



North Carolina Rural Carrier

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*RCA Health Insurance
Enrollment*

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Roundup*

Relief Day Work List



New Contract Signed! Postmaster General Megan Brennan & NRLCA President Ronnie Stutts sign our new agreement in front of the delegation at the National Convention in Grapevine, Texas.



Eleven North Carolina First Timers at the National Convention

Left to Right, Front row: Carlton Crutchfield, Katie Maness, Jonathan Chandler, Elissa Gonzales, Amanda Culler. Back Row: Richard Schoonmaker, Jessica Sherron, Donna Hazel, Mary Mangum, Amber Thomas, Mike Leonard.

North Carolina Rural Letter Carriers' Association

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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
Durham/Orange	12	Piedmont	50	McDowell/Mt Mitchell	36
Caswell/ Rockingham	14	Union	54	Mecklenburg	38

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Articles are the opinion of the Author and not necessarily the NCRLCA, the NCRLCA or the Editor.

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
for all the latest news.

This month the password will be **FBOB113***

The password will be changed to the above on September 30, 2019.

At this time the password is only needed to access the Junior Auxiliary page.

We are working on adding more 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 ideas & feedback.

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President
Brenda Gibbs

Welcome New Appointed Officers



Thank you! to all the delegates and alternates of the NCRLCA that took time out of their busy schedules to attend the 2019 National Convention in Grapevine, Texas.

Several of our alternates went at their own expense to learn more about this association and the business that delegates are charged with voting on. I hope to see them there again next year!

It was a busy week in Grapevine. There were 12 Constitutional changes. Only one of those was passed. The new language reads (*portion in bold is new language*):

In Article V, Section 4. Salaries. Officers shall be paid annual salaries... Salaries shall be paid biweekly and are full payment for services rendered. Salaries shall be adjusted to reflect cost-of-living adjustments **and general wage increases received by regular rural carrier craft employees per the National Agreement.** Officers shall not hold any other paid position in the Association or in connection with the Association...

There were two other Constitutional changes brought before the body during new business that were passed. The first provided changes to Article III, Section 4, A, Member Affiliation.

The second provided changes to Article V, Section 6, C, National Officer Sick Leave.

There were seven Binding Resolutions with two of them passing. During new business two more were presented with one of those passing.

There were 179 Non-Binding Resolutions presented. They are as follows:

- 1) Seven of the 16 presented under Benefits passed.
- 2) Two of three under EMA passed.
- 3) Seven of 14 under Grievance Procedures passed.
- 4) 13 of 26 under Leave Replacements passed.
- 5) All three under Mail Count failed.
- 6) Three of eight under Relief Day passed.
- 7) Ten of 16 under Salary passed with one being withdrawn.
- 8) Six of seven under Time Standards passed.
- 9) One of five under Vehicles passed.
- 10) 19 of 44 under Work Rules passed.

11) 23 of 37 under Other passed with one being withdrawn and one moved to binding.

There were two more Non-Binding Resolutions presented under new business with both failing.

We had two Appeals to consider. The Appeals Committee report in both cases were adopted.

State Association Appointed Positions

After Brian Hamlet was elected as an Executive Committeeman on the North Carolina State Board, I immediately began looking for an Auto-Homeowners Insurance Representative. Tracy Greer was recommended by National Generals' Linda Foran because of his ability to communicate with both retirees and regular carriers along with the RCAs. He is our new Auto-Homeowners Insurance Representative.

After receiving Steve's article stating that he would no longer be serving as PAC chair I began the search for someone with fundraising experience and I have appointed Robbie (Porkchop) Gurganus to the position of PAC Chair.

Debbie Bennett accepted the position vacated by Robbie and is the new Historian/Photographer. Some of her photo work has already been used in our magazine and on the website. During her absence at the National Convention this year, we used Robbie Gurganus and Renee Johnson as photographers.

Van Heath is continuing on as our Legislative Representative. Jeanette Dwyer is continuing as our Parliamentarian and Dale Sain is continuing as our Provident Guild Representative. Dale was also elected to a two year position on the Provident Guild National Board. Congratulations Dale!

During our North Carolina breakfast held at the National Convention Derek Harpe was chosen to continue as our Representative on the SAC board. Congratulations Derek!

Please join me in welcoming our new Appointed Officers.

I am also sharing a bit of advice for RCAs from South Carolina's President Kathy Cook. If you are a RCA please check out page 11 for her input.

I hope to see you all at our Fall Booster at the Hilton Garden Inn in Kitty Hawk on November 3, 2019!





Chaplain's Message

**Jesse Ray Farmer Jr.,
Chaplain**

DEMO DAY

Read 1 Corinthians 13: 4-6 v.5 "Love is not rude, is not selfish, and does not get upset with others. Love does not count up wrongs that have been done."

My recent trip to Texas for the NRLCA National Convention inspired this article.

Although a trip to Texas reminds us men of our inner cowboy as we try on hats and boots. To our women folk, it's the landmark of the design show *Fixer Upper*.

The transformations of old homes from dated and dilapidated to some of the most amazing houses on the block has forced us all to look in our homes for ways we can improve and update our own.

The first day of the renovation, coined "demo day" is always the favorite day of the designer's husband. They take their hammers and mallets and tear down walls, pull up nasty carpet and open up to the bare bones of the homes to start the rebuilding process.

Once the debris is cleared, the contractors and the designer come in and strategically place new walls, appliances and decor to give the presence of luxury and comfort that everyone admires.

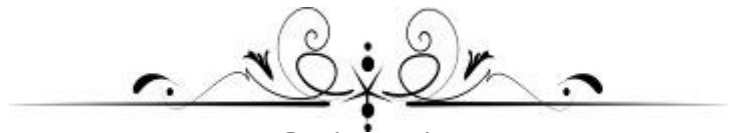
Our marriages and relationships with others often start with a great beginning. The verses in 1 Corinthians were probably recited at many of our weddings or are on a placard in our home. Over time our relationships may not feel as new and exciting. We start letting selfishness and pride take over our language to those we love. We start critiquing and getting upset easily over what used to be overlooked. When our words are constantly tearing down others instead of building up, God is not able to fully use our lives to show His beauty and love.

We have the potential for becoming amazing spouses, friends, or coworkers by following God's blueprint in the Bible. In it He tells us how to love others with our actions and words. Let us all do our best to follow His plan.

Prayer: Dear God, Please help us to find the best way to love others around us. Please help us to use our words wisely. Amen

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.

Thank You.



Obituaries

Raymond Newton Mills, Sr., 79, of Cary, North Carolina passed away Wednesday, July 3, 2019 in Cary, NC. He was born on March 30, 1940 in Wake County, North Carolina to William and Daisy Wagnor Mills.

He is survived by his wife, Nancy Jones Mills; daughter, Glynis Young (Dale) of Fuquay Varina, son, Raymond Mills, Jr. (Monica) of Clayton, brother, Talmadge Mills (Bonnie) of Apex, and 5 grandchildren, 2 step grandchildren, and 2 great grandchildren.

