



Report of the President

William Piwowarski, MaRLCA President



From the Desk of the President

The Spring State Meeting took place on May first and while turn out wasn't spectacular it was fairly well attended. Susan Knapp was our National Representative in her last go around as she will be retiring after National Convention.

There were a lot of issues discussed with RRECS being the main topic. When you consider all things facing all our carriers', Regulars and RCA's alike you might have thought that more members would have shown up for the meeting.

I would like to thank Camille Graves and the elections committee for their dedication the process of mailing and collecting ballots and then counting those that were received back. I would also like to thank Camille for her dedication to the union, she has had to step down as District one President. Bruce Lackey has stepped up to fill in for Camille, thanks Bruce. I make mention of this as we have had it happen far too many times recently. I'm always hoping to have members join and take an active part in the union. With that I would like to introduce Wyatt Aloisio to you as our new Backroads Journal editor. Wyatt is an RCA out of the Palmer office. He has a bit of a background in publishing as he once worked in the field in one of the local papers.

This year was our first Legislative Seminar in D.C. in a couple of years, I personally did not like trying to do them on Zoom or by phone as it was hard to connect with all of our Representatives. Well as it turns out that we ended up doing just that.

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Future Dates to Remember

- Sept 6-9 — NRLCA National Convention, Orlando, FL
- Sept 20—District 1 Meeting Wyckoff Country Club, Holyoke
- Oct 6—District 3 Meeting VFW, Pepperell
- October 10—Columbus Day/ Indigenous Peoples Day
- Oct 12– District 2 Meeting Mitchell Club, Middleboro
- November 6—Fall Booster Meeting
- November 8—Election Day
- November 11—Veterans Day

MARLCA EDITOR

Wyatt Aloisio
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**WINTER EDITION
DEADLINE
November 15, 2022**

*Address Change:
You can log on to
<http://liteblue.usps.gov>*

The Backroads Journal is a publication of the MARLCA. Opinions and views expressed in this newsletter are those of the writer and do not necessarily reflect or represent those of the Editor or the State Officers of the MARLCA.

September 2022

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3 PP-19
4	5 Labor Day	6 Nat Con	7	8	9 Pay Day	10
11	12	13	14	15	16	17 PP-20
18	19	20 Dist 1 Mtg	21	22	23 Pay Day	24
25	26	27	28	29	30	

October 2022

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 PP-21
2	3	4	5	6 Dist 3Mtg	7 Pay Day	8
9	10	11	12 Dist 2 Mtg	13	14	15 PP-22
16	17	18	19	20	21 Pay Day	22
23/30	24/31 Halloween	25	26	27	28	29 PP-23

November 2022

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4 Pay Day	5
6 Fall Booster Mtg	7	8 Election Day	9	10	11 Vets Day	12 PP-24
13	14	15 BRJ Deadline	16	17	18 Pay Day	19
20	21	22	23	24Thanks giving	25	26 PP-25
27	28	29	30			



Report of the President

William Piwowarski



..... (continued from p. 1)

It was great to be back in D.C. for the seminar and that was its usual informative self, and Vice President Richardson and I were able to meet in person with some of our Representatives. Bob also was able to get a feel of what it takes to get around D.C. for next year.

We held our summer budget board meeting at the end of July and things went well. From a standpoint of the states finances we are doing well. As things get back to normal operations and we are traveling to meetings which include Eastern States, Legislative Seminar in D.C., National Convention, and all the meetings within the State our budget will take a hit but that's to be expected. It's been a while since we have been doing all those things.

Next up for us and those elected as delegates to National Convention is the Convention. We will be in Orlando, Florida in the beginning of September, not an ideal time of the year but probably better than August. It should be interesting as we haven't had convention since 2019 and it seems that we need to get back to business as usual. Once we return, we will be having district meetings and then the Fall State meeting.

I wish you all well in your endeavors and thank you for your dedication to the craft.

