



North Carolina Rural Carrier

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July /August 2019



Seated: NRLCA Executive Committeeman Dennis Conley and NRLCA President Ronnie Stutts join (Standing) NC Vice President Audrey Solomon when she meets with Congressman Mark Meadows from North Carolina's 11th District on Capitol Hill in May.

Inside This Issue

*State Convention Roundup
New District Map
Legislative Update*

18 First Timers at the State Convention



First Timers

Left to right:

Jessica Sherron, Robert Barrow, Pamela Whitt, Linda Dycus, National Officer Sue Knapp, Crystal Sain, Elissa Gonzales, Raymond Best, Angela Bethea, Sara Waisner, Richard Schoonmaker, Lisa Talini-Zamora, Lindsey Duncan, Carlton Crutchfield, Adele Headley, Amanda Culler, Steve Schearer, Amber Thomas
Missing from photo
Thelma Lea

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Alleghany/Ashe	4	Brushy Mountain	3	Albemarle	2
Sea Level	23	Peach Belt	5	Southeastern	8
Guilford	30	Central Carolina	16	Foothills	10
Roanoke	44	Yadkin River	26	Cleveland/Gaston/Lincoln	29
Rutherford/Polk	47	Watauga/Avery	57	Randolph	42
Tidewater	52				

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Roanoke Chowan	7	Alamance	1	Tri-County	25
Burke/Caldwell/Catawba	9	Cumberland/Hoke	20	Five County/Person	28
Smokey Mountain	11	Wake	24	Johnston	34
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Caswell/ Rockingham	14	Union	54	Mecklenburg	38

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Get all the latest news at our website www.NCRLCA.org

National Emergency Hotline

1-888 EMERGNC

(1- 888-363-7462)

is a toll-free number for USPS employees to use in the event of a facility or weather-related emergency.

In an emergency, the hotline provides employees with information about the status of their facility and special instructions or guidance.

Please keep this phone number for future use.

WEBSITE

Please visit

www.NCRLCA.org to see all the latest news.

This month the user name is: **NCRural** and the password is **U&ncr1!**

We are working on adding many new pages of information for you

If there is something you would like to see added to the website please let any member of the State Board know. We welcome your feedback.

We hope to have the site completed soon. Thank you for your patience.

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The *North Carolina Rural Carrier* is published bi-monthly as a benefit to the members of the NCRLCA. It is printed by Williams Printing of Fayetteville, NC and mailed at standard rate by permit from Vale, NC. Articles and photos must be submitted to the editor by the 10th of the month prior to publication. Late submissions may or may not be printed.
Articles are the opinion of the Author and not necessarily the NCRLCA, the NCRLCA or the Editor.



President
Brenda Gibbs

Contact Congress Now

Thank you to everyone that came out to our 115th NC State convention. I also want to thank Susan Knapp (Director of Steward Operations) for attending and for the information she presented to us. We look forward to seeing her at the National Convention in Texas.

Brian Hamlett was elected as our new 3-year executive committeeperson. He will be handling our retirement articles. Congratulations Brian! We will all miss Renee Johnson and wish her well in her new adventures. She has been an exceptionally intelligent and resourceful member of our team.

We received some questions at the state convention that I wanted to answer for everyone.

1. ***Could state officers have meet and greet meetings on a local level to help put a face to our union?*** We will gladly meet at the District level. Districts are not restricted to just one meeting per year. Some districts have 3 or 4 meetings each year. Each district has a state officer assigned to them.
2. ***What has happened to the NC RLCA website? It was up and running when Jeff Essick was webmaster, but it is not anymore.*** We were advised that a conflict of interest was present with a full-time National Union Official working as our webmaster, so we made a change. We also wanted to change the website from .com to .org so we moved the site to ncrlda.org. We unveiled the new site at the State Convention. It should be fully functioning very soon.
3. ***Why do we keep having conventions in Cherokee? Sometimes we have them more than one year in a row. We don't do this for any other city. Why don't we go to other places in the western part of the state?*** Cherokee is our most attended convention site. It is also where we get some of the best deals on rooms and meeting space. We must have a large facility with plenty of meeting space. We have been to Boone and Asheville.

As I am writing this article we are preparing for the Contract Ratification Meeting at Embassy Suites in

Greensboro on Saturday July 13 at 6:00pm and the National Convention in Grapevine, Texas August 13-16. I want to thank each of you for allowing me to serve as your President for the 2018/19 year. It has been a most enjoyable and educational time for me. Your state board has made some significant changes in our ability to communicate with you thru the NCRC magazine and on the website. We strive to keep you informed of all matters that concern us as rural carrier families. We are available by mail, phone and email (remember we are carriers also and are usually carrying our routes during the day).

Audrey and I attended the Legislative Seminar in Washington, DC May 18-21. After a 2-day training seminar we began our meetings on Capital Hill.

Here's how it stacks up in the House of Representatives.

Mark Meadows (11th district). He is on the Oversight and Reform Committee and is Chairman of the Freedom Caucus.

Richard Hudson (8th district)

Patrick McHenry (10th district)

David Rouzer (7th district)

George Holding (2nd district)

Ted Budd (13th district)

None of these Representatives have signed on as cosponsors on any legislation but are willing to support a permanent solution for the Postal Service. Mark Meadows has called for Meghan Brennan's 10-year plan and says he will work for long-term legislation once he receives her plan. Many members that we spoke with in the House and Senate are waiting for his proposal.

David Price(4th district)

G. K Butterfield(1st district)

Alma Adams(12th district)

Representative's Price, Butterfield and Adams have already cosponsored H. Res. 23, H. Res. 33, H. Res. 54 and H. Res. 60.

Representative Adams has also cosponsored H.R. 2382.

Virginia Foxx (5th district). She is on the Oversight and Reform Committee.

The aide for Representative Foxx stated that she is waiting for it to come to the floor for a vote.

Representative Mark Walker (6th district)

The aide for Representative Walker stated that **he was for partial privatization.**

This legislation is in the House.

H.Res.23- Expressing the sense of the House of Representatives that the United States Postal Service

(Continued on page 10)



Chaplain's Message

**Jesse Ray Farmer Jr.,
Chaplain**

GOOD, GOOD FATHER

Read: Psalm 139: 1 –24

We all recently celebrated Father's Day in our own way just last month. Many of us fathers have looked back at times of wonder in our children's lives; the first smiles and the first steps towards our outstretched arms. We even remember the nights we monitored dates and phone calls that were way past curfew with a loving yet stern look of disapproval.

In those thousands of moments, I have often wondered how my job as a father would impact my children's lives. How would they turn out as an adult? Would they be safe? Would they be loved? There is so much we take for granted from our own fathers, whether it be our biological dads or someone who has been a role model in our lives.

In Psalm 139:1-24, we see that God is the ultimate father. He sees what we are doing on the outside but also knows our heart. This Psalm depicts a picture of God blessing us with his presence and overseeing everything about us.

It can be so easy for us to forget our relationship with God, but He never forgets or loses us. God encouraged David during one of the darkest times of his life, when sin had taken hold of everything and he felt like giving up. He seeks us in the darkest places of our lives but also cherishes the successes. He is our safe place, our shelter. What better depiction of a Father to live up to?

God made us in His image from Genesis 1:27 because he wanted a relationship with us. He is searching for your heart right now and will welcome you with forgiving and loving arms. Just as we look at our children's faces and see our own features, when God looks at your life and listens very closely, does He see a glimpse of Himself? We should exemplify this daily through our actions and our words for others to see. Be the change you want others to see, just as our Good, Good Father would want us to be.

Prayer: Dear God, I want you to seek me, search my heart so that you can help me pursue a life that is a reflection of you. *God, exam me and know my heart.*
v23a

Reminder: For any needs of prayer and/or spiritual support, please feel free to contact me on my cell phone. My number is 252-939-6826. You may call or text me. I will get back to you as soon as I can.



Obituaries

James Willis Alley, 83, of Walnut Cove went home to be with Jesus Sunday afternoon, May 26, 2019 at Kate B. Reynolds Hospice Home surrounded by his loving family.

James was born on August 12, 1935 to the late Ernest Lynn and Jettie Wood Alley. Mr. Alley served his country proudly in the United States Army.

He was retired from the US Postal Service with 23 years of service and was a faithful member of Rosebud Christian Church.

He also loved Southern Gospel music. He was a member of the AACA and the Old Salem Car Club.

James loved farming, fishing, and he played basketball and baseball at Lawsonville High School. One of the greatest influences of his life was the Lawsonville High School principal, Mr. Sam Dockery.

In addition to his parents, he was preceded in death by five brothers, Lester, Lev, Junior, Dave and Odell Alley; four sisters, Jeannie Hawkins, Ella Reid, Mattie Nelson and Rachel Powell.

James is survived by his loving wife of 63 years, Alma Oletha Watts Alley of the home; two sons, Bradley James Alley and Tammy Mabe, and Brian Lee Alley and wife Annette; six grandchildren; six great grandchildren, and special nieces and nephews.

2019 MEMORIAL SERVICE

Each year a special service is held at the North Carolina State Convention to remember our members that have passed during the past year. The following members were remembered at this year's memorial service in Raleigh, NC

Association Members

James Willis Alley	Walnut Cove
Ferry Barber	Goldston
Willa Barr	Wake Forest
Zack Boone	Marshall
Shasta Brewer	Lincolnton
Dorothy Brooks	Archdale
Clark Byers	Murphy
Harold Calloway	King
Benjamin Carpenter	Rocky Mount
Ulys Cook	Siler City
Billy Cooke	Murfreesboro
Bruce Cooke	Wilson
Tedford Coston	Hampstead
William Crawford	Pikeville
Joe Cress	Concord
Marion Daniels	Godwin
Calvin Davis	Kannapolis
David Dennis	Roswell
Sherion Ferguson	Hope Mills
Ralph Fields	Winston-Salem
Richard Forbis	Matthews
Thomas Frey	Goldsboro
Maxine Gardner	Willow Spring
Chester Gayhart	Jacksonville
J M Green	Elk Park
Richard Gudger	Greer
Joe Guthrie	Hickory
Charles Hall	Belmont

Christy Hall	Cherryville
Richard Harris	Oxford
George Don Hemphill	Union Mills
Harold Hill	Jamestown
Richard Hord	Lawndale
Richard Huddleson	Siler City
Tanya Huffman	Mooresboro
Samuel Keel	Louisburg
Thurman Langley	Rocky Mount
Kenneth Lineberry	Carthage
Harold McBee	Greensboro
Jerry McBride	Stokesdale
Duncan McKay	Wagram
Helen Owens	Statesville
Lisa Robertson	Hillsboro
Rose Rodgers	Wadesboro
William Smith	Columbus
Alfred Stallings	Hobbsville
Smith Storey	Elk Park
Gid Tharrington	Warrenton
Clarence Woody	Hayesville
John Yarborough	Durham

Auxiliary Members

Linda H Byrum	Waxhaw
Nancy Louise Cole	Leicester
Angela Hamlett	North Branch
Elizabeth Jordan	Fletcher



RCA's at the Convention, left to right: Tracy Greer, Amanda Culler, Sara Waisner, Carlton Crutchfield, Shari Schreiber

NCRLCA Dues for 2019-2020

Regular, PTF...Cash.....	\$702.07
1187...Bi-Weekly.....	\$27.00
Retired.....Cash.....	\$111.00
1187R...Monthly.....	\$9.25
73, RCA, RCR, ARC.....Cash.....	\$234.42
1187.....Bi-Weekly.....	\$9.02

The membership year begins July 1, ends June 30. Please make checks payable to **NCRLCA**. Checks or membership forms should be mailed to Vicki Gray, NCRLCA Secretary/Treasurer, 424 Wapiti Dr., Spring Lake, NC 28390.

NOTE: "Dues, assessments, contributions or gifts to the NCRLCA are not deductible as charitable contributions for federal income tax purposes.



SAFETY

Scott Deal

Don't Be A Victim!

