber the State Board by holding a caucus, not to mention the Board has enough to do as it is at the Convention, the least you could do is show up. So you need to question your reasons for running for any position and if your reasons are to give to the cause of the Association and not a paid vacation, by all means jump right in with both feet. If you are fortunate enough to be elected a National Delegate there are numerous reasons for attending the Q & A at the State Convention on Tuesday afternoon. One reason is that the information shared at the Q & A will more than likely be discussed on the floor of the National Convention so by knowing the issues will better prepare you when time comes to vote. There are responsibilities that come with every position and if you are up to the task don't hesitate to become a part of the process. Plan on attending your upcoming District meeting and bring a first timer with you.

The District President training and the District Secretary training held on the first two weekends in February was a big success. There was a lot of

information disseminated to the officers and I hope that the District meetings will be run more professional and efficient. The Board will be discussing the idea of some type of training or a training guide for the District PAC chairs. Everyone that donates to PAC should have their name recognized for that donation and the Board decided to issue PAC donation cards to every District PAC Chair to distribute at their meetings to members making donations. The Board also plans to have an orientation at the State Convention for the newly elected District Presidents and Secretaries as we feel that would help them to get their feet on the ground. That's about all I have for now and hope you attended the Spring Booster on the 8th of this month. These are informational meetings to help you in your job and keep you up to date on what is happening in the USPS and the Rural Craft. Looking forward to seeing ya'll sometime, somewhere.

**Respectfully Submitted,
Fred DeLoach, President**

Capabilities and Potential

Remember when the word 'web' meant something a spider spun. How about 'cloud'? Big puffy things in the sky. The only computers around were in big rooms usually at some type of business or industry. Now 'web' and 'cloud' mean different things. How many computers do you own? Laptop? Tablet? Phone? Technology has certainly changed our lives. What about technology and its affect on the USPS and our jobs. Remember the first scanner we used? Comparing it to the new MDD is like night and day. The capabilities of the MDD is very impressive and I don't think we all realize what it's capable of. If you attended meetings and have read updates you're probably aware of its capabilities and potential. The GPS capabili-

ties is something we all need to be conscience of. I know all carriers follow their 4003 unless they have an official reason to be off of it. Right? I know carriers are not scanning parcels 'between' boxes. Right? I know we don't have any carriers scanning parcels delivered to 'Front Door/Porch' while in their vehicle. Right? Everywhere the MMD goes a 'trail' is left. 'Bread crumbs' is what this trail has been called. Big Brother is watching! That eye in the sky will know where you're at, when and where you are scanning and your vehicle speed. What will the eye see when it's looking at you?

On February 7 our office was tasked to collect data for the Time Study. A new program was loaded to our MMDs. It is called Rural Time Study. My

first thought was that this program was a basic time clock. Clock in, out to route, return to delivery unit and clock out. Out to lunch-End lunch. A hand held 4240! Will this eventually replace the 4240? I could be wrong but I believe it will. We've been told the Time Study will show what we actually do and our evaluations should reflect this. The MMD will be a major part of this. The MMD will show the truth.

Make plans to attend your district meetings. Invite others to join you. Get involved! Be safe!

Phil Upchurch
Vice President

From the Secretary's Desk

It already seems like the year is flying by in a blur. The South Atlantic Conference and Spring Booster meeting have come and gone and now it is time for Spring District Meetings.

State Convention Delegates

At your spring district meetings you will be electing delegates to represent your district at the State Convention. Inside this issue is a form to nominate yourself or someone else to be a delegate from your district. **This form is for State Convention Delegates Only.** These need to be in to the District Secretary at least 10 days prior to your district meeting. The contact information for each District Secretary and meeting dates are in this bulletin. Life events happen that sometimes prevent you from attending a meeting, as well as being scheduled to work on your route the day of the meeting and knowing that you cannot make the meeting. Mailing in your nomination gives you the opportunity to make sure your name is on the ballot for consideration. You should receive a confirmation postcard from your district secretary and if you don't you need to contact them to make sure your nomination was received. Nominations will also be accepted from the floor at the meeting.

Member Restrictions

In the GARLCA Constitution Article III Section 2. Restrictions OR NRLCA Constitution Article III Section 3. *Inasmuch as it is an unfair labor practice under the Labor Management Relations Act (LMRA) for any employer (including persons acting in that capacity) to dominate or interfere with the administration of any labor organization, it follows that employers, while they may be members, may not be candidates for office or serve as officers.*

Members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or acting in any capacity normally performed by a manager. Members who accept managerial positions shall be deemed to have resigned from all

elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed union positions for a period of one year from the last day served in that capacity.

Article III, Section 3 of the National Constitution is clear that members serving or acting in a managerial or supervisory position are prohibited from participation in the Association while serving in these positions. Pay Code reports are checked for codes other than rural duties.

Closed Meetings

The following constitutes the NRLCA Board policy on closed meetings.