Respectfully,

William J. Piwowarski, MaRLCA President

Upcoming District Meetings

District 1

- Tuesday, September 20
Wycoff Country Club
223 Easthampton Road, Holyoke MA
01040

District 3

- Thursday, October 6
Pepperell VFW
55 Leighton Street, Pepperell MA
01463

District 2

- Wednesday, October 12
Mitchell Memorial Club Inc.
29 Elm Street, Middleborough MA
02346



Report of the Vice-President

Robert "Bob" Richardson



Greetings fellow union members! It has been awhile since we were together so let me catch you up on what I have been doing. The last time we were together was at the state meeting in May. After being sworn in as your State Vice President, my first duty was to attend the Legislative Seminar in Washington DC. Now, I am not big into politics so this was an eye opening experience for me. The first thing I realized was the importance of PAC and listening to our PAC Chairwoman Chrissy Chamberland of the issues going before congress. This year was a lot easier due to having only 2 important issues to bring before our State Representatives and Congressional men and woman. The two issues were The Shipping Equity Act and The Federal Retirement Act. With the help and guidance of your state President Bill Piwowarski, the meetings went well, whether it was a "zoom" meeting, in person or over the phone conversation. We did not get to meet with these individuals, but we did meet with some of their Aides, most took notes and seemed to know about our concerns and issues.

Once these meeting were completed, it was on to summer in the P.O. hazy, hot and humid. Our fiscal year ended on June 30th and in July it was time once again to meet with the District Presidents and Secretary / Treasurers to complete the two required financial forms, review and reconcile the State Secretary / Treasurer books, and plan the budget for 2023. I would like to say "THANK YOU" to the people who attended this meeting and for making things go smoothly. Due to having a new District 3 President and working with Cliff Morris to get him set up with a user name and a password for access with the IRS to complete the financial forms, I thought it might be a good idea to have a power point made for future District Officers, not knowing that another District President would have to resign. This was my first attempt to make something of this nature, and I must say, I think it came out very well. So we now have something to go by if there is a change in officers.

Soon, 13 of us will be heading down to the state of Florida for the National Convention. Since we have not had a convention in 3 years, I can predict long days and nights. If you have been reading your National Magazine, you may have realized that a few of the current National Board members will be retiring. This means that there will be new officers elected at the end of this convention. When we return from this trip, we will be conducting our District Meetings. Please make every effort to attend the meeting for your district. This is where you will find out what took place at the convention, who was elected to certain positions on the National Board, what resolutions were passed and/or failed, and many other questions and answers. PLEASE make room on your calendar to attend this meeting. There is way too much happening with RRECS to just sit at home and "go with the flow". I could ask each of you a simple RRECS question and get multiple answers. Come and ask that question you may have been pondering. Also, ask your question to the correct person. That would be your local steward, an area steward if you don't have a steward in your office, or, your District Representative. These are the people who have had trainings and possess all the answers.

RRECS continues to be an issue with carriers. Clock in and Clock out are easy and simple to understand, but some of the other rural activity scans are still confusing to us. For instance, carrier pickup vs prepaid acceptance, at what time do you hit return to delivery unit (return2du), and the different types of box

..... (Continued p. 6)