Hello all, I hope you are enjoying your summer. It is always important to remember to hydrate completely this time of year, before, during, and after work especially. The idea of hydrating is to drink so you will not become thirsty. Breaks become essential this time of year, sometimes to simply seek shade and cool down. Safety is our responsibility and can be a huge challenge this time a year with the soaring temperatures outside which intensifies when we're in the LLV or POV serving our routes.

I wanted to touch on a subject that is becoming more and more prevalent in this day and age. With the recent shootings in Charlotte on the campus of UNCC, the active shooter situation is a tragedy that can happen anywhere at any time. This can take place while we are on the job or while we are off duty. The *active* aspect of the definition inherently implies that both law enforcement personnel and citizens have the potential to affect the outcome of the event based upon their responses to the situation.

The sanctity and security of the mail becomes a secondary concern when our lives become endangered. If such an event should happen while on duty,

get to safety immediately, then call 911 and your Supervisor.

There is simply no time in our day that we can let our guard down. We must always stay vigilant when it comes to being aware of our surroundings.

I know the nature of being a rural carrier and the selflessness, public servant, kind, helping, etc.... personality that comes along with the job. I have no doubt that some of us would rise to the occasion and do what we could to remedy the situation.

Being a hero can be fatal. The events that took place in Charlotte attest to just that. A student tackled the gunman; giving time for others to get to safety unharmed. **HERO** defined but at a tremendous loss. Rest in Peace Riley Howell.

The FBI has designated 27 shootings in 16 states in 2018 as active shooter incidents. 213 casualties, 85 killed, with 128 wounded. The numbers are truly alarming.

Whether on duty or not, stay aware, stay safe. Safety is carrier discretion, if at any time, our safety is at risk, we have the responsibility to get to safety, report the issue, and let the authorities take control.

I hope none of us ever has to deal with such a tremendous tragedy, but we should at least consider that it could happen to any one of us. Thinking about what you would need to do and preparing a plan of action can help us feel more in control should the need ever arise.

Thank you for the service you provide and as always...

Be Safe, Wear Your Seatbelt

EMA Increased to 74.5 cents/mile

On June 12, 2019, the Bureau of Labor Statistics released the May 2019 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) which established the Private Transportation Index at 211.792, an increase from the February 2019 Index of 199.460. Therefore, based on the May 2019 CPI-W release, the Equipment Maintenance Allowance (EMA) for rural carriers will increase 4.5¢ to 74.5¢ per mile.

This EMA rate will be effective July 6, 2019.

(Pay Period 15-2019)



Retirement

Brian Hamlett

New 3 Year Committeeman

My name is Brian Hamlett and I have recently been elected to serve on our State Board as the Three Year Committeeman.

I have served as the Auto/Homeowners Insurance Rep since 2015 and am looking forward to the chance to continue serving the membership of this association in this new capacity. I will be bringing you Retirement information in future articles.

As I am acquainting myself with my new duties, I would like to introduce myself. I began my career as an RCA in October 1997, becoming Regular in 2011, in the Semora Post Office. I bid on Rt.1 Blanch (Yanceyville PO) in 2014 where I got to work next to my dad until his retirement in 2017.

I currently serve as Local Steward in Yanceyville and Sec/Treasurer for District 14 as well as delegate to several State and National Conventions. I enjoy serving my community as a Volunteer Firefighter and Assistant Scoutmaster. I'm recently widowed with a son and daughter, ages 13 & 23, and a 2 year old grandson.

I have been a proud member of this Association since 1997 and look forward to serving and representing the North Carolina members. Please feel free to contact me with any questions, concerns, or ideas. This is your Association and we are here to serve you.



Charles Currin Receives 50 Year Member Award

Charles Currin really wanted to receive his 50 year membership award in front of all his old friends at our State Convention. Unfortunately Charles is not well enough to make it to the Convention this year.

President Brenda Gibbs, Secretary/Treasurer Vicki Gray, Carl Kelly and Carol Bain were honored to present Charles with his 50 Year Membership Award on June 10th.

Charles was Carol's mail carrier for many, many years. Carol also used to substitute on Charles route on occasion when he would take some time off.

Charles has been a member of this association since he was appointed as a rural carrier at the Lillington Post Office in 1967. He was very active in the union.

Charles retired from the Postal service in 1995. His customers loved him and were sad to see him go.



Left to Right:
Carol Bain, Carl
Kelly, Charles
Currin, Arlene
Currin and
Brenda Gibbs

EYE HEALTH FOR TODAY & INTO TOMORROW

You know protecting your skin from the sun's harmful rays is important, as I talked about in my last article, but do you know the importance of protecting your eyes? Protecting not only on sunny days but those cloudy days too and from occupational hazards we have while on the job.

Maybe someone is mowing/weed eating their lawn and a projectile is flying in your direction. This recently happened to a carrier as they were turning onto a secondary roadway. A customer was on their riding mower and as the carrier came around the corner, a rock flew up and hit the top of the window. It left a dent where it hit! What if that projectile was a bit lower? They could have been hit in the corner of their eye or face. It was a very scary incident for this carrier.

There are many hazards out there that we could encounter that may affect our eyes. Pollen and dry dirt roads will cause your eyes to get irritated. Out of instinct we rub them. That can cause the dirt to scratch the cornea causing a very painful corneal abrasion.

As we walk up to make deliveries you may encounter those small bugs that swarm together. One can get in your eye as well. Over the counter lubricating eye drops are a great thing to have on hand to help with these situations.

Protect your eyes year-round, not only from hazards on the job but during your recreational time too. Whether on the water fishing or skiing in the winter, glare bouncing off the surfaces can harm your eyes.

As I wrote in the last issue *sun glasses with 100% UV protection from both UVA and UVB rays will help protect your eyes from sunburn, age-related macular degeneration, cataracts, blindness, and even cancer of the eyelids.* Add to that a floppy hat, visor or baseball cap and not only are you protecting your skin but your eyes too.



Everyone from babies to adults should wear sunglasses. It's a good habit to start at a young age since their eyes are more sensitive to light than ours.

There are many styles to choose from, including prescription sunglasses, so you don't have to sacrifice style to get the eye protection you need.

Here's some things you can expect to notice as your eyes age.

Adults in their 20s and 30s generally have healthy eyes and can effectively treat vision problems with corrective eyeglasses or contact lenses. It's never too

RCHBP

Elaine Althoff



early to start preserving your eye health! During this stage of life, prevention is key.

In your 40s, you may notice that your near vision isn't as sharp, making it harder to read smaller print and you may begin relying on reading glasses.

As we reach our 50s and beyond the risk of age-related eye diseases such as glaucoma, cataracts, and macular degeneration increase. While cataracts are technically classified as an age-related eye disease, they are so common many consider it a normal part of the aging process.

You may not notice you have cataracts because the clouding of your natural lens happens gradually over time. Problems with glare, especially when driving, can also be related to a maturing cataract. Some age-related diseases are difficult to prevent due to genetics, lifestyle and environmental factors. We should still do everything we can to delay disease progression.

Regular eye exams are a great way to keep track of your ocular health. If you notice any changes in your vision you should contact your vision provider, even if you think it'll correct itself. This may be your body's way of telling you something is wrong.

Many may not know that other problems such as diabetes, stroke, cancer and even Multiple Sclerosis can be detected through an eye exam. If your Doctor suspects one of these may be causing your vision problems, they may refer you to another specialist for further testing.

Making Changes During Open Season

I hope you will check out the FEDVIP vision and dental plans as the new plans will be rolling out soon for 2020. For information or to make changes in your current FEDVIP Coverage plan during open season: Visit www.BENEFEDS.com

For our members not online please call **BENEFEDS** at 1-877-888-3337, TTY 1-877-889-5680 to request a brochure on the FEDVIP vision/dental plans to review before open season.

DO NOT RELY ON THIS ALONE. Call for your plan brochure prior to open season. Or visit them online to review all plans that are afforded to you. You can only make changes to your plan during Open Season or if a Life Event happens.

Take care of your eyes my friends & have a safe summer!



Mid Carolinas District Manager Justin Henderson answers some questions at the State Convention in Raleigh.

(Continued from page 4) **President's Message**

should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers.

214 cosponsors as of June 11, 2019

Referred to the House Committee on Oversight and Reform on January 4

H.Res.33- Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.

253 cosponsors as of June 11, 2019

Referred to the House Committee on Oversight and Reform on January 9

H.Res.54- Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.

254 cosponsors as of June 11, 2019

Referred to the House Committee on Oversight and Reform on January 16

H.Res.60- Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.

169 cosponsors as of June 12, 2019

Referred to the House Committee on Oversight and Reform on January 1

H.R.2382- USPS Fairness Act.

112 cosponsors as of June 12, 2019

Referred to the House Committee on Oversight and Reform on April 29

H.R.2478- Federal Retirement Fairness Act.

There are only 18 cosponsors.

Referred to the House Committee on Oversight and Reform on May 2

Here's what they are saying at the Senate.

Tom Tillis

Richard Burr

Both of their aides said that they are waiting on something to come out of the House. Neither have cosponsored S.Res.99.

This legislation is in the Senate.

S.Res.99-- A resolution expressing the sense of the Senate that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.

53 cosponsors

Referred to the Committee on Homeland Security and Governmental Affairs on March 7
Senator Burr nor Senator Tillis are on this committee.

You now have the legislative information you need to contact the representative in your district.

Visit www.congress.gov and enter the resolution number to stay current.

You can visit www.NRLCA.org and click on the Legislative tab then go to Useful Links. Then under Government Links you will find House of Representatives and United States Senate.

If you click on House www.house.gov will come up and then click on representatives and N for North Carolina. and scroll down to find your representative.

If you click on senate it will take you to www.senate.gov. You can access your representative or senators home page to email them or get an address or phone number.

PAC IS NOT THE ONLY WAY TO INFLUENCE CONGRESS.

WE MUST USE EVERY AVAILABLE RESOURCE!

WE MUST USE OUR VOICES!

PLEASE CONTACT YOUR REPRESENTATIVE TODAY!

Legislative Seminar May 18-22

Vice President

Audrey Solomon



My first Legislative Seminar was eye opening. I went thinking we were going to storm Capitol Hill and make changes. Well, that isn't what happened.

Brenda and I made appointments with all the North Carolina Representatives and Senators. Paul Swartz and the Legislative Committee (Rural Carriers from different States) held a 2-day Seminar which prepares us for Capitol Hill visits. The Seminar gives us information about the House and Senate Resolutions that have been proposed and which Senator or Congressman/woman has cosponsored it.

We were on Capitol Hill for two days visiting with each Representative and Senator. We met with their aides who gave us insight on what each Senator's or Representative's views are on each Resolution. We were able to give our views and expand on our concerns.

I had the opportunity to have a photo taken with Representative Mark Meadows (District 11) who is pushing Postal Reform to help strengthen the United States Postal Service. He is a strong advocate for 6-day delivery. I had the additional privilege of having breakfast with him prior to our Senate visits.

I also had the good fortune to meet with Representative Alma Adams (District 12) at a birthday dinner after our Senate visits. She is a strong advocate for Postal Reform and 6-day delivery and has cosponsored several House Resolutions in our favor.

I have heard over the years about all the walking involved in this visit. You truly get your exercise and learn to be a lobbyist for the Postal Service. The experience was awesome, but we need **YOU** to write or call your Representative and Senator.

RAFT RAFFLE

**Last chance
to WIN \$250!**

Recruit A Friend Today (RAFT)

North Carolina has implemented a "**RAFT Recruiter Raffle**" as an incentive for our members to continue with their efforts of enlisting new members. We will have a drawing at the end of each quarter. Every quarter the names of all recruiters will be placed in the hat for a chance at winning a \$250 prize.

The last drawing will be on September 30, 2019. This pool of names will be from all the new members recruited during the previous quarter (April 1 - June 30).