Ramona Brooks, 82, of Brooks Circle left her earthly home to join JESUS, her Lord and Savior and her missed and loving husband Archie, in heaven Thursday, July 18, 2019 with loving family by her side.

Mrs. Brooks was born February, 6, 1937, in Friendship House in Davidson County, to Paul Harrison Hartley Sr. and Carrie Louise Hunt Hartley.

She was a member of Friendship United Methodist Church, raised on a farm, drove a truck for her dad at Hartley Redi-Mix, hauling sand. She retired from the United States Postal Service as a Rural Letter Carrier.

She is preceded in death by her parents and husband Archie Brooks, Sister-In-law Gail Koonts and husband Bruce, Brothers-In-law Bob Maxwell, Benny Walser, and Charlie Comer.

Ramona is survived by her daughters Paula Brooks and Beth Highfill and husband Mark; sisters; Charlotte Walser, Tillie Comer, brother Harrison Hartley Jr. and wife Connie, sister-in-law Sally Maxwell. Four grandchildren and nine great-grandchildren.

Kenneth H. Griffin died July 25, 2019. He was the son of the late Worley G. and Bertha Jones Griffin.

He is survived by his wife of 65 years, Gerri Griffin. In addition to his wife, he is survived by one son, Eric Griffin of Monroe, two daughters, Beth Hooper of

(Continued on page 6)

Charlotte, and Lisa Bock and husband Father Mikel Bock of Anchorage, Alaska; four granddaughters, and three great grandchildren. He was preceded by two sons, Steven Scott Griffin and Kenneth H. Griffin, Jr.

Ken was retired from the U.S. Postal Service with 37 years of service. He started as a clerk, then as a city carrier, then as a rural carrier. He was very active in the rural carrier state organization having served as State Chaplin for ten years. At the time of his retirement, he was one of the first instructors with the Quality of Work Life Employee Involvement in the Greensboro District.

Ken was also a military man having served in the time of the Korean War. He served most of his enlistment at the Infantry School at Ft. Benning, GA. After his enlistment was completed, he joined the 108th Division Training in Charlotte, NC and retired after 27 years with rank of Master Sergeant.

Ken was also a Minister of Music for 50 years serving West Monroe Baptist Church, Oakland Baptist Church, Sutton Park Baptist Church, and Shiloh Baptist Church. He also served the Union Baptist Association as Music Director for 15 years. He was asked and also served as Music Director for the annual meeting of the United Methodist Church at the Mineral Springs Camp Meeting. Upon his retirement as Minister of Music, Oakland Baptist Church bestowed him with the title of Minister of Music Emeritus.

He was actively involved in civic and community affairs having served as the first board member of the adult day care organization at New Testament Baptist Church.

He served as Vice President of Union County Crime Stoppers and was a member of the Friends of the Library, Monroe JCs, and the Optimist Club.

After his retirement from the U.S. Postal Service, he was employed by McEwen Funeral Home as a Funeral Director Assistant and retired again after 20 years.

He has now found another place to serve.

Charles F. Currin, 81, of Lillington died August 11, 2019 after a long stay in the hospital. He was born June 8, 1938 in Harnett County, the son of the late Ambrose Currin and the late Thelma Whittington Parrish.

Charles was a graduate of Lillington High School. He attended Campbell University and other colleges. He served in the US Air Force for four years. Charles worked for the US Postal Service as a rural letter carrier for over 30 years and was also an accountant for over 40 years.

He was Sergeant of Arms for the North Carolina Rural Letter Carrier Association for most of his postal career and received the Million Mile safety award, among many others.

Charles is survived by his wife of 46 years, Arlene Currin; a daughter, Denise Currin Umberger (Randy), three granddaughters; and a sister, Carolyn Currin Weaver (Gail).

Graham Young Turlington, age 90, of Coats passed away Sunday, August 18, 2019 at Central Harnett Hospital in Lillington.

Mr. Turlington was born on November 2, 1928 in Harnett County to the late Lee A. and Lida Lassiter Turlington.

He was preceded in death by his wife, Effie Beasley Turlington; sisters, Addie T. Young, Emily T. Weaver, Ruby T. Currin; a brother, Robert L. Turlington.

Mr. Turlington retired after 43 years as a mail carrier for the U. S. Postal Service and was a farmer. He was a member of Coats Baptist Church where he served in many capacities.

Surviving include his sons, G. Jeff Turlington and wife, Tanya, D. Kent Turlington and wife, Debbie all of Coats; five grandchildren; four great-grandchildren and several nieces and nephews.

Reid James Snyder, Sr. passed away peacefully at his home on August 23, 2019 at the age of 83. He was born on March 26, 1936 in Forsyth County, NC to the late Luther (Toot) Snyder and Nora Sink Snyder of Forsyth County.

Reid grew up in the Griffith School community and graduated from Griffith High School in 1954. After marrying the love of his life, Faye Smith, in 1955, he worked for the US Postal Service as a rural letter carrier until his retirement in 1992.

Throughout his children's and grandchildren's lives, he was very involved in South Little League including its formation as well as serving as president for several years. Reid (Pakka) was dearly loved by his family and was a friend to many with whom he loved to joke and laugh.

During his life, he was an active member at Advent Moravian, Hopewell Moravian and, most recently, Macedonia Moravian churches.

Reid was predeceased in death by his wife, Faye (Grammy), his brother Jerry, and his sister, Florence. Survivors include his sons, Jim (Lynn), Tim (Donna), grandchildren, Lori (Hugo), Zach (Kristen), Michael (Jenny), and Cory (Melissa), great-grandchildren, McKenna, Maddie, Payton, Paisley, Elijah and Maylee, and brother, Cletus



SAFETY

Scott Deal

Safety is Our Core Value

Happy Fall to you all!

I wanted to update everyone on the status of the amber light policy. Our Joint-Safety teams are still working on getting the verbiage and the language in line but unfortunately it did not make it into the updated North Carolina move over law in the last session.

So, as we have been currently doing, we are still to “light-up” our amber lights when we leave the Post Office and to run them continuously until we return to the Post Office upon the completion of our route.

Again, please be especially careful if you have that long commute from your office to your first box. Pay particular attention to traffic behind you when you approach any mailbox along the way. Traffic will always assume when we are “lit” that we will be stopping at the next mailbox. They see using this as their reason to pass.

The amber light should be visible 500 feet in front of our POVs as well as from behind. Remember, contributory negligence is a law in North Carolina. If we contribute simply 1% to an accident by not having a working amber light, then that meets the North Carolina contributory negligence law, and we can be charged and held at fault.

For the carriers in POV’s, it’s always a good time to check up on your insurance coverage and make sure you have the tort coverage you need.

The endorsement or “rider” should be attached to your policy and in your declaration section stating you are a federal employee using your vehicle for government use. ***This should not cost any additional amount***

and you do not need a commercial or private policy.