- ◆ If a Union meeting is going to be closed, for members only, the meeting(s) announcement should state it is a members only meeting and will be closed.
- ◆ When a Union meeting is closed, there should be someone at the door checking membership and they should offer any non-member wishing to attend to join the Union at the door.
- ◆ When a Union meeting is closed, for Union members only, no one but Union members should be in attendance, thus all non-member spouses, friends of rural carriers (managers) should be asked to leave when the closed meeting begins.
- ◆ If the Union has invited non-Union speakers that are considered "benefits" (i.e. Insurance (both RCBP and NGIC), National Office personnel (Legislative, OWCP, Insurance, Membership) of being a member to a closed meeting these invitees do not violate the closed meeting rule.
- ◆ When a Union meeting is closed for any special called meeting (i.e. mail count training, etc.) no one but Union members may attend. If a manager (Rural Analyst, Postmaster, Supervisor, etc.) is invited to attend the meeting, then the meeting cannot be closed and is open for any non-member to attend.
- ◆ When a Union meeting is closed, a member of the NRLCA who is acting in a man-

agement capacity as defined in the above referenced Constitution article or Article IX, Section 10 are prohibited from participating or attending in the meeting. The NRLCA defines acting in a management capacity as currently serving in a managerial position. If the member is intermittently working as a manager (204-B) but worked in that capacity on the day of the meeting he/she cannot attend the meeting that evening. However if he/she worked as a rural carrier that day they can attend and participate, but cannot hold any Union position. If the member has had a Form 50 cut showing them as being compensated as if in a managerial position then he/she cannot participate or attend.

National Delegate

The National Delegate nomination form is in the February through May issue of the **National Rural Letter Carrier Magazine**. Nomination forms must be completed in full as specified in the instructions. Do not send in with address labels stuck to the form, for the person making the nomination or for the nominee, or "same" written for nominee on a self nomination. Unsigned and not completely filled out forms will be returned. If received not completed as stated in the National Magazine they will be returned.

The nominations must be in by **May 20, 2015**. Mail early so as not to miss the deadline. Due to the changes in processing and the closing of facilities some of the nominations already received have taken from 2-6 days to reach me from only 50 miles away. Mail early to be sure your nomination arrives in a timely manner.

Membership for Georgia on March 1st was: 4,843.

Glynda G. Wurtz
GARLCA State Secretary-Treasurer

What is the GARLCA???

Mujibar was trying to get a job in India. The Personal Manager said "Mujibar, you have passed all the tests, except one. It is a simple test of your English language skills. Unless you pass it, you cannot qualify for the job." Mujibar said, "I am ready." The manager said, "You must make a sentence using the words Yellow, Pink, and Green." Mujibar thought for a few minutes and said, "Mister manager, I am ready." The manager said, "Go ahead." Mujibar said, "The telephone goes Green, Green, and I Pink it up, and say, Yellow, this is Mujibar." Mujibar works at a call center, no doubt you have spoken with him.

Aren't you glad you are a Georgia Rural Mail Carrier and you don't have to take a test like that.

In Georgia there are 10 districts organizations, each staffed by officers that are dedicated to serve all members of the Rural Craft, to promote a fraternal spirit among its members, and to benefit their conditions of labor, as well as cooperating with the Postal Service and the public for the good of the Service. For over 102 years, Georgia has been recognized as having

an outstanding organization of Rural Carriers. We invite all employees in the Rural Branch of the Postal Service to join with us and make us stronger, as we seek to improve conditions of labor and give better service to the rural patrons of the Postal Service.

In Georgia each District organization has at least two meetings each year- a business meeting in the spring, when officers and convention delegates are elected and another meeting is held in the fall. One or more State Officers attend these meetings and gladly discuss matters or problems of interest to all. There is also a District Representative in attendance. This is where the Constitutions and Resolutions are born. The Association year runs from July 1 through June 30. Statewide meetings are held in the spring and fall, and an annual State Convention is usually held the end of June or the first of July. At these conventions, state officers are elected and mail-in ballots for delegates to the National Convention are counted. Georgia sends approximately 50 delegates to the National Convention each August. The National Convention is held in a different state each year.

You owe it to yourself to become more involved and to affiliate with the only organization authorized as your "exclusive bargaining agent." If you not a member, we invite you to join today!

The last "Rural Quest" was, "What is the Form # for the Dog/Animal Warning Card?" The answer is Form 1778 and was won by Debra Tatum from Waycross, Ga. The "Rural Quest" this month is "What is the Form # to sign up to become a member of the GARLCA?" If you know the answer and want to make an easy \$10, send me your name and address today. I will draw a name out of the hat of all the correct answers. My address is on page two of this bulletin.

In order to encourage non-members to become union members, please share your GARLCA Bulletin and your National Rural Magazine with them. Hope your Mail Count went well. See you March 8th at High Fall State Park!

Terry Chancey
Chairman, Executive Committee

Squirrel Season Ended on the 28th!!!