New members must still be employed with the rural craft 90 days after their enrollment date. Any member that has separated or moved to another craft within those 90 days is ineligible.

The recruiter will have one chance for each new member they recruit. If they have recruited five new members, then they will have five chances in the drawing of the \$250 prize.

There will be one more drawing for the 2018-2019 membership year. It will take place on September 30, 2019. National will take over the RAFT system again for the 2019-2020 year. Changes will be announced in our next issue.

JUNE WINNER IS ELISSA GONZALEZ



PAC CHAIR

Steve Rogers

Protect Your Future

With our spring district meetings over, and the state convention behind us, we have shown the rest of the country that North Carolina is concerned about our future.

Now I want to know why you were not at your district meeting? Do you not care about your future? Making excuses now could lead to changes at the post office that might not be to your liking. There were some districts that had less than 10% of their members in attendance.

I used to make excuses and not attend these meetings. The first time I attended one I learned so much about our rights as carriers. From that point on I have attended every one of our district meetings.

Folks we are under attack by Congress like never before. Once congress passes a law that we don't like, we will not have the chance to change it. You know how contracts have gone in the past. At least we have the chance every three years to change them. With Congress we won't get that chance.

Only 10% of state members contribute to PAC. Are they the only ones who care? PAC works for you. PAC only works with your contributions. However if we don't unite as a team now, it may be the end of the greatest job in the postal service. Please put your mon-

ey where you're future is. If everyone would give just a little, our future would be safer.

Congress is debating the issue of privatization. That would change our jobs completely! You may think that is not possible but it is a real threat!

Big money wins every time. We have to fight for the future of our jobs, as well our retirements.

When I took this job I had a bucket list of things that I wanted to make happen. I have succeeded on a lot of these. Some I didn't. It is never too late donate to PAC.

Congratulations Appalachian and Guilford districts. Everyone attending their meeting contributed to PAC!

If you are a sustaining donor or you mailed me a check during the year without attending the state convention, we put the tickets you would have received for your donation in the drawing for the \$1000 Visa card.

We were able to raise over \$14,000 at our State Convention this year. This is a record for us! A special thanks for all the great gifts that our members brought to auction off.. Thanks to the state board, members and guests that made this go so smoothly.

This is my last article as your PAC chairman. I have come to a point in my life that I'm ready to retire.

I have a lot of people to thank. The state board, the members of the great state of North Carolina, thank you for believing in me! I want to especially thank my wife for the all help!

I have meet so many wonderful people. Thanks again to all of you. I hope that all of you will continue to support PAC. Let us all protect our future, as well the future of the next generation. We have the greatest group of members in the world!!



Lots of fun at the PAC auction this year! We raised over \$14,000 at the Auction!

PAC DONOR LIST



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(Continued on page 15)

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(Continued from page 14)

*Special Thanks to the following
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Thank you to **ALL** that
have donated to **PAC!**

STATE CONVENTION ROUND UP

This Year the State Convention was held in Raleigh, NC.

Three positions were up for election: President, Vice President and Three-Year Executive Committeeman.

The President and Vice President positions each ran unopposed. President—Brenda Gibbs and Vice President—Audrey Solomon were both declared elected by a unanimous vote.

The three year Committeeman was a race between Jay Schreiber, Renee Johnson and Brian Hamlett. Brian Hamlett was declared the winner after the third ballot.

Your 2019- 2020 NCRLCA State Board is: President Brenda Gibbs, Vice President Audrey Solomon, Secretary Treasurer Vicki Gray, Executive Committeeman Scott Deal, Chairman, Elaine Althoff and Richard Brian Hamlett.

Brian will be the new Retirement Representative. Please be patient with him as he learns the ins and outs of this complicated position.

We had a packed program this year.

Russ Gardner District Manager of Greensboro and Justin Henderson Acting District Manager Mid-Carolinas both addressed the body on Monday morning. After they spoke they took several questions from the body. At the top of the list of concerns were RCAs. This included the hiring and retention of RCAs, RCA training, the shortage of RCAs in many

Secretary/Treasurer

Vicki Gray



offices, and working them to death in many instances. Another topic was the unavailability of vehicles for **all** rural carriers; both LLVs at the Post Office and useable POVs in the auto market.

Cathy Satterfield and her team from the Greensboro Address Management System (AMS) also spoke to us on Monday morning. They shared a power point presentation on maintaining our edit books. We were told how important having correct information is; not only for us but also to the USPS and the mailers. Many questions were answered by her team.

Roger Southern was presented with the North Carolina Member of the year award. Pam Harpe received the Auxiliary Member of the year Award.

Susan Knapp, National Director of Steward Operations, was our guest speaker from the NRLCA. Some of the main points in her address were:

- 1) The RRECS (Time Study as most of us call it) ~ This is still a work in progress. It will be some time before it is implemented. All route mapping must be completed first. Also the USPS and our union must still negotiate many aspects before it can be executed.
- 2) The proposed contract ~ Ms. Knapp urged everyone to attend the ratification meeting to get a complete explanation of the changes.
- 3) New postal vehicles ~ New prototype vehicles are being tested now. They are nowhere near being produced. It will most likely be a few years before they will be in use by the USPS.
- 4) Our scanners ~ The scanners are going to be the backbone of the way we get paid under the new system. Please make sure you are taking your scanner with you and are scanning everything appropriately. The new system will be an average of our year, not what we did in a 2-4 week period.
- 5) 4003 ~ Make sure your 4003 is correct and that you are following your line of travel.

These are just a few of the topics that were covered by Ms. Knapp. She also took many questions from the body.



Cathy Satterfield from Greensboro Address Management Systems (AMS) gives a presentation on edit book maintenance.

(Continued on page 17)

STATE CONVENTION ROUND UP

(Continued from page 16) State Convention

All of our District Representatives and Assistant District Reps. from Greensboro and Mid-Carolinas took questions from the body also.

Two resolutions were presented to the delegates. One passed, one failed. The one that passed asked the board to send a representative to the Armed Forces Club at the National Convention so that North Carolina can start their own chapter of the Armed Forces Club.

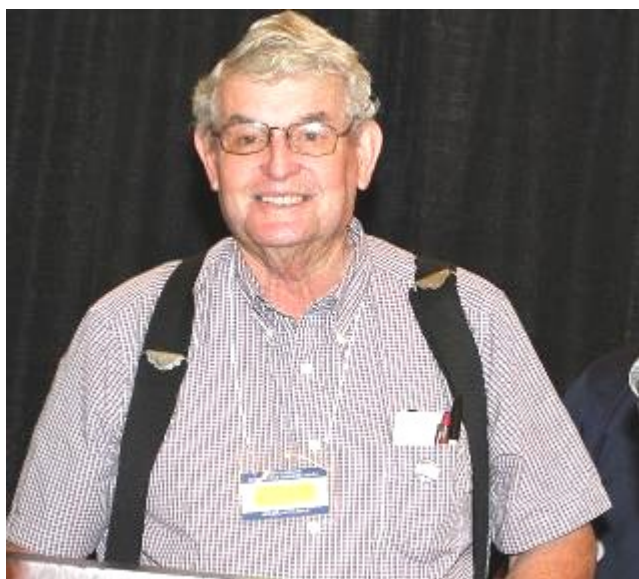
There were two Constitutional changes presented. A Constitution change to pay delegates to attend the State Convention and a change to the number of local districts. Both changes were passed.

The new language is included here, following this article. The new district map is shown on page 18 of this issue.

Doug Byrum was presented with the second North Carolina Hall of Fame Award. This award is to recognize those that have made an outstanding contribution to our Union. We are proud to honor Doug as he has represented North Carolina not only in our state but also throughout the country as our National Chaplain.

Lonnie Thigpen once again was our auctioneer for our PAC auction, Over \$14,000 was raised at the PAC auction this year!

Next year's State Convention will be held at



2019 Member of the Year Roger Southern

Harrah's in Cherokee on June 21– 24, 2020.

On behalf of the State Board, **thank you** to each of the members that took the time to come. We hope you enjoyed the convention and that you learned something new while you were there.

New Constitution Language

Passed at the 2019 State Convention

ARTICLE IV Section 1. Subordinate Units

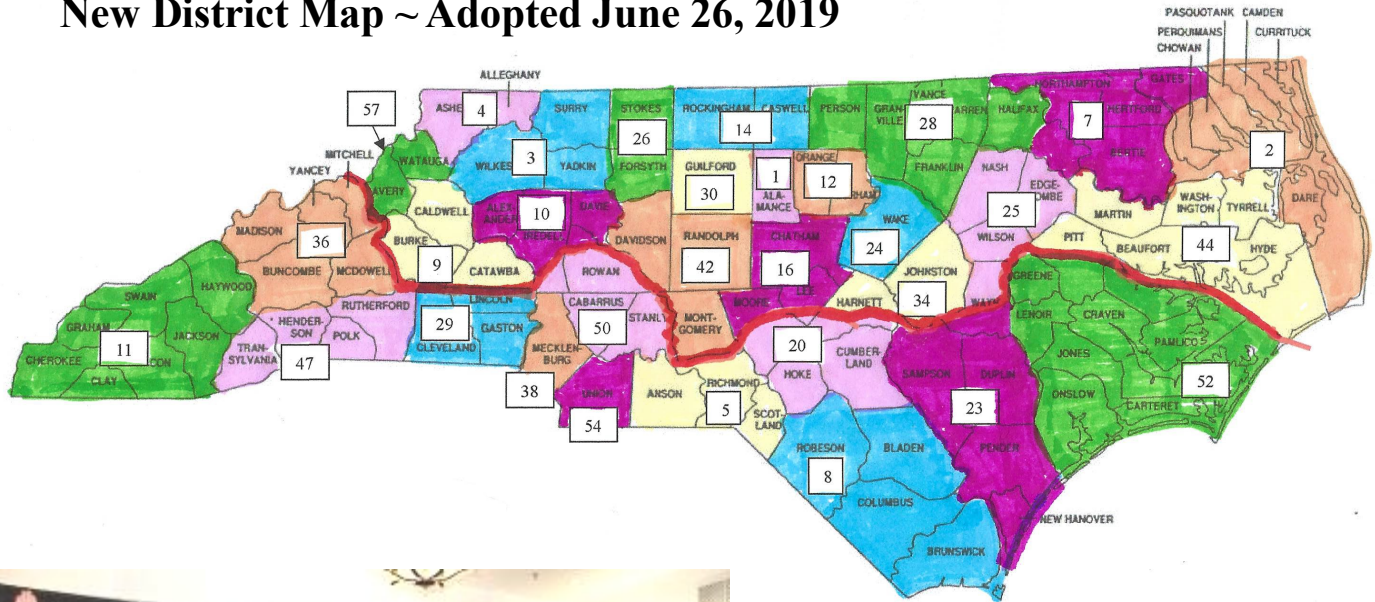
- B. The Districts of the State Association shall be composed of 31 districts.

Article VI. Section 4. State Delegate Compensation

- A. State delegates shall be compensated up to \$100.00 per business session day of attendance at the State Convention for expenses.
- B. The state shall set aside a total amount equal to the rate of .00017% of a 40 hour, Step C, Table 1 regular rural carrier's yearly pay for each member on the rolls on June 30, to be used to pay state delegates. (proviso first deposit will be July 2019)
- C. These funds shall be held in an interest-bearing account.
- D. The maximum amount to be paid out per year will be \$60,000.
- E. Any state delegate to the State Convention who is being compensated for the State Convention by State or National funds shall not receive state delegate pay.
- F. All state delegate checks will be mailed by July 31.
- G. All state delegates must preregister by submitting the registration form that will be printed in the convention issue of the state newspaper and on the North Carolina website.
- H. Verification of attendance will be the responsibility of the local President or the local Delegate-at-large.
- I. Disputes will be settled by the State Board.