The NRLCA Insurance marketplace can help with this and will send you a \$10 Visa reward card simply by calling to get a quote. 1-888-325-7727 is the phone number and be sure to mention code RRP to receive the reward. I encourage everyone, not just POV drivers to call, the savings may surprise you.

If our POV carriers are involved in an accident, our insurance must be provided to our Tort Claims Coordinator who will help if we are properly insured. If not, the entire responsibility will rest solely on our insurance so please don’t take a chance.

As Christmas approaches, it’s never a bad idea to plan for the season. With parcels being a daily challenge in a lot of offices currently, we all will, more than likely, be setting another record for parcel delivery this year.

That being said, we must focus on delivering safely and always remember the proper lifting techniques. Those famous labels... “Heavy” and “Team Lift” must be given the proper attention. Seek help in the office while loading and plan for the delivery to the customer as well.

We are all required to lift 70 lbs. but if you think your safety is at risk, hail the customer to the vehicle if available, make arrangements with management to see if anyone can meet you at the point of delivery, or if all else fails, leave a notice and bring the parcel back if you think you may injure yourself or if your safety is in question. We must do all we can to “deliver the season” but common sense should always prevail. Safety is the core value of the United States Postal Service.

I wish everyone a wonderful and comfortable Fall season after the heat of this Summer.

I hope to see you at our upcoming Fall Booster. As always, **be SAFE and wear your seatbelt.**

Congratulations to Snow Camp Rural Carriers!

Rural Carriers (*pictured left to right*) Chris McPherson (18 years), Amy Miles (13 years), Tim Brooks (31 years) and Stephanie Aiello (4 years) all recently received an Expert Driver Award.

Rural Carrier Tim Brooks also received the Million Mile Award with 31 years of service without an accident.

Tim said he always drives defensively. He says “I am aware of my surroundings and observe and react accordingly. I put safety first every day and this is what all of us should do as we are out here delivering mail.”

Let’s all follow his example!



Retirement

Brian Hamlett



Am I Ready to Retire?

This is a very personal question and there is no one size fits all answer. Proper planning early can make this easier to answer, especially for FERS employees.

The Federal Employee Retirement System (FERS) was put in place January 1, 1987 as a replacement for the Civil Service Retirement System (CSRS). The CSRS provides a larger pension, with the employee paying in a larger contribution to the pension. Most CSRS employees are not eligible for Social Security as they did not contribute to it.



FERS retirement however uses a three-part approach, referred to as the “three-legged stool” to provide income throughout your retirement years.

FERS incorporates a pension component as well as Social Security and the Thrift Savings Plan (TSP). FERS employees pay a much smaller amount into pension (amount based on when they became Career employees) than CSRS employees but are expected to contribute to their TSP and Social Security. The Postal Service contributes to the pension as well and provides a match on TSP contributions.

You want to retire, but are you eligible?

CSRS Optional Retirement

If you leave the Postal Service before you meet the minimum age and service requirements for an immediate retirement benefit, you may be eligible for deferred retirements benefits. To be eligible, you must have at least 5 years of creditable civilian service and be age 62.

AGE	YEARS OF SERVICE
62	5
60	20
55	30

Disability retirement is available at any age with minimum 5 years of civilian service and meet special requirements.

FERS Minimum Retirement Age (MRA)

FERS ELIGIBILITY	
If you were born	Your MRA is
Before 1948	55
In 1948	55 and 2 months
In 1949	55 and 4 months
In 1950	55 and 6 months
In 1951	55 and 8 months
In 1952	55 and 10 months
In 1953-1964	56
In 1965	56 and 2 months
In 1966	56 and 4 months
In 1967	56 and 6 months
In 1968	56 and 8 months
In 1969	56 and 10 months
In 1970 and after	57

FERS Immediate Retirement

An Immediate retirement benefit is one that starts within 30 days from the date you stop working. If you meet one of the following sets of age and service requirements, you are entitled to an immediate retirement benefit.

AGE	Years of service
62	5
60	20
MRA	30
MRA	10*

*If you retire at the MRA with at least 10 but less than 30 years of service, your benefit will be reduced by 5% a year for each year you are under 62, unless you have 20 years of service and your benefit starts when you reach age 60 or older.

So you’ve determined you’re eligible, now it’s time to see if you can afford it.

It’s time to head to LiteBlue. Under eRetire you can see your annuity estimate, select a specific date to start the retirement process, get forms through the mail or download, and schedule a retirement counseling session. You can request an annuity estimate as far as 5 years ahead. You then should then head to ssa.gov, Social Security’s website, to view your estimated benefit. Next you should check your TSP amounts and decide which withdrawal options would most benefit you.

There are more things to consider when you finally decide to retire. Please check out nrlca.org and ncrlca.org for more information and links to important resources to help you as plan for your retirement needs.



RCHBP
Elaine Althoff

Trouble Hearing?

RCBP introduces TruHearing Plan, a Hearing Aid benefit.

When was the last time you had your hearing checked? What sounds are you missing? Many of us don't think about our hearing and may take what we have for granted. The sound of a fan, the office machinery running in the background, hampers and equipment rolling across the work room floor, the birds singing outside, music, laughter and "Good morning my Friend!" from Hugh.

If you lost part of your hearing, think of all the sounds you would miss.

Many of our spouses would disagree if we said we didn't need help with our hearing.

For most, hearing loss occurs slowly over a long period of time. The slow onset of hearing loss means that many people don't even notice they have hearing loss until the people around them point it out. For others, hearing loss comes on suddenly—even overnight.

There are many factors that can contribute to

hearing loss such as age, genetics and prolonged exposure to loud noises without proper ear protection.

If you need hearing aids, RCBP has introduced the TruHearing Plan*, a Hearing Aid benefit.

Here are a few highlights of what this plan offers.

- \$3000 Hearing Aid benefit every 5 years
- Over 5,000 locations nationwide
- 45 day trial
- Wide variety of the latest digital hearing aids
- 3 year manufacturer warranty for repairs
- Scheduled directly through TruHearing

If you didn't pick up a TruHearing brochure at the State convention, you can go online to www.truhearing.com or call them directly (844) 341-9730 Monday- Friday 8 am to 8 pm. TTY Dial 711.

Have A Safe Summer!

*THIS PLAN IS NOT INSURANCE and is not intended to replace health insurance. See plan brochure for more information.

Just a Reminder!

**Open Season
Begins Monday, November 11 &
Ends Monday, December 9, 2019.**

2019 Special Enrollment Period for RCAs

Special Enrollment Period from **August 26 - September 27** as a result of the new NRLCA Agreement.

The Special Enrollment Period is for eligible ***non-career NRLCA covered employees only (RCAs)***.

During this period you may enroll in the USPSHB Plan or change their current enrollment plan.

The negotiated change in premiums for the USPSHB Plan reduces your cost for Self Plus One or Self and Family coverage.

A letter with details will be mailed to all eligible employees.

The Special Enrollment Period does not affect employees who are otherwise eligible to enroll.