Sec-Treasurer's Two Cents

Lorraine Pacheco



7:20 PM
08/30/22
Cash Basis

MaRLCA Statement of Financial Position As of June 30, 2022

	Jun 30, 22	Jun 30, 21	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000000 · TD Bank	0.00	20,863.91	-20,863.91
1100000 · APCU Savings Account	200,765.46	138,912.37	61,853.09
1100500 · APCU Checking Account	11,145.28	0.00	11,145.28
1200000 · APCU CD's			
1200080 - CD #80	11,793.95	11,467.18	326.77
1200070 · CD #70	29,258.96	29,018.04	240.92
1200075 · CD #75	23,891.22	23,696.53	194.69
1200077 · CD #77	23,733.09	23,550.38	182.71
1200079 · CD #79	30,399.60	30,172.27	227.33
Total 1200000 · APCU CD's	<u>119,076.82</u>	<u>117,904.40</u>	<u>1,172.42</u>
Total Checking/Savings	<u>330,987.56</u>	<u>277,680.68</u>	<u>53,306.88</u>
Total Current Assets	<u>330,987.56</u>	<u>277,680.68</u>	<u>53,306.88</u>
TOTAL ASSETS	<u>330,987.56</u>	<u>277,680.68</u>	<u>53,306.88</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities	611.08	-2,307.32	2,918.40
Total Current Liabilities	<u>611.08</u>	<u>-2,307.32</u>	<u>2,918.40</u>
Total Liabilities	<u>611.08</u>	<u>-2,307.32</u>	<u>2,918.40</u>
Equity			
3900 · Net Assets	279,988.00	204,771.71	75,216.29
Net Income	50,388.48	75,216.29	-24,827.81
Total Equity	<u>330,376.48</u>	<u>279,988.00</u>	<u>50,388.48</u>
TOTAL LIABILITIES & EQUITY	<u>330,987.56</u>	<u>277,680.68</u>	<u>53,306.88</u>



Report of the Vice-President

Robert "Bob" Richardson



.....(Continued from p. 4)

holders vs box holders with the wss. Like the saying goes "you can't teach an old dog new tricks".

Many of us still to this day have the "old" mail count process engraved in our memory, and cannot get away from it. But we must move on. Keep reading your union magazine, and the union web site for updates and explanations. I have noticed that each month the union magazine will focus on a certain activity scan and explain it in detail with examples to follow.

As I close out my article, I would like to remind everyone that we are always looking for our members to step up within the union. Take that next step, give back and pay it forward. My last little bit of information is that I will be planning our next State Meeting for Sunday November 6th (See Below). Please come to your District Meeting and continuously check the State website: MARLCA.ORG for any updates. Stay safe, stay hydrated, and FOCAS on those rural activity scans. Remember, it is your pay as well as the relief carriers pay and vice versa.

Respectfully Submitted,

Robert Richardson, MaRLCA Vice-President

Fall State Booster Meeting Date Announcement

Greetings fellow carriers! Due to the deadline date for this issue of the Backroads Journal, I am adding one final important notice. The Fall State Meeting (The Booster Meeting) now has a date, time and location:

NOVEMBER 6, 2022

RECEPTION 8 AM

MEETING 9 AM

BEST WESTERN ROYAL PLAZA HOTEL & TRADE CENTER

181 Boston Post Road West

Marlborough, MA 01752

If you know of a fellow carrier in your office that is not a member of the MARLCA, ask them if they would like to come to the meeting. They can join at the door, they will get 3 months free of dues, and you can get a recruiting fee! It is a win-win for everyone. This can be a regular carrier, an RCA, or an ARC it doesn't matter of their title/position. The mail count is happening! I know you have questions. So, I'll see you there. PLEASE, be safe out there.

Robert Richardson, MaRLCA Vice-President



Sec-Treasurer's Two Cents

Lorraine Pacheco



Hello everyone,

Since my last article I have been very busy. March, April & May were all a blur, but I survived. We are one of a few states that have our Spring State Meeting early in the year. Attending district meetings, holding state elections, and preparing for a state meeting can be exhausting but now I have help. Chrissy Chamberland has been appointed my assistant secretary/treasurer.

In July, Chrissy and I attended a national training in Alexandria, VA. We spent the week reviewing all our duties and responsibilities along with any recent DOL changes. In July, we also held our required district officer training. This training is the perfect opportunity for presidents and secretary/treasurers to file their annual LM-4 and 990N. The state board met on the following day for our annual budget/board meeting. Following the meeting, all my financial information was audited.

Membership continues to be an uphill battle. As of today, we have 1213 members. Please continue to recruit and send the 1187's to me. The RAFT program is still in effect and new members receive the first three months free.

Next up is our National Convention in September and Fall District Meetings soon after. Please make every effort to attend these meetings. With all the changes coming our way, I'm sure you'll have plenty of questions.

Stay Safe,

Lorraine Pacheco, MaRLCA Secretary / Treasurer

RI Carriers' Association to host Retirement Seminar

The Rhode Island Rural Letter Carriers' Association has graciously invited members of the MaRLCA to attend an upcoming Retirement Seminar free of charge.