For those of you who don't know squirrel season ended on February 28th. "Always be prepared" my father would say, he had lived through the depression during the early 1900's. There are many of us who know nothing of being prepared as they were during that time. If you had fathers or grandparents who had lived during the depression you may remember them by they never threw anything away. They would say "the day will come when you'll need that" and it may take awhile but they were right and you would need it. My father use to tell me about how they made it through the depression and I'd always listen as he told me about the suffering people and families that you would see walking without anywhere to go. My dad was the oldest and there were several younger brothers whose job was to furnish the meat for the family. In those days bullets were hard to come by so the best shot in the family would be the only one who got the gun and maybe a couple of bullets to hunt with. The rest of the

family hunted with what they called flips! We call them sling shots and now just use them for fun. His second brother was the sure shot in the family so he got the gun and the rest hunted with flips. They would go out in the mornings and hunt squirrels which their mother would prepare and make squirrel dumplings out of them in the evenings. The family loved those dumplings and did their entire lives. I on the other hand liked my squirrels fried. It's hard to find someone today who will fry squirrels; everyone thinks now squirrels are nothing but a rat with a fuzzy tail. I wouldn't know, I've never eaten their tails. It was always interesting to me about how people learned to prepare foods during that time to make it seem like it was meat was scarce my grandmother would take black-eyed peas and mash them up, add eggs, batter with corn meal and fry. This was another one of my father's favorite meals and he talked about them a lot.

So, by now I figure you're asking yourself

what's all this got to do with anything going on in the rural carrier world? Preparedness, always be prepared, don't let little things sneak up on you. You have the chance today to call and get what may be a money saving offer. Remember to ask your friends and family to call and get a free no-obligation insurance quote on their vehicles. Be prepared for the unexpected and get yours today by calling 1-877-274-9632 and using savings code R-21.

Mark Larman
Executive Committee

Retirement — Your Contribution

Spring is almost here. We all know what a busy time of the year it will be. We'll be thinking of planting flowers, our gardens, attending spring business meetings and planning summer vacations. We need to add at least one other item to plan for. Retirement, regardless if you are under the CSRS or FERS retirement system, it is never too soon.

I want to address one portion of retirement that you don't want to overlook; that is contributing to the Thrift Savings Plan (TSP). All employees can contribute with one major difference. CSRS employees can not receive the matching funds from the USPS. Our employer will match up to 5% of your pay, but you only

get the full amount if you contribute at least 5% of your salary each pay period too. Remember, your contributions to the TSP are pretax and deducted from your pay before you see it. How easy is that? You don't need to make a conscious effort to build for your retirement. You cannot afford to miss out on thousands of dollars in free money over time. If you are not saving at least 5% of your salary each pay period, I strongly encourage you to do so. You get to choose from a variety of funds within the TSP. These funds range from very conservative to more aggressive, depending on your level of risk taking (what you're comfortable with). Additionally you can choose to make ROTH contri-

butions rather than the traditional contributions. Remember, with a ROTH contribution your taxes are taken out up front, rather than when you withdraw funds from your TSP account.

If you have questions visit tsp.gov or call the Thriftline: 1-TSP-YOU-FRST (1-877-968-3778)

Please take a few minutes to look over your situation, then make any necessary changes. You are in charge of your retirement, do the best you can to ensure a comfortable one.

Cliff Duncan
Executive Committee

House Resolution 12

In my last article, I mentioned HR12. The intentions of this resolution by the House of Representatives, is to express to the United States Postal Service that all measures possible should be taken to maintain and continue six-day mail delivery and service to the American People.

As of this date, there are 84 Democrat and 16 Republican co-sponsors to the resolution. Republican Sam Graves from Missouri is the original author of the resolution.

The resolution has been referred to the House Committee on Oversight and Government Reform. The resolution can not be sent to the President until it becomes a Bill.

The House of Representatives and the Senate will be in recess much of March, April, and May. The House will be in recess March 9th - 13th, March 30th - April 10th, May 4th - 11th and May 22 - 29th. The Senate will be in recess March 30th - April 10th and May 25th - 29th.

During these recesses our Representatives and Senators will be visiting their districts and states. If you hear of one of their meetings, this

would be a great time to meet them and discuss our thoughts and concerns.

As reported in my last article, the Senate Homeland Security and Governmental Affairs Committee will be overseeing postal legislation and issues. Chairman Ron Johnson (R-WI) at this time has decided to keep these issues at the full committee instead of delegating the issues to a sub-committee.

In December, we reported that a group of senators issued a letter to then Postmaster General Donahoe urging the United Postal Service to postpone their plan to close 82 more processing and distribution plants and to consolidate more routes.

However the United States Postal Service and it's management did not respond to the letter. As of January 10th, 2015 the USPS began to implement their plans to consolidate and close these plants. Even in one of his speeches before retiring Postmaster General

Donahoe stated this was still needed and stood by his belief that 5 Day Delivery was still an item

to look at in postal reform.

The plant in Athens is still on schedule to be closed in April. This closing as well as the other closings will have an impact on the communities they serve as well as the employees and their families.

I hope you were able to attend the Spring Booster Meeting at High Falls State Park and we were able to fellowship and gain more information from our National union leaders and state officers. Hope to see you at the upcoming District Meetings,

Sincerely,

E. Dwight Brookshire
Legislative Director