If you have questions relating to enrolling and using PostalEASE, please contact H. R. Shared Service Center at 1-877-477-3273, option 1; or go to <http://liteblue.usps.gov/benefits>

More information is also available on the National website at <https://www.nrlca.org>

Deadline for enrollment is September 27, 2019

NCRLCA Statement of Financial Position

As of June 30, 2019

ASSETS

Current Assets

Checking/Savings	
1000000 · APCU Checking	5,754.73
1020000 · APCU Savings	594,405.47
1020800 · Convention Savings Account	<u>85,467.16</u>
Total Checking/Savings	685,627.36

Other Current Assets

1020912-APCU-CD 74 12/06/2020	76,684.98
1020909 · ACPU - CD 72 - 9/25/2021	<u>60,000.00</u>
Total Other Current Assets	<u>136,684.98</u>

Total Current Assets **822,312.34**

Fixed Assets

Accumulated Depreciation	-7,282.41
Computers	6,375.87
Office Furniture & Equipment	582.68
Storage Building	<u>3,850.00</u>
Total Fixed Assets	3,526.14

TOTAL ASSETS **825,838.48**

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Credit Cards	70.66
Other Current Liabilities	
2100 · Payroll Liabilities	<u>4,568.43</u>

Total Current Liabilities **4,639.09**

Total Liabilities **4,639.09**

Equity

3010000 · Current Year Income Summary	353.71
3900 · Retained Earnings	754,292.90
Net Income	<u>66,552.78</u>
Total Equity	821,199.39

TOTAL LIABILITIES & EQUITY **825,838.48**



Auto-Home Insurance

Tracy Greer

New Opportunities

First off, I would like to take a moment to introduce myself as your new Auto-Home Insurance Representative. I am married to my wife Heather and we have 2 boys, Trenton age 6 and Parker age 4.

I began my postal career in 2013 in Zionville, NC. I currently serve as a RCA assigned to an auxiliary route and I hold the local steward position. I joined the union in 2013 and belong to the Watauga/Avery local district 57 where I serve as Secretary/Treasurer. I have served on the resolutions committee at the state convention for 3 years. I am very excited for this new opportunity presented to me and look forward to serving you, our state, and our union.

I am writing this article after returning from the National Convention where I attended the NRLCA Insurance Marketplace Seminar/Breakfast sponsored by National General Insurance. I would like to take a moment to give a brief history on National General Insurance.

One of the two companies that became National General Insurance was life insurance company Integon, founded in Winston-Salem, North Carolina in 1920.

In 1997 Integon was acquired by GMAC and in 2000 became GMAC Insurance Personal Lines. In

2013 GMAC Insurance changed its name back to National General Insurance.

National General has been partnered with the NRLCA since 1953.

In the previous year; July 2018-July 2019 we had 66 referral quotes in North Carolina. I titled my article New Opportunities, but you also have a new opportunity. The *NRLCA Insurance Marketplace* offers very competitive rates in North Carolina. Make sure your current insurance provider is aware that you deliver mail using your POV before you receive a quote. National General offers you a pleasure rate on your POV whether you use it, or an LLV, on your route.

You will receive a \$10.00 Visa gift card just for calling and getting a quote. Call the *NRLCA Insurance Marketplace* at 1-888-325-7727 for your quote. You must use code RRP to receive the \$10.00 gift card. I encourage you to check and compare those rates. Also, our state union receives an incentive payment on quotes and the policies written in North Carolina.

Now for the rest of the new opportunity. As an extra incentive for you, there will be a chance at winning an addition **\$50.00 Visa gift card**.

Anyone in North Carolina that calls and gets a quote by November 1st will be entered in a drawing for an additional \$50.00 Visa gift card. After you have called for your quote, call or email me with your name and phone number to be added to the \$50.00 Visa drawing. Don't wait. Do it today!

If you have any questions, feel free to call or email me.

I look forward to seeing all of you and I am excited for this opportunity!

Information for RCAs

This is reprinted with permission from Kathy Cook, President of South Carolina RLCA.

I would like to share with the group comments I share during new hire orientation in my state.

Give yourself at least 3 months to decide if you want to do this job (evaluated pay system, weather conditions, vehicle requirements, your personal desires for work/pay).

Once you decide, evaluate the office. How long do you see it taking to make career (# of rural routes, age of carriers, growth of area). Your location could determine if one year or 30 years to make career, (average is 4-6 years).

The location of your office (drive time each day from home, type of delivery unit). Make any office changes as early as possible once off probation because you will go to the bottom on seniority if you switch offices.

Realize things have changed (CSRS to FERS in the 80s, sub buy back in the 90s, second pay scale in 00s).

Stay away from Debbie Downers that always complain (they are misery looking for company with no friends and their own momma don't like them).

Management isn't the enemy (They are just an employer trying to earn a living; which is less than what most rural carriers make with substantially more work hours and they aren't getting to make decisions - 3 levels up dictate every word they speak).

As soon as you master the job itself, learn your contractual rights (the PM and supervisor are busy understanding their own contract, trying to cover their own problems and usually don't have a clue about yours).

Network with other carriers outside your office, get involved in your Association. Be part of the solution, not the problem.

NATIONAL CONVENTION NEWS

State of the Union Address

From Scott Deal

On Monday, August 12, 2019, from 1-4 pm, the State Board and the North Carolina Delegates attended the State of the Union seminar "Deep in the heart of Texas." This took place in Grapevine, Texas at the Gaylord Texan Resort and Convention Center. It is, indeed, true what they say about Texas; everything is big in Texas! Including the heat with 100+ degree temperatures most of the week.

President Ronnie Stutts informed the body that this would be a historic convention with the first and only signing of our contract that was ratified by 86% of members on Tuesday morning with Postmaster General Megan Brennan. As Ronnie stated, this was a hard fought for contract and in his words like "carving stone with a wooden chisel."

Through all the hard work and persistence we do have a contract that is as good a pay package for the craft employees as we have had in a long time.

Our RCA's benefited greatly as well, if not better than our regular carriers, with the increase in insurance that the USPS will be paying now, \$125.00 per pay period towards Self Only premium, 65% of Self Plus One or Family premiums for newly hired RCAs, and 75% of Self Plus One or Family premiums after one year of employment.

A special Open Season will be offered August 26 through September 27 for currently employed RCAs,

taking effect September 28.

Tables 1 and 2 equalization was another huge success for the craft in this contract. Our general wage increases and COLA will start lining up in pay period 18 and 19 with retroactive payments as soon as possible. Please refer to our National and State websites for complete information.

Workplace environment issues were a hot topic this year. It's a big problem throughout the Postal Service with bullying and the like, especially for our leave replacements. That must be stopped! We were informed that there will be a new MOU signed, that "must have teeth" to help put an end to this behavior.