STATE CONVENTION ROUND UP

New District Map ~ Adopted June 26, 2019

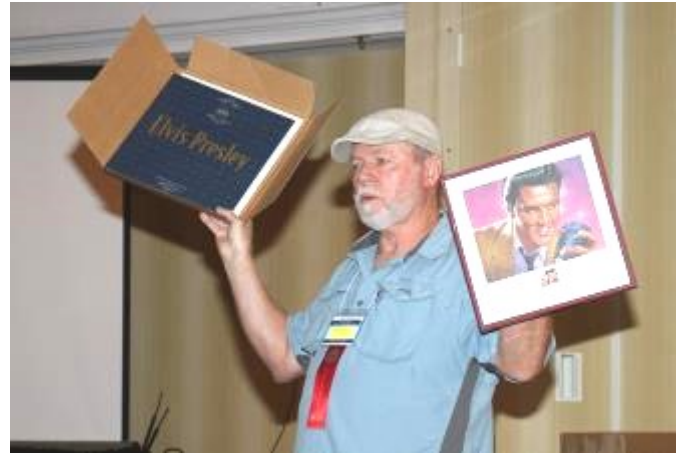


Swearing in of the 2019-2020 North Carolina Board: Left to Right: Executive Committeemen Brian Hamlett, Elaine Althoff and Scott Deal, Secretary/Treasurer Vicki Gray, Vice President Audrey Solomon, President Brenda Gibbs.



Retirees Left to Right: Dale Sain, Glenn Johnson, Mike Shue, Van Heath, Joe Graves, Terri Huffines, Brenda White, Debbie Bennett, Terry Bell, Nancy Moose, Doretha Wagoner, Ellen Reavis, Doug Byrum, Jerry Huffines, Richard Hamlett, Barbara Smith, Pete Williford, Brenda Johnson, Eileen Jensen, Jimmy Reavis.

STATE CONVENTION CANDIDS



National Convention Delegates

Election Results Announced at the 2019 State Convention

		Alternate Delegates
1. JEANETTE DWYER	29. CHRIS DERRICK	1. RICHARD L HAMLETT
2. JEFF ESSICK	30. ELAINE B ALTHOFF	2. JESSICA M SHERRON
3. VAN R HEATH	31. ELLEN REAVIS	3. ELISSA GONZALEZ
4. VICKI L GRAY	32. CATHERINE M HOGAN	4. RICKY J STAFFORD
5. BRENDA A GIBBS	33. BRIAN HAMLETT	5. AMANDA P CULLER
6. BRYAN W HUDGINS	34. RHONDA R SEARS	6. ANGIE A TUSSEY
7. DEREK S HARPE	35. PHILLIP A FULWOOD	7. DENISE K TUTHILL
8. BARBARA H SMITH	36. ROBERT A GURGANUS	8. JONATHAN CHANDLER
9. DOUGLAS A BYRUM	37. DEBORAH F NEAL	9. WILLIAM A HARDY III
10. DANIEL L CAUDLE	38. ROGER SOUTHERN	10. KARA A WINEBARGER
11. SALLY B CORRIHER	39. REGINALD D NEAL	11. GEORGIA A KLINE
12. BRENDA A WHITE	40. TRACY D GREER	12. MARY L MANGUM
13. RENEE C JOHNSON	41. ART YOUNG	13. SHARI L SCHREIBER
14. BRENDA B PREVATTE	42. JUDITH H JONES	14. KATHRINE J MANESS
15. BRENDA C JOHNSON	43. LEIGH R HUFFMAN	15. CHRISTINE E LANEY
16. MITCHELL C REECE	44. CELESTE S BRITT	16. MARK D MCKENDREE
17. DALE A SAIN	45. JAY J SCHREIBER	17. JOSHUA C STOW
18. GAIL L NAILLON	46. ROBERT L BLACK	18. STEVEN J SCHEARER
19. CARL A KELLY	47. DORETHA WAGONER	19. MICHAEL K HATCHER
20. BETHANY K SMALL	48. TERRY S HUFFINES	20. JOSHUA R RIGESKY
21. SCOTT P DEAL	49. JERRY L HUFFINES	
22. JESSE RAY FARMER JR	50. TERRY L BELL	
23. STEPHEN S ROGERS	51. SHARON S RUSH	
24. PETE WILLIFORD	52. DONNA C HAZEL	
25. JAMES A SIMMONS	53. MICHAEL L LEONARD	
26. GLENN R JOHNSON	54. RICHARD J	
27. KELLY P KENNY FUTCH	SCHOONMAKER	
28. AUDREY F SOLOMON		

New TSP Options



Renee Johnson

Beginning September 15, 2019

New Options Coming To TSP!

We've discussed a few of the changes already in place with TSP, including more efficient ways of changing your password and your beneficiary.

Enhanced Security:

As of **April 15, 2019**, you've had the option to make online access to your TSP account even more secure by enabling two-step authentication at login. This means that you'll receive a one-time verification code by email or text message each time you log into your account. To add this security feature, log into My Account on tsp.gov and go to your profile settings.

Enabling two-step authentication helps you protect your account against fraud. This login process is more secure because it means that online access to your account requires something you know (your account number or username and password) and something you have (the one-time code you receive in your email or on your phone). Someone who tries to log into your account fraudulently won't be able to gain access without the code.

Before you can use two-step authentication, you must first validate an email address or cell phone. You can validate your contact information in your My Account profile settings.

With the passage of the **TSP Modernization Act (PL 115-84)**, new changes are coming to the TSP **withdrawal options**. Below are some questions and answers about how these changes might affect you, as taken from the TSP fact sheets.

If you have additional questions, please contact them through the ThriftLine at 1-877-968-3778.

*****Peak ThriftLine Call Times** — (January 29, 2018) Thriftline's highest call volume is on Monday and Tuesday mornings. If you want to minimize your wait time to speak to a Participant Services Representative, consider calling outside of those peak hours. Participant Service Representatives are availa-

ble Monday through Friday, **7:00 a.m. to 9:00 p.m.*****

When will the changes happen?

All of the new withdrawal options will go into effect September 15, 2019.

What happens between now and when the new rules take effect?

From now through September 6, you'll continue to have the same withdrawal options available before the law passed. For details, see the TSP booklet that applies to your situation: ***Withdrawing Your TSP Account After Leaving Federal Service or In-Service Withdrawals***.

Starting September 15, you'll have those same withdrawal options in addition to those described in the rest of this fact sheet. TSP will update guidance in their booklets and on tsp.gov when the new options go into effect.

If you need to withdraw money before these changes take effect, TSP must receive your properly completed request by 11:59 p.m. on September 6, 2019. They will not be able to accept withdrawal requests during a brief period between September 7 and September 14. This transition period allows them to finish processing withdrawal requests received before the rules change and prepare to accept requests with the new withdrawal options.

Remember, you're only **gaining options**. TSP is not taking anything away. You may want to wait until September 15 or later to request your withdrawal so that you can take advantage of more flexibility and use new, more efficient online tools to initiate your request.

What's going to change?

Beginning September 15, 2019, you will have more options for how and when you can access money from your TSP account. These options fall into the following categories:

- After you separate from service, you can take multiple post-separation partial withdrawals.
- If you're 59½ or older and still working in federal civilian or uniformed service, you can take up to four in-service withdrawals each year.
- You'll be able to choose whether your withdrawal should come from your Roth balance, your traditional balance, or a proportional mix of both.
- You will no longer need to make a full withdrawal election after you turn 70½ and are separated from federal service. (You will still

(Continued on page 22)

need to receive IRS required minimum distributions (RMDs).)

- If you're a separated participant, you'll be able to take monthly, quarterly, or annual payments.
 - You'll be able stop, start, or make changes to your installment payments at any time.
- You'll have enhanced online tools to help you make withdrawals in the My Account section of tsp.gov. Read the following sections for more details.

Partial Withdrawals:

Right now, you're limited to one partial withdrawal in your lifetime—either an age-based in-service withdrawal (when you're 59½ or older) or a partial post-separation withdrawal.

Under the new policy:



- You'll be able to take up to four age-based in-service withdrawals per calendar year; (Current rules on the number of in-service hardship withdrawals will not change.)
- There will be no limit of the number of partial withdrawals you can take after separating from federal service (except that you won't be able to take more than one every 30 calendar days);
- You'll be able to take partial withdrawals while you're receiving post-separation installment payments.
- Having taken age-based in-service withdrawals will not prevent you from taking post-separation partial withdrawals.

Roth, Traditional, or Both:

Currently, when you take a withdrawal, the money comes from your traditional and Roth balances on a pro rata basis.

For example, if 80% of your account is in your tradi-

tional balance and 20% is in Roth, any withdrawal you take will be 80% traditional and 20% Roth.

Under the new rules, you can still use this method, but you'll also have the option to take your withdrawal only from your Roth balance or only from your traditional balance. These options will be available for all types of withdrawals.

Withdrawal Deadline:

Previously, the law required that you make a full withdrawal election once you turned 70½ and were separated from federal service.

If you failed to do that, TSP would initiate an account "abandonment" process.

The new law does away with this requirement.

You will never be required to make a full withdrawal election, and TSP will no longer abandon accounts as they have in years past. If your account has already been abandoned, you'll be able to restore the account without making a full withdrawal election. Your restored balance can remain in the plan (subject to RMDs) with all the new withdrawal options available.

You will still need to receive IRS required minimum distributions (RMDs). You can satisfy the requirement by taking a partial withdrawal or installment payments.

If you take no action or just don't withdraw enough to meet your RMD, TSP will automatically send you the remaining RMD amount.

Installment Payments:

- Monthly payments are currently the only frequency option you have for receiving regular post-separation installment distributions from your account. The new rules will also allow you to receive payments quarterly or annually.
- Right now, if you're receiving monthly payments, you can only change the amount of those payments during an open season between October 1 and December 15. When the new withdrawal options go into effect, you'll be able to change the amount and frequency (monthly, quarterly, annual) of your installment payments—and change from life expectancy payments to a fixed dollar amount: (This is a one-time-only change. As is currently the case, once you choose to receive "dollar-amount" payments, you cannot switch to life-expectancy.)

(Continued on page 23)

—at any time throughout the year.

- Now, if you want to stop your monthly payments, you must receive the remainder of your account in a final withdrawal paid to you or transferred to an IRA or other eligible plan. The new rule eliminates that requirement, allowing you to stop and start your payments any time.



What will be the withdrawal process under the new rules?

At the same time as TSP rolls out the new withdrawal options, they will begin using enhanced online tools to make the withdrawal process even more efficient. Instead of just providing you with a completed paper form to send in, their new online tools will allow you to complete at least part of the transaction online.

In many cases you'll still need to provide notarized signatures or other materials in paper form. But when that happens, you'll be given only the necessary pages to complete and submit. When TSP receives those pages, they'll be able to link them to the information you've already submitted securely online and complete your transaction. This will greatly reduce the chance of errors that could cause delays, rejections, or—worse—unintended withdrawals that can't be reversed.

Can beneficiary participants use the new withdrawal options?

Yes, beneficiary participants, the spouses of deceased TSP participants who've had accounts established for them, can make all the same withdrawals as separated TSP participants.

If I've already begun receiving monthly payments from my TSP account, or elect to begin receiving payments before the new rules take effect, will the additional withdrawal options be available to me?

How about if I've already taken a partial withdrawal (either in-service or post-separation) before the changes take place? Will that prevent me from being able to take additional withdrawals later?

If you have an account balance when the new rules go into effect, even if you've begun receiving monthly payments or have taken a partial withdrawal before then, you will be able to take advantage of the new withdrawal options.

****Note that, as is currently the case, if you are receiving monthly payments and elect to make a change that affects the duration of your payments, there may be tax consequences. For more information, see the TSP tax notice: *Important Tax Information About Payments From Your TSP Account*.**

Why is it taking so long to make the new options available?

It might seem like a simple thing to start allowing something that's currently not allowed, but there's a lot to be done to make these changes happen. There are substantial programming changes and form revisions to be made just to make it possible for participants to take advantage of the new options. And there are many publications and web pages that need to be changed to reflect the new policy and new procedures.