Sunday, October 30, 2022

9:30 AM—12:30 PM

URI Bay Campus

Narragansett, Rhode Island

The Seminar will feature guest speaker **Joni Montroy**. Any carrier thinking of retiring in the near future should take advantage of this event. Space is limited. Please contact Lorraine Pacheco at 774-244-0837 to reserve your spot in attendance today!





From The District Rep's Desk

Art Courcy, MA-RI and CT DR



New contractual language regarding leave submission requests

On March 23, 2022, our new national agreement was signed by the United States Postal Service and National Rural Letter Carriers' Association for 2021-2024. Contained within the new agreement are some significant provision changes to the contractual language regarding requesting and approval of leave requests. Within the language, we also have a clearly defined definition of when a leave replacement is to be considered unavailable.

Article 10 Section 2. Annual Leave

A. Minimum Units and Availability of Leave Replacements

Regular rural carriers shall be granted annual leave in minimum units of one day. Rural carriers should be granted annual leave in accordance with their personal wishes, provided a leave replacement is available. It shall be the responsibility of each rural carrier to plan annual leave at times when a leave replacement is available. If a leave replacement is committed to serve another regular rural route, **a vacant route, or a route where the regular rural carrier is on extended leave, has approved leave, or is in the first four weeks of assignment in the office**, such leave replacement is not available. A regular rural carrier should not be unreasonably denied annual leave because of a leave replacement's assignment to an auxiliary route.

Effective no later than six months after the signing of the national agreement, all RCAs will begin earning annual leave.

Article 10.5.B

B. No later than six (6) months from the date of this agreement, rural carrier associates shall earn annual leave based on the number of hours worked: one (1) hour accrued for each twenty (20) hours of work in a pay period, up to a total of four (4) hours maximum. Annual leave shall be credited as earned. Rural carrier associates shall be granted annual leave in accordance with their personal wishes, provided there is sufficient leave replacement coverage in the office.

C. Rural carrier associates shall be granted annual leave in hourly increments except when serving a vacant route or when serving the route during the extended absence of the regular carrier. These rural carrier associates shall be granted leave in minimum units of one day.

D. Rural carrier associates shall earn sick leave when serving a vacant route, or when serving the routes during the extended absence of a regular carrier in excess of 90 days. On the 91st day, the rural carrier associate shall be credited with sick leave for the first 90 days. These carriers shall be granted sick leave in minimum units of one day.

E. Rural carrier associates assigned to an auxiliary route shall earn sick leave based on the number of hours worked when serving the auxiliary route in excess of 90 days. On the 91st day, the RCA shall be



From The District Rep's Desk

Art Courcy, MA-RI and CT DR



credited with sick leave for the first 90 days. These carriers shall be granted sick leave in hourly increments.

Please note that there is a difference in the process for approval of leave requests for regular carriers and leave replacement requests. While the former language remains the same for regular carriers, *"Rural carriers should be granted annual leave in accordance with their personal wishes, provided a leave replacement is available."*

The language is different for approval of RCA leave. *"Rural carrier associates shall be granted annual leave in accordance with their personal wishes, provided there is sufficient leave replacement coverage in the office."*

As previously stated, there is also a change in the way that leave requests are to be submitted as well as time frames on approval of such request.

Section 7. Leave Submission

A. Requests for annual leave will not be accepted prior to sixty (60) days in advance of the desired leave date or service week. Leave requests may be submitted further in advance for exceptional circumstances. Leave requests received on the same day will be considered in order of seniority.

Exceptional circumstances for submission of a leave request further in advance of sixty days would be for certain life events. Some examples of those circumstances would be weddings, graduations, required pre-payment of vacation etc.... Please keep in mind that submission outside of the sixty days does **not** guarantee approval of the request. You should always get your leave request approved prior to making any pre-paid commitments.

B. Failure to return a request for leave within three (3) days of receipt will result in the request being automatically approved, provided the rural carrier has obtained proper acknowledgment of the leave request submission.