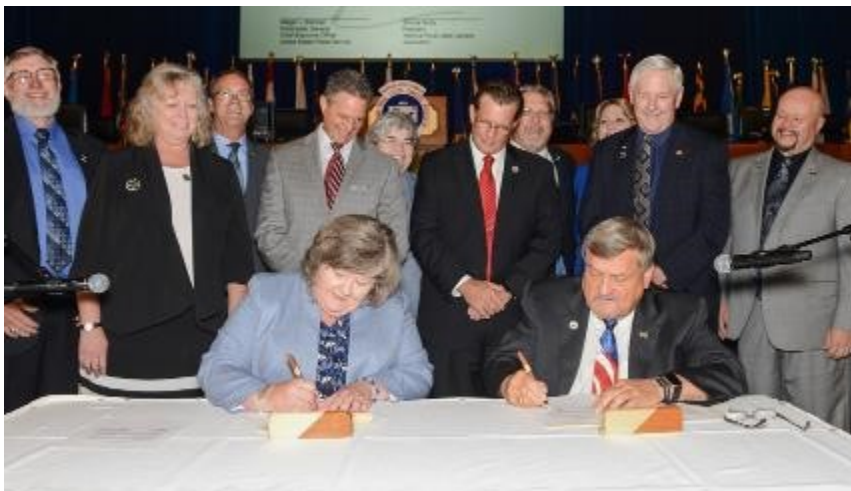
Another MOU on hiring and retention will be signed to greatly help with this issue. Our leave replacements being "run off" from their office is a huge loss to our craft but also the Postal Service; to the tune of \$500,000,000. This is not simply an Academy issue, although to get a leave replacement through the whole on-boarding process and training the cost to the USPS is around \$7,000. If we can save 25% of this it would have a huge impact.

We all are responsible for helping and training our new leave replacements. Please never forget what it is like being new and not only having to learn where the mailbox is on the case and on the street, but also where the house is with all the parcels we are delivering on a daily basis.

The Rural Carrier Academy is being updated to help with this issue. There are four main areas of attention being addressed by our Vice President Don Maston. Hopes of the nationwide rollout being a month or so away from the time of the State of the Union update.

The Academy Trainers seminar was held Tuesday evening with a glimpse of some of the updated curriculum shown. The first area is updating the curriculum and keeping it current through updates to the PowerPoint presentation on an as-needed basis. The second area is keeping the material current, for example, the new 3849's we use or new scanner options and functions we now have. The third area is the application and rotation process for new Academy Trainers. Stay tuned, this will be published in the National Magazine. Finally, the fourth area is the On the Job Training/On the Job Instructor.(OJT and OJI)

(Continued on page 13)



PMG Brennan and President Stutts sign the new contract in front of the delegation at the 115th NRCLA National Convention in Grapevine, Texas.

NATIONAL CONVENTION NEWS

(Continued from page 12) *State of the Union*

This will be uniformed nationwide.

David Heather, Director of Labor Relations, gave us an update on the Rural Route Evaluated Compensation System (RRECS)

With \$100,000,000 being spent on this system and to simplify as best I can, what we do everyday matters! This includes scanning the package at the point of delivery, actually driving our line of travel, and stopping completely at stop signs and stop lights. Did I mention everything we do everyday matters?!

With an MOU on the simplified mapping process, all routes will be mapped hopefully by the end of this year.

There will be new scanner functions (and a new scanner) that we will all be trained on. Please keep in mind this new training will dictate our salaries in the future so pay close attention. There will be a full year of data collection captured before we implement this plan.

The complexity of this system is truly amazing and

*The complexity of this system
(RRECS) is truly amazing and
we must take the time needed
to get it right.*

we must take the time needed to get it right as best we can. Keep your edit book and your 4003 updated and accurate so we can make this transition go as smooth as possible. This new system is our salary going forward. Stay tuned to the websites and magazines for future updates

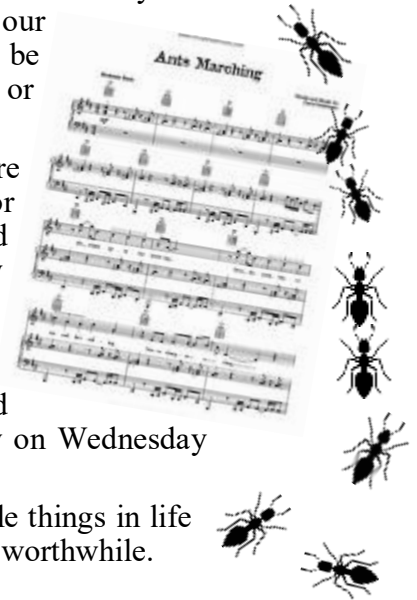
In closing, we all must help fight for congressional legislation! Help fight to end the ridiculous nature of what the USPS is having to pre-fund. Help fight to end the efforts to privatize the National Treasure of the Postal Service as we know it...**Reliable, Affordable , Universal Service**. Help support us being able to buy back the portion of our time as non-career employees. Plus help fight maintaining six day **door** delivery. We all must call our Congressmen and Representatives, write personal letters of concern, **vote** for the future of our Postal Service and Union. Quite frankly, this is **our** future.

I encourage everyone to be active in your participation with our future in every way possible- reading your publications, attending Local, State, National meetings, being politically active. The investment you make will shape the future you inherit.

One last point of personal privilege. Did you know that at our National Convention you can request music from our audio/video technician to be played at break or before or after session.

On Wednesday before lunch I put in a request for any Dave Matthews Band song. The smile on my face must have been as big as the State of Texas when I heard “*Ants Marching*” being played when we left for the day on Wednesday night.

Sometimes it’s the little things in life that make the investment worthwhile.



Legislative Seminar

From Audrey Solomon

The Legislative Seminar at this year’s National Convention didn’t announce any new information. I will only touch on a few highlights.

As you know the Postal Service is known as **SNAIL MAIL**; however, Congress seems to even slower. We need to nudge them a little bit.

The most asked question was in reference to H. Res 2478 – The Federal Retirement Fairness Act. This is the bill that could allow us to buy back our sub time.

It only has 40 bipartisan cosponsors; however, none are from North Carolina. We need 290 cosponsors in order to move it up for a vote. Please write, call, or email your Congressman and/or Senator and let them know that you support HR 2478 and would like them to also.

(Continued on page 14)

NATIONAL CONVENTION NEWS

(Continued from page 13) Legislative Seminar

The following is a breakdown of carriers by Congressional District:

District 1	402
District 2	417
District 3	472
District 4	216
District 5	493
District 6	489
District 7	490
District 8	446
District 9	378
District 10	380
District 11	471
District 12	293
District 13	358

The carriers representing each district should include their family members that will be affected by this bill also. **MAKE YOUR VOICE HEARD**

Five Simple tips to writing your letter.

- 1) Mail to the local district office.
- 2) Keep the letter simple.
- 3) Be courteous.
- 4) **ASK** for something.
- 5) Personalize, Personalize, Personalize!

There is a sample letter included in this issue on page 23. Use it and make it your own. Other sample letters for other bills are available on the National Website at <https://www.nrlca.org/Content/Grassroots>.

This is not the only resolution floating around Congress. We have several but this is the most talked about because carriers can possibly retire earlier.