Also, as a government agency, TSP must publish any policy decisions that are necessary to implement new legislation in publicly accessible regulations. In other words, they have to publish new regulations in order to allow the new options. They also have to have a public comment period and take the time to consider comments before making final regulatory changes. TSP asked Congress for these new withdrawal options, so rest assured that they are motivated to enact them as soon as possible.

For more information visit www.tsp.gov.

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Ralph Fernandez
321-278-9479
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Greensboro

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757-871-1505
Scott Deal
(828) 234-5593
Andrew “Drew” Prichard
(919) 749-6333

Got Discipline?
File A Grievance!



Mid-Carolinas

District
Representative

Sally Corriher

Smile, You're On Camera

OWCP

What steps does a rural carrier have to take when they are injured on the job?

First notify your postmaster or supervisor that you have been injured so the PS Form 1769, Accident Report can be completed.

Second, the Postmaster or supervisor should provide a CA-1 Federal Employees Notice of Traumatic Injury and Claim for Continuation of Pay. Complete this form and return it to management within 48 hours from the time of injury. If you are eligible for Continuation of Pay (COP) mark the box on the front of the CA-1 form for COP. To be eligible for COP you must be unable to work because of a traumatic injury. COP is the continuation of your regular pay for the first 45 calendar days you are unable to work.

We have all been told to report any injury as soon as possible. The injury must be caused by a specific event or incident or a series of events or incidents within a single work day. If you trip over a tub or tray on the workroom floor, slip on a wet floor or other surface, pick up a tray of mail and feel a pull or strain, or smash your finger with a mail box lid, you may have suffered a traumatic injury and you must report the accident immediately.

If any injury requires medical attention, you should ask for a CA-1 and a CA-16, Authorization for Examination and/or Treatment. Remember to keep a copy of the completed CA-1 for your records.

Some postmaster and supervisors have no idea what steps must be taken when a carrier is injured on the job. Reporting the injury, requesting a CA-1 and CA-16, and getting medical care are just the first steps.

I want to advise any member who is injured on the job to contact Devin Cassidy, Director of Workers Compensation at the National Office—703-684-5545. Devin can advise you and assist you with any issues arising when filing a worker's compensation claim.

If management fails to give you a CA-1 or CA-16,

contact the steward assigned to your office or area.

CAMERAS ARE EVERYWHERE

This is just a reminder for all rural carriers. There are cameras everywhere—doorbells, security cameras in trees, on porches, and the neighbor's house across the street or next door.

Everything you do is being recorded. It is very hard to defend our actions when a parcel is damaged and the video shows the carrier throwing the parcel on the porch from the sidewalk or out of the POV window.

It is very hard to defend our actions when a parked car is hit by a POV or LLV or the mail box knocked down and the carrier keeps on driving when the video shows the incident from start to finish.

BE CAREFUL!!! Remember if we do our jobs the way it should be done, videos will never be a problem. Follow the rules and pay attention to details. It is our responsibility to do the right thing.

WEINGARTEN RIGHTS

In 1975 the United States Supreme Court in the case of *NLRB v. J. Weingarten, Inc.* 420 U.S. 251 (1975) upheld a National Labor Relations Board (NLRB) decision that employees have a right to union representation at investigatory interviews. These rights have become known as the **Weingarten Rights**.

During an investigatory interview, the Supreme Court ruled that the following rules apply:

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options:

- grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;
- deny the request and end the interview immediately; or
- give the employee a clear choice between having the interview without representation, or ending the interview.

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

Greensboro
Assistant District
Representative

Bryan Hudgins

Filing A Grievance

Stewards receive calls quite often from carriers stating “I want to file a grievance”. Many times stewards receive grievances from carriers that are not properly filled out. Sometimes carriers fill out them form and leave it on the manager’s desk, asking the steward 30 days later what is the status of my grievance which the steward was unaware of.

When a carrier wants to file a grievance they need to complete lines one through four on PS Form 8191. This is a postal service form and should be made available to you from your manager, but do not count on it.

You can print the PS Form 8191 off the national website. You must have a formal meeting with your manager to discuss your issue. If you are unable to resolve the issue you will advise your manager that you are filing a grievance.

Ask you manager to initial the 8191 at 3B on the date of the discussion and 3C on being timely. Allow the manager to make a copy of the grievance and give the original to the steward assigned to your office. Also include a written statement (not a novel) to the steward stating why you believe you have a grievance and the facts as you see them.

Timeliness in filing a grievance is important. You must file a grievance within 14 calendar days on any issue the carrier defines as a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment. Contact your local steward or the steward assigned to your office with any questions on filing a grievance.

Article 15 of our National Agreement provides guidelines for filing a grievance.

Number 3A on the grievance form is the date of incident. It is very important to have the discussion with your manager within 14 days of the incident which is documented with the manager’s initials in number 3B. If you have questions on the date of the incident, especially with discipline issued or pay issues, please contact your local or assigned steward.

Questions:

1. I am on the Relief Day Work List but I am projected to exceed 2240 hours for the guarantee period which ends on October 11, 2019. As of PP 13/2019 I have worked 236.64 DACA 5 hours. My manager is not scheduling me to work my relief day if I insist on being paid a DACA 5 rate of pay. Can I file a grievance?
 - A. Yes you can file a grievance. Success in the grievance process could be limited by language found in Article 8.5.C. The employer is not required to work any regular carrier on a relief day if it would cause the carrier to exceed the hours of the annual guarantee year.
2. I am planning on attending the National Convention in August. I have submitted my leave slip (PS Form 3971) requesting leave without pay (LWOP) for August 13 through 16, 2019. My manager states he will not approve LWOP but I must use annual leave. Is this correct?
 - A. No. Article 24.2 states employees will be granted annual leave or leave without pay at the election of the employee to attend National, State and Area Union Conventions. If your manager can approve annual leave then the should approve LWOP.
3. I received a Letter of Warning for an at fault accident on June 3, 2019. The accident occurred on May 20, 2019. When filing a grievance what would be the date of the incident (3A on the grievance form)? My manager stated the grievance was untimely when I attempted to discuss it because the accident was over 14 days ago.
 - A. The date of incident would be June 3, 2019; the date you received the discipline (letter of warning).

Weingarten Rights

Before any interview with management simply say

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.”

2018-2019 Annual Reports

State Board Reports

President

Brenda Gibbs

Thank you for allowing me to represent you this past year. It has been an honor. Beginning with the 2018 State Convention in June your North Carolina State Board has worked to improve both our state magazine, *"The North Carolina Rural Carrier"*, and the North Carolina state website so that you will have easier access and more information. This includes services and opportunities available to rural carriers and pending legislation that affects us.

We had our first meeting immediately following the convention and selected Districts and our yearly assignments. We continued our visits to RCA orientation and began including ARC's whenever possible. The state board met again July 12 and 13 for yearly officer's training and to begin making decisions about both the magazine and the website. We also discussed future training for district presidents and secretary/treasurers. We prepared for the National Convention and continued to finalize our plans for both the Fall Booster and Jeanette's Retirement/Coming Home Party.

I attended the National Convention in August and New Presidents' Training in September. By the time I attended New Presidents' Training a hurricane had devastated most of the eastern portion of our state and we would end up postponing both the Fall Booster and Jeanette's Retirement Party. Ultimately due to the damage from the hurricane we had to cancel the Fall Booster and board meeting scheduled that weekend. On two separate occasions we rescheduled Jeanette's Retirement Party finally moving it to a new location.

On December 10, 2018 Audrey, Vicki and I met to preview the proposed new location for Jeanette's Party in Wilmington and to decide on a new menu and other preparations. On January 11, 2019 the State Board met for final preparations for the event. On January 12, 2019 we celebrated Jeanette's Retirement from National Office with members for across the country.

On January 26 through the 28 I attended SAC. The State Board met at SAC to begin making decisions regarding the upcoming district meetings, the State Convention and Fall Booster. We also discussed the upcoming Realignment Committee meeting and the committee to determine the feasibility of paying delegates to the State Convention. I attended this committee meeting on March 7, 2019.

March 11 and 12 the State Board met with the appointed officers and the President and Secretary/Treasurer for the Auxiliary in Raleigh. We finalized plans for the State Convention and the district business meetings. We discussed the National Convention and continued plans for the Fall Booster. March 25 the members of the State Board met with parliamentarian Jim Slaughter in Greensboro to better educate us about board procedures & policies, district meeting procedures, conducting elections, and maintaining order at conventions.

May 18 to 22 I attended the Legislative Seminar in Washington, DC along with Vice President Audrey Solomon. We met with Legislative Aides for each of our elected Representatives and the 2 Senators. On Wednesday we attended a breakfast func-

tion with Mark Meadows and a birthday dinner with Alma Adams.

I have used 48 days of LWOP within the last year and have traveled 8405 miles. I had 2 overnight stays for district meetings with a total of 28 overnight stays including the State Convention, National Convention, New Presidents Training, SAC, Legislative Seminar and board meetings.

I have been privileged to have an enthusiastic and knowledgeable board with numerous ideas on how to provide more information to more members and how to increase participation by our Rural Carrier Family. I want to thank each of them for their commitment and each of you for your confidence in me and each member of your state board. I thank God for his guidance and my family for their continued assistance and support this past year.

Respectfully submitted,
Brenda Gibbs

Vice-President

Audrey Solomon

Hello to all NC Rural Carriers. I have had the pleasure of meeting and fellow-shiping with you. Thank you for letting me attend your meetings. I have learned a great deal from you all and I look forward to learning more.

This report will cover my activities as Vice President from June 2018 thru May 2019.

The year began with the State Board Meeting immediately following the State Convention in Atlantic Beach, whereas; I received my new district assignments. I have had the pleasure of speaking at New Hire Orientation in Raleigh and have had the pleasure of meeting new Rural Carrier Associates. I attended a one day January Board Meeting in Wilmington, NC, where we had the pleasure of setting up the Jeanette Dwyer homecoming party. I attended SAC Convention and a short Board Meeting in Atlanta. I attended a 2-day Board Meeting in Wilmington, NC where we finalized the Dwyer homecoming party. I have had a 2-day Board Meeting in Raleigh, NC where we finalized the State Convention. I have had a 1-day meeting with Jim Slaughter to better understand Roberts Rules. I have had the pleasure of attending 7 district meetings from September 2018 thru April 2019. I have traveled a total of 4,854 miles using 21 LWOP days, 7 Annual leave days, and had 11 overnights. I would like to thank God for all my traveling mercies, grace and guidance.

I would like to thank the State Board members for sharing their knowledge, guidance and insight. Thanks to all the Stewards across the state (Local, Area, ADRs, and DRs) for a job well done.

I would especially like to thank my husband Kelvin and daughter Tia for their support and patience and also for making my late-night travels easier.

Finally, I would like to say **Thank You** to Jeanette Dwyer for all you have done and will do for this union.

I have truly enjoyed meeting and getting to know this **LARGE** Rural Carrier Family. **THANK YOU SO MUCH** for giving me the opportunity to serve you. **#Be Know Do// Believe in Yourself, Know your Job and Do your Job**

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Secretary/Treasurer Vicki Gray

President Gibbs, State Officers, National Director of Steward Operations Knapp, Delegates, Members and Guests: The following is my report of my duties for fiscal year 2018-2019.

Financial Report: A copy of the Statement of Activities will be distributed and explained to those in attendance at the State Convention.

Membership: Our membership continues to grow. On June 30, 2016 we had 4958 members. In June 2017 we had 5210 members. Last year we had 5467 members. This year as of June 8, 2019 we have 5526 members.

The delegate strength for the National Convention uses the State membership total as of June 30, 2019. With our current numbers, still subject to change, we will have 56 delegates to the National convention this year.

As of June 8, 2019 our current membership totals are: regular carriers 2728; PTFs 48; relief carriers 1856; and 107 ARC's. There are 777 retired members as of this report. We also have 10 associate members. The total membership stands at 5526.