In order to enforce all of this contractual language, it is now imperative that a rural carrier properly submit PS Form 3971. No longer should we be asking verbally for a leave request or writing on a schedule or calendar. In the past, some offices, especially in smaller offices, there may have been an agreement to other forms of requesting leave. This should no longer be occurring. If a grievance is filed for any violation of the new language, we must have documentation for the union to prevail. The burden of proof is on the union to prove that there was a contractual violation. We have seen many times where carriers have submitted leave requests with no response to the request for weeks or months until the requested date arrived. And then, only to be denied due to lack of coverage in the office. The three-day turnaround time constraint that is now on management, if submitted properly by the carrier, should help to avoid those situations. As always, if you have any questions or need clarification, please do not hesitate to

....(Continued p. 10)



From The District Rep's Desk

Art Courcy, MA-RI and CT DR



.....(Continued from p. 9)

contact your assigned steward or myself for guidance.

I would like to take this opportunity to give a very special thankyou to ADR and friend Donald Ryle as he ventures away from our steward system and is now fully retired. I have worked with Don for more than twenty years as a steward as we came up together through being local, area, and assistant state stewards. Don always did a tremendous job representing our carriers and was a valuable mentor to our stewards. I would also like to congratulate Assistant District Representative Matthew Barrett on his appointment to now being a Part-Time Assistant District Representative. Matthew will be taking Don's place and I thank him as well for stepping up into his new role within our steward system.

Thank you all and have a safe, healthy, and enjoyable Fall season!

Art Courcy, MA-RI and CT District Rep

From The Assistant District Rep's Desk

Joan Tenerella, MA-RI and CT ADR

I would like to first take this opportunity to Congratulate Michael Merola, he was awarded a full-time regular carrier position recently and he will also become a full time ADR for the NRLCA In July. Congratulations Michael, and welcome aboard as a full time Representative. Michael will be handling Litchfield, Fairfield, Hartford, and New Haven Counties in CT. If your office is in one of these counties and does not have a local steward, please give Michael a call to discuss your issues.

Secondly, I want to express to all our RCAs a big "THANK YOU!" I have heard from so many of you regarding the work load you have all been experiencing recently due to the influx of Amazon Packages and the lack of staffing in so many of our offices. Efforts to hire more RCAs and ARCS continues to be a priority. I am dedicating this Article solely to inform RCAs of the new language in our joint contract that is specific to their position.

UPDATE: Payment of Contractual Salary Increases in 2021-2024 National Agreement

The NRLCA has been notified by USPS that contractual salary increases included in the 2021-2024 National Agreement will be effective PP16-2022 and appear in August 5th paychecks.

This adjustment will include all eligible rural carriers and all salary changes negotiated in the new National Agreement. Posted salary charts have already been adjusted to reflect the current negotiated salary rates. Back pay will be paid later yet to be determined. Please check the NRLCA website for the latest updates

From The Assistant District Rep's Desk

Joan Tenerella, MA-RI and CT ADR

Rural Carrier Associates and Assistant Rural Carrier Compensation

RCA's hired from August 24, 1991, through August 10, 2012, will be paid the basic hourly salary rate in table three. RCA's hired on or after August 11, 2012, and Assistant Rural Carriers will be paid the basic hourly rate in table 4. The hourly rate shall be adjusted by the general increase provided for in article 9.1.A. in addition, RCA's and ARC's in tables three and four will receive the following wage adjustments: Effective November 20, 2021, the hourly rate (Tables Three and Four) shall be increased by 1.0%. Effective November 19, 2022, the hourly rate (Tables Three and Four) shall be increased by 1.0%. Effective November 18, 2023, the hourly rate (Tables Three and Four) shall be increased by 1.0%. All percentage increases are applied to the Tables Three and Four wage rates in place on May 20, 2021. All leave replacement employees will receive an additional 1% salary adjustment annually in lieu of COLA adjustments (see chart).