The Postal Reform resolution is next in line because of Medicare integration. This resolution has not been completed but again we need to nudge Congress.

The Senate Resolution 99 – Anti privatization- has 53 bipartisan cosponsors but none from North Carolina.

Keep track of bills and whether your Senators or Congressmen are sponsors on the website <https://congress.gov> where you can get alerts letting you know what's happening.

We have a lot going on with the Postmaster General

Budget Report coming out. This plan has some of the following proposals but not limited to:

- * Eliminating pay and benefit issues from Collective bargaining
- * Change from High 3 to High 5 average
- * Increase FERS contributions
- * Reducing paid leave
- * Increasing the number of temporary workers

These are just a few items in the proposed Budget. **KEEP INFORMED AND MAKE YOUR VOICE HEARD**

First Timer's View

From Richard Schoonmaker

My first National Convention!

After delivering mail for 24 1/2 years I finally attended my first State Convention and National Convention thanks to some urging and support from my ADR Gail Naillon.

I arrived in Grapevine, Texas on Monday, turning into the convention hotel I saw the Cowboys golf course and the hotels own water park. Told myself I would be at them sometime this week. Well, that didn't happen, not even close.

Checked in and went straight to the 1st Timers Seminar, taught by Jeanette Dwyer and Gus Baffa. Tues, Wed, Thurs and Friday sessions started at 8:30 am and ended around 5:00 pm. We had one hour to relax and eat then head back to the seminars that went well into the night. I went to as many as I could and soaked up as much info as I could to help me on the route and as the shop steward.

It is incredible to see that an idea, complaint or recommendation from our office level can be turned into a resolution and be brought to State and voted on; and even make it to National were over a 1000+ delegates vote on these resolutions, one at a time.

It was also nice to see that you can run for any position in this union from district level to President of the NRLCA.

Special thanks to Brenda, Audrey, Vicki, and Renee for all their help on a daily basis. Also thank you to the people who voted for me to represent them as a delegate. It was an honor.

NATIONAL CONVENTION NEWS

Insurance Seminar Highlights

From Elaine Althoff

I want to share some highlights and statistical information I gathered from the Insurance Seminar regarding the Rural Carrier Benefit Plan (RCBP) as we approach Open Season.

CVS CAREMARK-PHARMACY BENEFITS In 2018:

1,037,000 Prescriptions filled by CVS Health for Plan in 2018

- 2,841 prescriptions per day; or
- Roughly 17 prescriptions per member

RCBP Paid more than \$149 Million for Drugs in 2018

- Average Cost of Generic RX--\$20.84
- Average Cost of Brand RX--\$834.50
- Average Cost of Specialty RX--\$6,930.91

Over 9,900 CVS/pharmacy stores (including Target)

- 68,000 pharmacies in network
- 1,100+ Minute Clinics

AETNA-Medical Benefits

- 8% increase in membership between 2015-2018
- 63,000 total members today
- Aetna processed over 1.65 million claims for plan members in 2018
- Aetna paid out over \$232 million in plan member medical claims/expenses in 2018
- Aetna answered over 164,000 phone calls from plan members in 2018

➡ New Benefits for 2019 in the Rural Carrier Benefit Plan

- Diabetic management program- Transform Diabetes
- Comprehensive Pain Management Program
- In response to Opioid Crisis
- Focused on pain management

Operations Update

Plan Accreditation

- Required of ALL FEHB Plans
- Accrediting body is AAHC

- 2019 RE-Survey; July 15-17
 - We passed for another three year accreditation term

Partnerships

- Furthering partnerships with Aetna and CVS Caremark
- Expanded partnership with Trestle Tree

I will have information on the upcoming Open Season in our next issue.



Armed Forces Veterans Club

North Carolina Receives Charter for Armed Forces Veterans Club

At this year's National Convention North Carolina officially joined the Armed Forces Veterans Club.

Anyone that is a member of the National Rural Letter Carriers Association is eligible for membership. Veterans are full members and non-veterans are associate members. All members have full voting rights on Club issues.

Current membership dues are \$7.00 per year. Of that, \$3.00 is forwarded to the National Secretary/Treasurer. The remaining \$4.00 will stay with our state.

One purpose of the club is to raise money for book scholarships for college students; the children and grandchildren of members. Scholarships are awarded at both the state and national level.

Membership applications will be available at our Fall Booster. Please contact Debbie Bennett for more information.

NATIONAL CONVENTION PHOTOS



NATIONAL CONVENTION PHOTOS





PAC CHAIR

Robert Gurganus

Congratulations Steve!

Hello Everyone! My name is Robert Gurganus, but many of you know me as Porkchop. I'm proud to be the new North Carolina PAC Chair.

Before I begin, I'd like to congratulate Steve Rogers, the preceding PAC Chair, who was honored at this year's national convention as the Outstanding National PAC Chair for 2019. Steve did a great job- he's a hard worker and every member of our union owes him a debt of gratitude for his service. Steve has set the bar very high for me; just as preceding PAC Chair Van Heath set it for him, and I am honored to have been given the opportunity to serve our state as they have before me.

At this time, in the history of our union, PAC contributions are more important than ever!

Important legislation to keep 6-day delivery, insure door-to-door delivery, reform USPS retirement and healthcare funding and allowing us to buy back our RCA time for retirement are all being discussed by our elected representatives.

Our PAC contributions get us a seat at the table to let our representatives know how we feel about these issues. And as all of us know, when you're not at the

table, you're on the menu.

Our PAC contributions along with our calls and letters to our elected representatives help ensure that we are compensated fairly for the hard work we do every day.

I'd like to say thank you to everyone for reaching out to me and saying hello as I take on this new endeavor. I'm really looking forward to meeting you all at district meetings and at the fall booster this year so that we can all work together to keep our union and craft strong now and in the future. Please come say hi to your pal Porkchop, and let's keep our union united and strong!

North Carolina PAC History at National Convention

2009-2010	Third place Aggregate Award Second place –Total Raised
2010-2011	Third place Aggregate Award Third place –Total Raised
2011-2012	Third place Aggregate Award
2012-2013	Third place Aggregate Award
2013-2014	Fourth place—Total Raised
2014-2015	Honorable Mention
2015-2016	Honorable Mention
2016-2017	no award
2017-2018	no award
2018-2019	Outstanding PAC Chair Second place –Total raised



Steve Rogers receives Outstanding PAC Chair award at the National Convention from NRLCA President Ronnie Stutts

**We were 2nd in the
Nation in total PAC
money raised this year.
Our total was \$61,793.
Thank you!!**

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Employee ID Number: _____

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Please attach a voided check

Send to NRLCA-PAC 1630 Duke St, Floor 2 Alexandria, VA 22314



Legislative Representative

Van Heath

Congress On Vacation

In my Annual Report to the State Convention I spoke about a new bill introduced by Representatives Derek Kilmer(WA) and Tom Cole(OK), 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 bill is entitled “the Federal Retirement Fairness Act.”

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 have 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.