I have processed 1007 membership forms in this fiscal year with 32 of those being regular carriers. We had 37 members that passed away this year. There were 24 regular carriers that canceled their membership and 25 regular carrier members that have separated from the US Postal Service. We also had 601 RCA members and 42 ARC members that have left the US Postal Service during this past fiscal year.

Thank you to all of you, our Members, Academy Trainers, Stewards and our State Officers for your efforts in recruiting new members.

RAFT: Recruit A Friend Today (RAFT), the recruitment program implemented by the National Office was changed two years ago. The National Office no longer sent a check to the recruiter of new members. They did however, still provide an incentive payment to the state. All states were encouraged by the National Office to create their own incentive program. The past two years North Carolina had a RAFT Recruiter Raffle every quarter with a prize of \$250.00. The final drawing for this year will be on September 30, 2019. The National Office has announced that they will be returning to the former incentive program and will again send checks directly to recruiters.

North Carolina currently has 2922 non-members in our ranks. That number is down from last year when we had 3675 non-members. We have done a great job at recruiting this year. There are 1255 regular carriers, 29 PTFs, 1121 RCAs and 517 ARC's that are not members of the union. We all must continue to work on recruiting these non-members in our offices all across the state. Our union is only as strong as its members. Please encourage all carriers to join the NCRLCA.

Department of Labor: As a recognized labor union, one of the biggest challenges of the NCRLCA is to deal with matters of law that apply to the NCRLCA and all of its subordinate units. It is the responsibility of the Secretary/Treasurer to comply with these laws by submitting in a timely fashion all required Department of Labor Law reports.

The LM 2, which is the financial report from the state to the Department of Labor (DOL), was prepared at the close of our fiscal year and submitted to DOL in September 2019. Also, all 40 of our districts are required to submit a LM 4 report to the DOL within 90 days of the close of the fiscal year. All 40 reports were done by me as the administrator for the districts. Copies were sent to each district secretary to keep with their district records.

All of these reports are of public record and can be seen on the

DOL website.

IRS and NC Department of Revenue: It is the responsibility of the Secretary/Treasurer to submit bi-weekly all taxes withheld from employee paychecks to the IRS and NC Department of Revenue. Annual and Quarterly reports are required to be submitted to each. The annual 940 report to the IRS was submitted before the deadline. The CPA firm of Sherrill, Blake and Harrison prepare these reports each quarter. They also do an annual audit of all our financial records. This annual financial report cannot be completed until after the close of the fiscal year on June 30, 2019 and will be included in a later issue of the *North Carolina Rural Carrier*.

Travel and Meetings: I attended the National Convention in Grand Rapids, MI in August, SAC in Atlanta, GA in January, our State Convention in Atlantic Beach, The Dwyer Homecoming party in January, all State Board Meetings, three Realignment Committee meetings, two State Delegate Committee meetings, seven District meetings, and 22 new hire orientations. I have driven 6993 miles on association business. I had 19 overnight stays where the NCRLCA paid for my hotel. I also had 4 overnights for National Secretary/Treasurer training in Alexandria, VA in March that were paid for by the National Office.

Personal Note of Thanks: I want to thank you, the members, for allowing me to be your North Carolina Secretary/Treasurer. I truly enjoy working for you.

I also would like to thank all of our Stewards; from the local Steward all the way up to our District Representatives, for all that you do. You have a difficult and unappreciated job. You are often tasked with fixing a problem that the carriers themselves won't properly address with a grievance. Many members think you should "wave your magic wand" and make the problem go away. You are often blamed when things don't turn out the way that they think it should. I just want to say that I, and many others, realize how hard you work for the betterment of our carriers and our craft, even when it is not acknowledged. I'm glad that you are willing to step up and do that job. Thank you for all you do.

I would also like to thank the State Board for their support. Special thanks to my husband and my family. It has been my honor to serve you again this year.

Respectively submitted,
Vicki Gray

Executive Committeeman Chair, Renee Johnson

This report covers my activities as Executive Committeeman from June 2018 through May 2019.

My year began following adjournment of the 2018 State Convention in Atlantic Beach, NC where I met with other board members to receive duties and assignments.

In July, I attended a board meeting in Burlington.

In August I attended the NCRLCA National Convention in Grand Rapids, Michigan, including Legislative Seminar, and The State of the Union Address.

In October I attended the Fall District Meetings for Guilford District #30, and Tar River District #51.

In November I attended the Fall District Meeting for Southeastern District #8.

Due to severe storms which damaged the venue for our Fall Booster, we had to cancel that meeting and postpone the Welcome Home Party for former National President Jeanette Dwyer.

In January I attended the Board Meeting and planning session for the rescheduled Dwyer party, and the event. I also traveled to Atlanta, GA for the South Atlantic Conference (SAC), and attend-

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ed a Board Meeting while there.

In February I attended a District Meeting for Guilford District #30.

In March I attended a Board Meeting and convention planning session in Raleigh, NC in order to finalize plans for the 2019 State Convention. I also attended a class on parliamentary procedures held by Jim Slaughter in his Greensboro office for the board members.

In April and May, I attended a total of seven Spring District Meetings.

Throughout the year I went to twenty New Hire Orientations, and four meetings with the Secretary/Treasurer and/or Internet Technicians with the purpose of researching what we currently had available and helping plan a more streamlined site.

In addition to the five annual leave days I used to attend the National Convention, I used forty-seven LWOP days. I had eighteen overnight stays, and traveled 8,872 miles in the service of our organization.

It has been a great privilege to serve the NCRLCA, and I would like to thank you all for allowing me this honor.

Respectfully submitted,

Renee C. Johnson

Executive Committeeman

Scott Deal

This report covers my activities as Executive Committeeman from June 1, 2018 through May 31, 2019. I attended the board meeting immediately following our State Convention in Atlantic Beach, NC. In July I attended Officer's Resource Manual Training in Burlington, NC. I traveled to Grand Rapids, MI for our National Convention.

Beginning the new year, I had the privilege of attending Jeanette Dwyer's Retirement Celebration (from National Office) in Wilmington, NC. I attended SAC in Atlanta, GA closing out January. In March I traveled to Raleigh, NC and Greensboro, NC for board meetings. I attended three Safety meetings in Charlotte, NC last year. I covered thirty-four orientations for recruitment in Charlotte, Hickory, and Taylorsville, NC. I attended eleven district meetings during this time period not including my own district meetings. I used a total of twenty-eight LWOP days and traveled 8,300 miles.

It has been my honor, pleasure, and privilege to serve our association for my second year as your Committeeman. I look forward to the year ahead and would like to **THANK YOU ALL** for your support and for the opportunity.

Respectfully submitted,

Scott Deal

Executive Committeeman

Elaine Althoff

This report covers my activities as Executive Committeeman from June 27, 2018 through May 31, 2019. I attended the board meeting immediately following the adjournment of our State Convention in Atlantic Beach, NC, where I met with other board members to receive my first assignments and duties.

In July, I attended our state officer's training and board meeting in, Greensboro, NC. In August, I attended the NRLCA National Convention in Grand Rapids, Michigan, including the State of the Union Address, First Timers Orientation, OWPC seminar, Insurance Programs Seminar and Caucus. I was in attendance for all daily meetings and the breakfast for NC Delegates. In Octo-

ber, I attended District 10 Foothills fall meeting in Taylorsville, NC. Beginning the new year, in January I attended a state board meeting and Past National President Jeanette Dwyer's Welcome Home reception in Wilmington, NC. I also attended the South Atlantic Conference (SAC) in Atlanta, GA, to include a board meeting. I also attended the Insurance meeting in the evening.

In February, I met with the Realignment Committee in Durham, NC. In March, I attended the state board meeting for pre-State Convention 2019 in Raleigh, NC and state board training on parliamentary procedure in Greensboro, NC. Also in March, was District 34 Johnston County spring meeting in Smithfield, NC. In April, I covered District 10 Foothills in Statesville, NC; District 6 Ashe in Jefferson, NC; District 4 Allegany in Sparta, NC; District 9 Burke/Caldwell in Morganton, NC. In May, District 3 Brushy Mountain in Yadkinville, NC.

I covered 11 orientations in Asheville, NC for recruitment. I attended 7 district meetings during this time period not including my own district meeting and French Broad's. I used a total of 19 LWOP days and 11 annual leave days. I had 9 overnight stays with 1 overnight stay with family for the Smithfield meeting at no overnight cost to this Union and I traveled 5,462 miles.

It has been a great honor and privilege to serve the NCRLCA this past year as I look forward to the year ahead. Thank you all for the advice, guidance, support and encouragement you have given me throughout my first year on the State Board.

Thank you for allowing me to be part of this great Union's journey.

Respectfully submitted,

Elaine B. Althoff

Appointed Position Reports

Historian/Photographer

Robert Gurganus

President Gibbs, State Board, Past NRLCA President Dwyer, special guests and fellow Rural Carriers, This is the North Carolina Rural Letter Carriers' Historians Report for the year 2018-2019.

The 114th Annual State Convention of the North Carolina Rural Letter Carrier's Association and the 93th State Convention of the Auxiliary was held at The Hilton DoubleTree Inn from June 24-27, 2018.

Officers elected during the convention were as follows:

President Brenda Gibbs

Vice President Audrey Solomon

Secretary/Treasurer Vicki Gray

Three year Executive Committeemen Elaine Althoff

The current incumbent Executive Committeemen for the year were:

Renee Johnson, Chair, 1 year remaining

Scott Deal, 2 years remaining

The assembled members were honored to have Executive Committee Chairman Dennis Conley as an honored guest during the convention. Delegates to the National Convention were announced, and 2019 Fall Booster was scheduled for November 12, 2019 at the Shell Island Resort, NC. Raleigh, North Carolina was

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chosen as the site of the 2019 State Convention to be held at Doubletree Inn in Raleigh, North Carolina from June 23-26, 2019.

Lonnie Thigpen was presented with a certificate of appreciation for his many years of serving as our PAC auctioneer.

The very first North Carolina Hall of Fame awards were presented to Jeanette Dwyer and King Westbrook.

The 2018 NCRLCA Member of the Year award winner was Donald Askew.

This concludes the State Convention Report.

The Fall Booster scheduled for November 2018 at the Shell Island Resort was canceled due to damage caused by Hurricane Florence and was not able to be rescheduled.

Respectfully submitted,

Robert Gurganus

PAC Chair Steve Rogers

I started this year by attending the National Convention in Grand Rapids, MI.

I attended Jeanette Dwyer's retirement dinner in Wilmington, NC.

I attended 17 district meetings this year. I have traveled 1283 miles. I stayed overnight 5 times.

We signed up 21 new sustaining PAC donors this year. The total number of contributors this year is a record number for North Carolina. We are on track to have the best year ever.

I would like to thank the state board, the **great members of the state of North Carolina**, God and especially my wife. With out all of these, none of this would be possible.

Thanks again!!

Steve Rogers

Legislative Representative Van Heath

Good day to all here in attendance at our State Convention. This is the annual report of your Legislative Representative.

In the past year I have written a Legislative article for each issue of the NC Rural Carrier. I attended six District Meetings including my own district and the State Convention last summer in Atlantic Beach.

I have attempted to keep up with legislative issues of interest to our craft and Postal Issues in general. Due to the dysfunctional nature of the current U. S. Congress, not much has been accomplished.

Recently, Representatives Derek Kilmer(WA) and Tom Cole (OK) have introduced H.R. 2478, a bipartisan bill "To amend title 5, United States Code, to provide that civilian service in a temporary position after December 31, 1988, may be creditable service under the Federal Employees Retirement System, and for other purposes."

This is a **MUST PASS** bill not just for our membership, but for all departments of the United States Government that use and abuse part-time workers.

Our National Officers worked for this since the right was stripped from us in the late 1980s. It has been a long hard road but we now must have your cooperation if we are to get this passed. Your Legislative Team has a pre-written letter on the National Website that I hope all active and retired carriers will mail to their representatives in Washington.