TABLE THREE RURAL CARRIER ASSOCIATE/ RURAL CARRIER RELIEF SCHEDULES STRAIGHT-TIME HOURLY WAGE RATES Effective November 20, 2021 (PP25-2021) RSCB	
sch 1*	Sch
Note: This schedule reflects a 1.3% general increase and a 1% Wage Adjustment effective November 20, 2021 PP 25-2021)	

* Applies to rural carrier associates hired from August 24, 1991, through August 10, 2012.

** Applies to rural carrier associates and rural carrier relief employees on the rolls prior to August 24, 1991.

TABLE FOUR RURAL CARRIER ASSOCIATE ASSISTANT RURAL CARRIER STRAIGHT-TIME HOURLY WAGE RATES Effective November 20, 2021 (PP25-2021) RSCB	
RL RATE	9.50
Note: This schedule reflects a 1.3% general increase and a 1% Wage Adjustment effective November 20, 2021 PP 25-2021	

*** Applies to rural carrier associates hired on or after August 11, 2012

**** Non-career employees who only work Saturdays/Sundays/Holidays.

.....(Continued p. 12)

From The Assistant District Rep's Desk

Joan Tenerella, MA-RI and CT ADR

.....(Continued from p. 11)

Newly Hired RCAs

A newly appointed leave replacement will work only in the assigned office for the first two full pay periods in that office. The leave replacement will serve only the primary assignment and may also deliver parcels on any rural route on Sundays and holidays in the assigned office during these pay periods.

This change establishes some protections for newly hired RCAs. During their first 2 pay periods in the assigned office, the new RCA will not be required and will be considered unavailable to case and carry any route other than their assigned regular rural route. They may be used only for parcel delivery on other routes and for parcel delivery on Sundays and Holidays for delivery in their home office town only. The 2 pay periods begin after the new RCA completes the Academy and reports to the assigned office for on-the-job training. The newly hired RCA will not be utilized for any reason in any office outside of their assigned office during the first 2 pay periods

Leave for Substitutes and Rural Carrier Associates

Substitutes shall earn leave benefits when serving on a vacant route, or when serving the route during the extended absence of a regular carrier more than 90 days. On the 91st day, the employee shall be credited with annual and sick leave for the first 90 days. These employees shall be granted leave in minimum units of one day. B. Effective at the beginning of the first full pay period no later than six (6) months from the date of ratification; rural carrier associates shall earn annual leave based on the number of hours worked; one (1) hour accrued for each twenty (20) hours of work in a pay period, up to a total of four (4) hours maximum. Annual leave shall be credited as earned. Rural carrier associates shall be granted annual leave in hourly increments. Rural carrier associates shall be granted annual leave in accordance with their personal wishes provided there is sufficient leave replacement coverage in the office. C. Rural carrier associates shall earn sick leave when serving a vacant route, or when serving the route during the extended absence of a regular carrier in excess of 90 days. On the 91st day, the RCA shall be credited with sick leave for the first 90 days. These carriers shall be granted sick leave in minimum units of one day. D. Rural carrier associates assigned to an auxiliary route shall earn sick leave based on the number of hours worked when serving the auxiliary route in excess of 90 days. On the 91st day, the RCA shall be credited with sick leave for the first 90 days. These carriers shall be granted sick leave in hourly increments. New language in this section establishes that ALL RCAs will now earn annual leave at the same rate as a newly appointed regular carrier based on all hours worked. The leave can be used in one-hour increments and will be granted provided there is sufficient coverage in the office. Optionally, an RCA could use their accumulated leave to fill in hours in a week in which they were not scheduled to work 40 hours. Combined leave and work hours cannot exceed 40 for the week. RCAs serving vacant routes, routes on which the regular carrier is on extended leave, and auxiliary routes (Designation 74 and 79) will also continue to earn sick leave under the same formula for all hours worked on their assigned regular or auxiliary route. All RCAs will begin earning annual leave as stated in section B above. Until that time, Designation 74 and 79 RCAs will continue to earn annual and sick leave in accordance with current provisions.