Please go to your National Rural Letter Carriers’ website; (1) Log in; (2) Hold your pointer over **LEGISLATIVE**, drop down and click on **Legislative Updates**, (3) Scroll down and click on the link “[Click here to download the buy-back bill form letter to send to your Congressperson.](#)” Click on that link to open the letter. (4) Replace [Name] with the name of your member of Congress. And (5) Replace [Your Name] with your name, address and phone number.

It is vitally important that every Carrier; regardless of your designation, mail this letter to your member of Congress. The passage of this bill could make a big difference in the retirement of almost everyone out there, especially if you spent much time as an RCA. This bill is a win-win for all of us and is the best opportunity to win back this benefit since we lost it in 1988. Please mail your letter today.

A bipartisan group of lawmakers, led by House Committee on Ways and Means Ranking Member Kevin Brady, R-TX, introduced the **Equal Treatment of**

Public Servants Act of 2019, [H.R. 3934](#). The bill would reform the **Windfall Elimination Provision (WEP)** by changing the Social Security benefit calculation for WEP-affected beneficiaries. The WEP reduces the Social Security benefits of federal retirees who receive benefits from having worked in both the private and public sectors.

The bill would provide WEP-affected individuals who are currently age 60 and older with a monthly rebate of \$100, adjusted annually by the COLA. Individuals receiving a WEP-reduced Social Security benefit based on their spouses’ employment would receive a \$50 per month rebate. Moving forward, the bill would replace the WEP with a formula that equalizes benefits for certain individuals with non-covered employment. For those between age 21 and 59, the WEP penalty would be calculated using the current formula or the new one created in the bill, whichever is more beneficial. Individuals currently under age 20 would have their WEP penalty calculated with the new formula.

The longstanding Windfall Elimination Provision (WEP) harms more than 1.8 million Social Security beneficiaries and spouses by reducing the Social Security benefits of local, state and federal retirees who worked in employment covered by Social Security and who also receive an annuity from their government employment. While the bill does not fully repeal the WEP, it does represent a significant improvement over CSRS retirees being unfairly penalized for their public service – for that reason, we should support the bill. [Contact your members of Congress today](#) and urge them to support the Equal Treatment of Public Servants Act of 2019.

HR-2478 SAMPLE LETTER

Dear Representative [Name] :

I am writing as a rural carrier and constituent of your district to voice my strong support for the Federal Retirement Fairness Act. I urge you to cosponsor H.R. 2478, a bipartisan bill introduced by Rep. Derek Kilmer and Rep. Tom Cole "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."

Many federal employees, including Rural Carriers, start their careers as temporary employees. The Postal Service has a classification of Rural Letter Carriers called Rural Carrier Associates (RCAs). RCAs are parttime carriers who do not earn health or retirement benefits until they acquire full time career status. Most rural carriers start out as an RCA and on average it takes about six years for them to become a Regular Carrier, but it is not uncommon for it to take 10-plus years to become a regular career employee. The current retention rate of RCAs is extremely low, with approximately 60% leaving the Postal Service. This results in the Postal Service spending millions of dollars for the training/hiring process. Retention of RCAs would benefit the Postal Service by reducing overtime payments to RCAs and Regular Carriers attributed to the lack of RCAs.

Under this act, federal employees that gave their time and effort for years before achieving permanent status would be able to make catch-up retirement contributions so they may retire on time. This is not a new idea. Before the Federal Government changed to a new employee retirement system in 1989, temporary employees could make catch-up payments.

Please support H.R.2478 so that the Federal Government can return to a fair retirement benefits system for all employees. We need your support to end the penalization of temporary employees who bring so much value to organizations such as the Postal Service. By cosponsoring this legislation, you will help ensure that the government can attract and retain quality talent as well as ensure that our valued employees are not still struggling to achieve normal retirements.

Thank you for your continued dedication and attention to this issue. Please feel free to contact me if you have any questions or concerns about my request.

Sincerely,

[Your Name]



Provident Guild Representative

Dale Sain

Hello to all my fellow NC carriers.

I'm just back from our NRLCA Convention in Grapevine TX. I am proud and humbled to announce that I was elected to an executive committee position on our National Provident Guild Board. I am looking forward to serving in this position going forward.

Enough about that, now some more Provident Guild news from the Convention. North Carolina finished sixth in new members for the past year. Thanks to all of our new members for joining and all of our renewing members for your support.

Our new national board is: President-Susan Tiffany, Vice-President-Nadine Chaplin, Secretary/Treasurer-Diane Cox, Executive Committeeman for the Auxiliary-Sharon Swain and myself as the Executive Committeeman for the Association.

In her report to the delegation President Tiffany reported 234 new members signed up last year. There were 76 deaths in our membership and \$54,548 was paid out to beneficiaries.

Please consider joining the Provident Guild if you are under age 56 and not currently a member.

“Fraternalism at Its Best”

“Are you preparing your family in the event of your death?”



The Provident Guild is a nonprofit, Fraternal Organization created and operated by Rural Carriers, for our membership, to give your survivors an amount of READY CASH for those days when routine procedures of the courts and legal action tie up your estate at death.

If you are age 56 or under, clip & mail this coupon to me for further details on how you can help your survivors.

Please send me the facts on the benefits available to us for our age and class.

Name _____

Address _____

City _____

State _____ Zip code + 4 _____

My Date of Birth _____

Spouse Date of Birth _____

Mail to: **DALE SAIN**
6289 Nobby Lail Rd
Connelly Springs, NC 28612-7425

September 15th Officially Recognized as Rural Carrier Remembrance Day

A binding resolution passed at the 2015 National Convention in Reno, NV established “*Rural Carrier Remembrance Day*” to honor rural carriers who have lost their lives while performing their duties as employees of the United States Postal Service.

The NRLCA National Board has established that September 15th will hereby be recognized as “Rural Carrier Remembrance Day.”

A plaque will be prominently displayed at the NRLCA National Office with the names of those carriers who have tragically lost their lives providing service to our communities and our nation. Additional names will be added as necessary.

We want to make sure we never forget these rural carriers and their sacrifices.

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704-641-7269

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





Mid-Carolinas District Representative *Sally Corriher*

NEW GUARANTEE YEAR

The new guarantee period begins on October 12, 2019. Prior to the beginning of the new guarantee year, regular rural carriers whose route may be classified in more than one evaluated classification may elect the higher route classification (high option) if the following requirements are met per ART 9.2.C.7a:

- Rural Carrier actual work hours will not exceed 2080 hours during the guarantee period.
- Rural Carrier agrees in writing to use sufficient annual leave to assure that the total actual hours worked will not exceed the 2080 annual guarantee.
- Rural Carrier must have a minimum of ten (10) years from the retirement computation date on the Form 50, Line 17.

RELIEF DAY WORK LIST

The relief day work list will be posted on September 21, 2019 for two weeks. The effective date of the new list is Saturday, October 12, 2019.

All regular carriers, regardless of route classification, desiring to work their relief days shall place their names on the relief day work list. Each time the new list is established it shall supersede the previous list per **ART 8.5**.