Thank you for allowing me to continue to serve the North Carolina Rural Letter Carriers' Association.

Respectfully submitted,

Van Robert Heath

Provident Guild Dale Sain

The following is a report of my activities as Provident Guild Representative and a Dist. Realignment Comm. member for 2018-2019. I attended National Conv. in Grand Rapids, SAC in Atlanta, and Jeannette's retirement party in Wilmington. I also attended 7 district meetings which included one overnight. The committee met 3 times in Durham and included 3 overnights and 3 paid days. I drove approximately 2,000 miles on union business. I would like to thank all NC rural carriers for their consideration of the Provident Guild. Thanks also to the state board for their support and the Realignment Committee for their hard work the last 18 months.

Respectfully submitted,

Dale A. Sain

Auto-Homeowners' Insurance Representative Brian Hamlett

This report covers my activities as Auto/Home Insurance Representative since the beginning of NCRLCA State Convention in Atlantic Beach June 2018.

I attended 2018 State Convention in Atlantic Beach. I had 3 overnight stays at State Convention. I also had 2350 miles of travel for which I was reimbursed. I attended the State Board meeting in Raleigh as well as Spring District meetings in Districts 10, 42, 56, 50 and 5. I attended both Fall Meetings in Districts 30, 50, and Charlotte. Once again it has been a pleasure and an educational experience and I would like to thank the board for the continued opportunity to serve the membership.

As always if I can ever be of service don't hesitate to contact me.

Respectfully submitted,

Brian Hamlett

Editor Vicki Gray

I do hope you enjoy reading the *North Carolina Rural Carrier*. We, meaning the state board, have made a few changes to it this year. We have changed the President's page, added a color cover, a larger calendar and an upcoming events section. We hope that by changing the cover and adding some color to it that it is grabbing your attention and enticing you to read what is inside. Let me know if that is working on you.

We printed six editions of the *North Carolina Rural Carrier* this year. The smallest issue was 24 pages and the largest had 36 pages. There were 184 pages overall, with a grand total of 31175 issues printed and mailed.

The average cost for each newsletter was \$2.23; \$1.88 for printing along with an additional 35 cents for postage. The color cover does add an addition cost to the issue. I do believe it is a worthwhile improvement. I hope you think so also.

We are currently printing 5600 issues each edition.

Our November/December recruitment issue went out to all rural carriers regardless of membership. We mailed 8100 issues. We gained several new members with the 1187 that was

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printed in that issue.

The *North Carolina Rural Carrier* delivers to you many important issues before us as carriers and as a union. This was my fourth year as the editor. I want to thank everyone that wrote an article to be published in it. Our officers and our stewards do their best to provide us with relevant informative articles. It is not an easy task to put together this information for our members. Please let the authors know if you enjoyed one of the pieces they submitted, especially if you learned something new from it. Again, my thanks to each one of you for your contributions.

Additionally, we would love to hear your suggestions for things you would like to see addressed in our newsletter. We welcome your feedback and any suggestions you may have for improving our *North Carolina Rural Carrier*. Remember this newsletter is for you.

Respectfully submitted,
Vicki Gray

Steward Annual Reports Mid Carolina District

Sally Corriher
District Representative

This report covers my union activity from July 1, 2018 through June 21, 2019.

During the last 12 months, I have attended 175 PDIs (Pre-Disciplinary Interviews) and processed 144 grievances. Step 1 grievances included 13 Contractual grievances, 12 Letters of Warning, 6 7-Day Suspensions, 6 14-Day Suspensions, 2 emergency placements and 2 removals. At Step 2 I settled 79 contractual grievances, 3 LOWs, 3 14-Day Suspensions, 11 emergency placements, and 7 removals. Twenty grievances were appealed to Step 3—10 removals and 13 contractual grievances. Currently there are three Notices of Removal awaiting Area Arbitration.

I attended National Convention in Grand Rapids, Michigan in August 2018. I attended the NC State Convention in Raleigh, SC State Convention in Charleston, the Fall Rally in Lexington, SC and SAC in Atlanta. I attended 11 District Meetings across Mid Carolina, 2 Labor Management meetings with the Mid Carolina District Manager, and 5 Labor Management meetings at different post offices throughout the year. During this time, I attended 8 Formula Implementation Standup Talks and 5 USPS/NRLCA Safety Initiative Meetings in Charlotte. This year I conducted 6 Local Steward Training Classes with the help of the Assistant District Representatives in Asheville, Shelby, Concord, and Wallace and 2 Area/ADR/DR training classes. I attended Regional Steward Training in the Fall and District Representative Training in the Spring in Alexandria, Virginia. Along with Ronnie Stutts, Dennis Conley, Bethany Small, Kelly Kenny-Futch, and Jeanette Dwyer, I visited the areas of Kinston, New Bern and Wilmington meeting with carriers following Hurricane Florence seeing first hand the destruction caused by this violent storm.

This past year I have driven 20,106 miles on association business. 10,703 miles in my personal vehicle and 9,403 miles were in a rental car. I have required 38 overnights during the past year.

I want to thank all the rural carriers across North Carolina for working with their local stewards, area stewards, assistant district representatives, and district representatives as we try to represent you when you call for assistance. I would like to thank the Assis-

tant District Representatives, Area Stewards, and the Local Stewards for all you do. It is always a privilege to work with each of you. Thank you, Dennis Conley for all the help and support you have given me over the years. You have always been there when help was needed. I want to thank the NCRLCA State Board and NRLCA National Board for all your support and guidance over the past year. Most of all I want to thank my husband, Barry, who travels with me to meetings across the state. He has been my rock and sounding board since I became a steward. I believe Barry would be a good steward because of all the Q & A sessions he has listened to over the years. Thank you for all the support and understanding.

You will never know what an honor it is for me to be a North Carolina Rural Carrier and a North Carolina Steward. Thank you all for your support.

Sally Corriher
District Representative

Bethany K. Small
Assistant District Representative

This end-of-year report covers my activity from July 1, 2018 through June 21, 2019.

I attended the National Convention in Grand Rapids, Michigan in August 2019. I attended the Fall Regional Seminar in Alexandria, VA in October 2018. In October 2018, I attended a district meeting in Greenville, NC for District #51 (Tar River) and one in November of 2018 in Whiteville, NC for District #8 (Southeastern). I attended the South Atlantic Conference in January 2019. In April and May of 2019, I attended 6 district meetings (#51 Tar River in Greenville, #56 Wayne Co. in Goldsboro, #52 Tidewater in Jacksonville, #32 Harnett Co. in Dunn, #8 Southeastern in Elizabethtown, #23 Sea Level in Wilmington). I met with Management on 15 occasions for Labor-Management meetings, attended 2 Excessing Stand-Ups and 1 Formula Implementation meeting. In June of 2019 I attended the North Carolina RLCA State Convention in Raleigh, NC. During this period, I also attended 5 new-hire orientations, 4 Local Steward Training sessions and 2 Area/ADR/DR training sessions. I attended 5 USPS/NRLCA Safety Initiative Meetings in Charlotte NC and I continue to serve as an NRLCA representative for the District Safety Team.

I drove 18,396 miles in this period (9,898 in 2018 and 8,498 thus far in 2019) with 10,376 miles driven in my POV and 8,020 miles driven in Rental Cars. I rented vehicles for 41 days and I stayed overnight on 14 occasions.

During the last 12 months, I attended 103 Pre-Disciplinary Interviews and I processed 101 grievances. Out of the 101 grievances, 70 were Contractual, 20 were Disciplinary and there were 11 Class Actions. There were 83 sustained or settled at Step 1, 3 settled at Step 2, 2 settled at Step 3, with 12 pending adjudication and 1 was withdrawn. Out of the 20 Disciplinary Grievances, there were 8 Letters of Warning, 5 7-Day Suspensions, 3 Emergency Placements and 4 Removals.

I would like to thank the NCRLCA State Board for their continued support and I would like to thank District Representative Sally Corriher for her patience and guidance that she shows to all of the Stewards in the Mid-Carolinas district. I would like to thank Executive Committeeman Dennis Conley and the entire NRLCA National Board for their faith in me as a Steward, the support they provide to the Steward System and for their service to the Rural Craft. I would like to thank the Assistant District Representatives, the Area Stewards and the Local stewards that I have had the pleasure to work with. I would like to thank the

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Rural Carriers who welcome me into their lives and trust me to fight for them. I would like to thank my Husband, Matthew, who is always so supportive and understanding.

Finally, I would like to express my gratitude for the many people within this organization who reached out to not only me but to Carriers and their families here in Southeastern North Carolina in the days and weeks following Hurricane Florence. The many phone calls, the texts, the emails; the offers for money, clothing, food, supplies and support that came into this part of the state was downright humbling. The immediate and benevolent response by the men and women of this Union was truly overwhelming and showed that our membership is comprised of incredibly compassionate, kind-hearted and charitable individuals. On behalf of those impacted, thank you.

I continue to meet the most amazing people and I consider myself so fortunate to be part of this family. It has been, and continues to be, an honor to be a representative of this Union and to work for the collective good of the rural carrier craft.

Sincerely,

Bethany Small

Assistant District Representative

Kelly Kenny Futch **Assistant District Representative**

This report covers my union activity from July 1, 2018 through June 21, 2019.

In August 2018 I was a delegate to the National Convention in Grand Rapids, Michigan. I attended the Fall Regional Seminar in Alexandria, VA in October 2018. I attended the South Atlantic Conference held in Atlanta in January 2019. I participated in New Steward training in December 2018 and April 2019. This training was held in Wallace, NC. I had 3 Labor/Management meetings. I attended the NCRLCA State Convention held in Raleigh, NC in June 2019. I am a member of the Mid Carolinas Rural Safety USPS team.

During this year I attended 52 Pre-Disciplinary Interviews. I handled 38 grievances. Of the 38, 31 were contractual and 7 were discipline. I processed 3 class actions, which were sustained. The discipline grievances contained 4 Letters of Warning, 1 Seven Day Suspension and 2 Removals. The Letters of Warning were settled at Step 1, the Seven Day Suspension was settled at Step 2. One Removal was settled at Step 2 and the other at Step 3. 8 Contractual grievances were sustained at Step 1, 20 settled at Step 1 and 3 were moved to Step 2.

I drove 7310 miles in my POV and rented a vehicle on 2 occasions.

I would like to thank the NRLCA for allowing me to serve the rural carriers in the 285 area of Mid Carolinas. It is a privilege to represent these hard-working carriers. I want to also thank the State Board for their support. To Sally Corriher and Bethany Small, thank you for the patience you have shown me and the knowledge you have shared. To all my 285 rural carriers, thank you for trusting me with your grievances. Your long days and hard work for the USPS does not go unnoticed and I appreciate your dedication to our craft.

I am extremely proud to be a rural carrier.

Sincerely,

Kelly Kenny Futch

Eddie Moss

Assistant District Representative

This end of year report covers my duties for the NRLCA from July 1, 2018 through June 30, 2019. It has been my honor and privilege to serve this organization as the Assistant District Representative for the Greater South/Mid Carolinas District for this reporting period. I want to personally thank the District Representatives Barbara Williams and Sally Corriher for all of the assistance they are always so willing to give me. Their experience, knowledge and expertise in rural delivery is a valuable tool to have and a tremendous asset. I also want to thank the NRLCA National Board and their staff for all the assistance they so willing provide when called upon.