From The Assistant District Rep's Desk

Joan Tenerella, MA-RI and CT ADR

Probation period for RCAs

The probation period for all new hires is 90 calendar days worked. Once the probation period is served an RCA can transfer to a different office if they so desire and if the postmaster of the desired office accepts them. The process for doing this is simply request the transfer from the office you would like to move to. When you are accepted into that office it is up to management of that office to submit the paperwork. Management of the office you are moving from will have thirty days to release you to the desired office. Under no circumstances should you be required to resign before transferring. Please contact your local steward, area steward, ADR or DR if you are being required to resign your position before moving to another office and be sure to contact them before signing a resignation.

As always, I can be reached at **401-536-8697** or email at **Joan.Tenerella@nrlca.org**

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE AND THE
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

Non-Career Employee Health Benefits

After one year of continuous employment, any eligible non-career rural carrier employee who wants to pay health premiums to participate in the Federal Employees Health Benefits (FEHB) Program on a pre-tax basis will be required to make an election to do so in accordance with applicable procedures. The total cost of health insurance is the responsibility of the non-career employee except as provided below.

The Postal Service will make a bi-weekly contribution to the total premium for any non-career rural carrier employee who wishes to participate in the USPS Non-Career Health Care Plan (USPS Plan) self-only option, equal to the greater of (a) \$125, or (b) the minimum required by the Patient Protection and Affordable Care Act, and applicable regulations.

The Postal Service will make a bi-weekly contribution equal to 65% of the total premium for any non-career rural carrier employee who wishes to participate in the USPS Non-Career Health Care Plan (USPS Plan) for either self plus one or family coverage during the non-career rural carrier employee's initial year of non-career employment.

After a non-career rural carrier employee's first year of employment, the Postal Service will make a bi-weekly contribution equal to 75% of the total premium for either self plus one or family coverage. Effective Plan Year 2023, the Postal Service will make a bi-weekly contribution equate to 75% of the total premium for any eligible non-career rural carrier employee who wishes to participate in the USPS Non-Career Health Care Plan (USPS Plan) for self, self plus one, or family coverage, regardless of year of employment.

Any non-career rural carrier employee wishing to make his or her health care contribution on a pre-tax basis will be required to make an election to do so in accordance with applicable procedures.

All non-career rural carrier employees will be eligible for the USPS Plan within a reasonable period from the date of hire and entry into a pay status, consistent with the requirements established under the Patient Protection and Affordable Care Act.

.....(Continued p. 14)

From The Assistant District Rep's Desk

Joan Tenerella, MA-RI and CT ADR

.....(Continued from p. 13)

The Postal Service shall continue to provide the USPS Plan with self-only, self plus one, and family options for the duration of this Agreement. This increases the contribution of the employer to the premiums for the non-career employee health plan to 75% for alt RCAs from day one beginning in Plan Year 2023.

-Katherine S. Attridge
Vice President
Labor Relations
U.S. Postal Service

-Ronnie Stutts
President
National Rural Letter Carriers' Association



Political Action Committee (PAC)

Chrissy Chamberland, PAC Chair

Hello!

THANK YOU SO MUCH! Together we have raised \$1,500 for PAC in the last 6 months at our 4 meetings. So Amazing! As promised here is a breakdown of what each district did and what we collected at the state meeting.

District 1: \$160
District 2: \$295
District 3: \$230
Spring State Meeting: \$815

In the spirit of some friendly competition, I will be giving the winning district a fun something at their next district meeting as a thank you for raising the most money for PAC. Could be some bubbles, maybe some glowsticks, noise makers, who knows. At each spring state meeting I will present the President of whichever district raised the most over the past year with a commemorative item as a thank you.

So...Congratulations to District 2 for raising the most money the first half of 2022. Can District 1 or 3 beat them this fall? You'll have to attend a meeting to help out and find out!

Thanks for all you do! See you at the fall district meetings!

Chrissy Chamberland, PAC Chair

Who Ya Gonna Call? Stewards at a glance

District Representative, MA-RI and CT (Full Time DR)

Art Courcy, Arthur.Courcy@nrlca.org
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