The duties and responsibilities of the Assistant District Representative are clearly defined by the NRLCA Constitution and are very much the same as last year. I attended both the South Carolina and North Carolina state conventions this reporting period. I also attended the National Convention and SAC during this period. I was in charge of or assisted in the conducting of nine district meetings. I attended Steward Training in Alexandria, Virginia conducted by the National Board. I also assisted in nine different local steward trainings in the Mid-Carolinas District. The majority of my workload is spent on the adjudication of grievances. I process PDIs, Step 1 and Step 2 grievances and also the appeal of Step 2 grievances when required. This reporting period I traveled 19885 miles in rental cars and 8335 miles in my POV. I was present at 152 PDIs and processed 220 grievances the reporting period. I

I thank the NRLCA National Board for the confidence they have shown in me and look forward to the opportunity to work with and serve rural carriers in both Greater South and Mid-Carolinas Districts under the leadership of the District Representatives Barbara Williams and Sally Corriher.

Respectfully Submitted,

Eddie Moss

Greensboro District

Jeff Essick

District Representative

This report includes my activities as District Representative from June 23, 2018 through June 21, 2019.

I attended the 2018 NC RLCA State Convention in Atlantic Beach, NC, the National Convention in Grand Rapids, MI, the Cap-Metro DR/ADR training in Alexandria, VA, the 2019 South Atlantic Conference in Atlanta, GA and the 2019 District Representative Training in Alexandria, VA. During the year, I also attended 3 Greensboro District Steward Meetings for the DR/ADR and Area Stewards, and several meetings to discuss issues with Greensboro District Management. As District Representative, I also attended the monthly Greensboro District Joint Safety Task Force Meetings in Greensboro and Raleigh.

I attended 11 Local District Meetings across the Greensboro District. I scheduled and conducted Local Steward Training, along with the ADR's in September, April and May for more than 50 Local Stewards for the Greensboro District at 4 locations across the district. The ADR's and I trained and Certified 10 new Local Stewards this past year.

I traveled 13,875 POV miles and 5,487 Rental Car miles for a total of 19,362 miles on union business and required 19 nights of

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lodging. I met with management on 24 occasions for Labor-Management Meetings. I was present at 91 PDIs.

A total of 75 grievances were heard at Step 1 and 60 at Step 2 were heard during this period. In addition, 4 grievances were appealed to Step 3, for a total of 135.

Nine Step 2 Appeal grievances are pending and will be heard as soon as they can be scheduled.

I wish to thank GOD first for everything. I must also thank my wife, LeAnne. I am very fortunate to have her continuing support and her willingness to sacrifice our time together to allow me to perform my duties. I would not be able to do this job without her loyalty. I wish to thank all those who have taken on the task of Local Steward, Area Steward and Assistant District Representative. I appreciate their support and hard work which allows me to fulfill my obligation as the District Representative. To those who have placed their confidence in me and given support and guidance this past year, I am humbled by your faith you've placed in me. As always, it has been an honor and a privilege to serve this association and to be a part of such a vital function of the NRLCA.

Respectfully submitted,
Jeff Essick

Bryan Hudgins **Assistant District Representative**

This report covers activities from June 23, 2018 through June 21, 2019.

During this time frame I attended the State Convention in Atlantic Beach, NC and Regional steward training in Alexandria, VA.

I attended 8 district meetings, several labor management meetings, attended steward meetings and assisted in steward training and

PDIs during this time frame totaled 35. I traveled 17141 miles on union business and required 16 nights of lodging.

Grievance activity at Step 1 included 93 contractual and 13 discipline grievances for a total of 106 grievances at Step 1. Discipline included two letters of warning, one 7 day suspension, four 14 day suspension, two emergency placement and four removals. At Step 1 ninety nine grievances have been closed with seven open to be heard.

I have heard 41 Step 2 grievances for this time period. Decisions have been received on all grievances at Step 2.

Respectfully submitted,
Bryan Hudgins

Daniel Caudle **Assistant District Representative**

This report covers the period between June 23, 2018 through June 21, 2019. During that time, I traveled 14,438 miles with 3,106 of those miles in a rented vehicle. I traveled to the State Convention at Atlantic Beach, NC, the National Convention in Grand Rapids, MI, and the required Regional ADR training in Alexandria, VA. I attended the South Atlantic Conference in Atlanta, GA, and met with the District Representative for quarterly meetings. I assisted in the training of new stewards and the enhancement training of seasoned stewards in Hickory, Greensboro, Wilkesboro, and Mocksville.

During this past fiscal year, I visited more than 38 Post Office

es to meet with management for informal discussions concerning topics that have a direct impact on Rural Carriers. I also met with management at the Step 1 level of the grievance process. I had a total of 118 grievances and also was present for 61 Pre-Disciplinary Interviews. I also worked some grievances at the Step 2 level where I met with representatives in the labor department.

I had overnight stays at the State Convention, the National Convention, Regional ADR Training, and the South Atlantic Conference.

I am sincerely thankful for all the support from the National Board, and for the constant help from the Greensboro District Representative, Jeff Essick. I also want to thank Bryan Hudgins and Gail Naillon for answering my many questions. A special thank-you goes out to the local stewards who have an increasingly tough job. I greatly appreciate you for standing in the gap when no one else would. Also, thanks to all my Rural Carrier friends across this district for taking a stand when it was very uncomfortable to do so. You will never know how grateful I am to know each of you.

Lastly, I thank my wife, Carolyn (who jokingly calls herself a "Union Widow"), for her love, support, and understanding.

Sincerely,
Daniel L. Caudle

Gail Naillon **Assistant District Representative**

This end-of-year report covers my activity from June 24, 2018 through June 21, 2019 as a full time Assistant District Representative. I attended the NC State convention at Atlantic Beach, North Carolina as a State Delegate in June 2018. I also attended the National Convention that was held in Grand Rapids, Michigan in August 2018 as a National Delegate. I attended the SAC Conference that was held in Atlanta, Georgia in January 2019. I also attended the spring District meetings for Alamance #1, Person #41, Caswell #14, Orange County #39, Five County #28, Durham County #12 and Wake County #24. I assisted in local steward trainings in the Raleigh/Durham and Greensboro areas. I also attended a Steward Training in Alexandria, Va. in October 2018.

I drove 19,001 miles for union business, trainings and meetings. I used 12 nights of lodging.

During the last year I sat in on 179 Pre-Disciplinary Interviews and I processed 235 grievances. Of these 42 were disciplinary which were all settled at Step 1. There were 176 Contractual grievances with 175 being settled at Step 1. There were 17 Class Actions that was settled at Step 1.

First off, I would like to thank God for the wonderful opportunity to serve this great association this past year. I would like to thank all of the National Board for their words of encouragement and support because they have no idea how uplifting they have been! I want to thank Jeff Essick for his patience and guidance with me this last year and for always taking time to assist me when needed. Special thanks to Bryan Hudgins and Danny Caudle for always being a phone call away when needed and willing to offer their knowledge and support. I could not end without thanking my husband, Scott and my children, Hunter and Laci for their unwavering love and support that they give me. Lastly, I want to thank all of the carriers in the Greensboro district who have put their faith and trust in me to fight for them and their rights. It has truly been an honor and privilege to serve the NRLCA!!!

NORTH CAROLINA AUXILIARY OFFICERS

PRESIDENT L.E. WHITE

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Elizabeth City, NC 27909-9596
252-771-8180
LEWhite1951@roadrunner.com

VICE PRESIDENT SUSANNE REAVIS 345 Harvey's Lane Traphill, NC 28685 336-957-2004

SECRETARY/TREASURER SUE KELLY 4701 Main St. Linden NC 28356 910-980-0820 or 910-890-2804

EXECUTIVE COMMITTEE CAROLYN WARD 3951 Virginia Road Tyner, NC 297804 252-221-4683

PEGGY SIMMONS 5418 Seven Creeks Hwy Nakina, NC 28455 910-770-3534

MIKE MOOSE 237 Northview Drive Fayetteville, NC 28303 910-322-3917

CHAPLAIN NORMA WILLIFORD 511 Old Goldsboro Road Newton Grove, NC 28366-7759 Phone 910-594-0433

PROVIDENT GUILD Volunteer Needed

JUNIOR SPONSOR Volunteer Needed

JUNIOR OFFICERS

PRESIDENT ANAKIN HAMLETT 7668 NC Highway 62 N Blanch, NC 27212-9257

VICE PRESIDENT TAYLOR WARD 3951 Virginia Road Tyner, NC 297804

SECRETARY/TREASURER LILY GRAY 424 Wapiti Dr Spring Lake, NC 28390

CHAPLAIN MADISON HALL 9028 Main Street Godwin, NC 28344-8387

Fun in Raleigh

Summer was blazing in Raleigh North Carolina for our State Convention. In the joint session on Monday I, Sue Kelly had the honor of announcing Pam Harpe as Auxiliary Member of the Year. Although she was unable to hear about it until later in the week it was well deserved.

Later that morning L.E. White called the Auxiliary meeting to order. Norma Williford began each session with words of encouragement in devotion. A motion was made and seconded to dispense with the reading of the minutes since everyone had a copy.

Lesa Routh Halcomb and Elizabeth Sullivan past and present board members were our National Auxiliary Representatives this year. A special thanks to Lesa for coming to explain what is going on with the National Auxiliary board without telling any confidential information. Elizabeth represented the Auxiliary in the Association meeting. We also had Association National Officer Susan Knapp speak with us on the important legislative bills going on at this time.

Mr. Linwood and the Juniors joined us for final reports and rewards on Wednesday. The Juniors were excited about all the activities they were able to participate in while in Raleigh. The activities included touring the Legislative Building, Science and History Museum and visiting Adventure Landing. I think everyone that went will have these memories forever. I do have pictures too. If you have never been you've missed a treat.

They raised \$605.86 in the Walk A Thon. The Juniors will use the money for a North Carolina scholarship. Through generous donations at this convention and districts donations we are able to honor 19 scholarships this year. Good luck to all that applied. I would like to remind every applicant that you can apply every year from a Senior in high school until age 22 before August 1 the year applying. This years committee consisted of Pam Harpe and Barry Corriher. The winners will be announced at Fall Booster.

This years Junior contest committee consisted of Peggy Simmons, Norma Williford and Carolyn Ward. The winners were as follows: 6-7 years old: Elizabeth Haney, Cole Hall; 8-9 years old: Haven Haney, Easton Smith; 10-11 years old: Allison Holt, Lily DePue; 12-14 years old: Taylor Ward, Zoe DePue, Dominick Haney; 15-17 years old: Isaiah DePue.

The new Junior board members are as follows: President Anakin Hamlett, Vice President Taylor Ward, Secretary Lily Gray, Chaplain Madison Hall. National Officer Lesa installed the new Junior Board.

Auxiliary elections were completed and National Officer Lesa installed the board.

New ideas are needed and welcome.

If you are a spouse of an active carrier or retired carrier come join us as we support our family organization.

Auxiliary News

*Sue Kelly
Secretary/Treasurer*



Pam Harpe receives the Auxiliary Member of the Year Award

AUGUST 2019

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3 PP-17
4	5	6	7	8	9 Pay Day	10
11	12	13	14	15	16	17 PP-18
18	19	20	21	22	23 Pay Day	24
25	26	27	28	29	30	31 PP-19

NATIONAL CONVENTION

SEPTEMBER 2019

SUN	MON	TUE	WED	THU	FRI	SAT
1	2 Labor Day	3	4	5	6 Pay Day	7
8	9	10	11	12	13	14 PP-20
15	16	17	18	19	20 Pay Day	21
22	23	24	25	26	27	28 PP-21
29	30					

Dates to Remember

August 12	National Convention begins
August 13	National Convention Official
	Business begins
August 16	Closing of National Convention
September 2	Labor Day
October 14	Columbus Day



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

NON-PROFIT ORGANIZATION
US POSTAGE PAID
VALE NC
28168
PERMIT NUMBER
41



Left Photo: Greensboro District Manager Russ Gardner

Right Photo: National Director of Steward Operations Susan Knapp

Both address the body and then take questions from the floor during the State Convention.



Former North Carolina Officers, left to right: Dale Sain, James Simmons, Doug Byrum, Brenda Prevatte, Brenda White, Derek Harpe, Danny Caudle, Mitch Reece, Glenn Johnson, Pete Williford, Carl Kelly, Chris Derrick.