Remember, if you want to work your relief day and have a choice of a Code 5, Code 3, or an X day, you must sign the new list within the two-week period or you will have to wait until April 2020 to sign the next list. Regular rural carriers who do not sign the list will receive a Code 3 and an assigned X day by management when required to work their relief day.

MULTIPLE RUNS OF DPS

Carriers who receive multiple runs of DPS mail often ask how do I get compensated for the two runs. If a carrier who is being compensated under DPS standards is required to case a second run of DPS mail, the carrier will be paid to case the smaller of the two runs, and additional compensation will be provided in accordance with the following formula:

- Use the EOR (end of run) reports to determine the number of pieces in the smallest run
- If you drive a POV or a postal supplied LHD multiply the number of pieces in the smallest run by 0.0254 minutes per piece
- If you drive an LLV/FFV multiply the number of pieces in the smallest run by 0.0354 minutes per piece.

Regular rural carriers are paid for this additional time on Form 8127.

RCAs (replacement carriers) are paid on Form 1314A for casing the smaller of the two runs.

If you received multiple runs of DPS during your last mail count, the larger of the two runs was counted as DPS Letter Mail and any smaller runs were credited as sector segment mail. Therefore, you were credited for two runs of DPS in your route evaluation and would receive no extra compensation.



NCRLA Steward Appreciation Week is October 20-26, 2019

Please take this opportunity to say, **"Thank You!"** to the stewards that work for you. Use this week to show your appreciation and recognize the stewards who serve us and this Union.

Being a steward is a tough job. Please remember that your steward listens to many, many complaints on a daily basis. Know that they work conscientiously to try to resolve the issues in your favor. Our stewards work diligently to help ensure that we have the best working environment possible. Not an easy task in today's workplace. They receive very few accolades for what they do. As we all know, an "Atta boy" or a "pat on the back" can mean the world sometimes. This is the week to address that.

The stewards across North Carolina deserve our gratitude for the commitment they have made to all of us. Whether it is the steward in your local office, your area steward, the Assistant District Representative or the District Representative, let them know that you are grateful for all that they do. **Thank them for giving us their time!**





Greensboro
District
Representative
Jeff Essick

Relief Day Work List (RDWL)

When a regular rural carrier is needed to work a relief day, due to the unavailability of a leave replacement, the Employer will, per **Article 8, Section 5. Relief Day Worked of EL 902** (*Our Contract*):

1. Select carriers on the list, in order of seniority on a rotating basis, to work on the relief day.

2. If the need still exists, the Employer will accept volunteers from regular carriers not on the list before requiring regular carriers not on the list to work the relief day. Such requirement will be by juniority.

B. On the day the regular carrier works the relief day, the assigned leave replacement may be required to work any route in the delivery unit consistent with the provisions of this Agreement. Administrative errors in the assignment of work to regular carriers on relief days will not result in monetary remedies.

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 or fifty-six (56) actual hours within one (1) week.

***The RDWL will be posted for
 sign up from
 September 21, 2019 through
 October 4, 2019.***

Relief Day Work List - Q and A

Q. When is the RDWL supposed to be posted?

A. The RDWL will be posted three weeks prior to the beginning of the new guarantee period (October 12, 2019). The RDWL will be posted for sign up on September 21, 2019 through October 4, 2019.

Q. When will the new RDWL become effective?

A. The new RDWL is effective October 12, 2019.

Q. If I sign the relief day work list (RDWL), can I decline to work a relief day?

A. No, a carrier who signs the RDWL is agreeing that he or she is ready and willing to work any relief day as needed. A regular carrier on the Relief Day

Work List will be by-passed in the rotation if the carrier has at least one day of Annual Leave (including an approved X-Day) or Sick Leave adjacent to the relief day. However, the carrier may notify management that he or she does not wish to be by-passed in this situation. (*Andrea Wilson Letter 9-1-2000*).

Q. Once I sign the RDWL, can I decide at a later date to remove my name from the list?

A. Yes, a carrier may remove his or her name from the RDWL at any time. However, if the carrier is scheduled to work a relief day prior to removing his or her name, the carrier must work that scheduled relief day.

Q. Can a carrier on the RDWL who is selected to work a relief day defer to another carrier on the RDWL?

A. No. A carrier must work their relief day when selected based on the rotation of the RDWL.

Q. Can a leave replacement be required to work on a route that they do not know as a result of the regular carrier working the relief day?

A. Yes. A leave replacement may be required to work any route in the delivery unit, even if they have not previously worked the route. The leave replacement would be entitled to be compensated for the evaluated hours of the route or the actual hours worked, whichever is greater in accordance with Article 9.2.M.3

if required to work a route that he/she had not carried in the past 12 months (or never carried before).

Q. If I sign the RDWL and all the routes in my office are moved to another office, will my name remain on the RDWL in the new office?

A. When all routes in one office are moved to another office, the RDWL in the original office is merged with the RDWL in the new office.

Q. If my office is a Remotely Managed Post Office, under the direction of a postmaster in an Administrative Post Office, is one RDWL utilized for all of the offices associated with the Administrative Office?

A. No. As with stations and branches, the RDWL is established for each RMPO and APO individually. Each is considered a separate delivery unit for this purpose. The RDWL is administered and utilized separately in each delivery unit. (RMPO or APO)

(Continued on page 28)

High/Low Option Election

EL 902 Article 9 Section 2.C.7. Classification Options and Reviews

a. Any rural carrier whose route may be classified in more than one evaluated classification may elect the higher route classification if the following requirements are met:

(1) It must be demonstrated that the rural carrier's actual work hours will not exceed 2,080 during the guarantee period. Christmas overtime hours, if any, will increase this benchmark, provided that the hours in excess of 2,080 occur in the last pay period of the guarantee period. Such determination should be based on, but not limited to, the rural carrier's performance during the previous year;

(2) The rural carrier agrees in writing to use sufficient annual leave to assure that the total actual hours worked, with appropriate consideration of Christmas overtime, will not exceed the 2,080 annual guarantee; and

(3) The rural carrier must have a minimum of ten (10) years from the retirement computation date.

b. Reviews

(1) National Count, Interim Adjustment, or Special Count

At the time of the national count, interim adjustment, special count, **or just prior to the beginning of the guarantee period** the postmaster must arrange a meeting with each eligible rural carrier to discuss requirements for election of a higher classification for which the rural carrier may qualify. The commitment to use sufficient annual leave in order to qualify for a higher classification must be made in writing to give the postmaster assurance that the actual work hours will not exceed 2,080 hours during the guarantee period. The written commitment must be submitted with the appropriate forms at the time of a national count, interim adjustment, special count, or high option election.

No Backing

I must mention the issue of "No Backing" that the Postal Service has been attempting to enforce recently.

Some carriers have even been told that they cannot back at all and lots of carriers are being questioned when the MDD (scanner) says they backed over 50 feet. This creates several problems with delivery as well as safety.

As delivery carriers there are times when backing must be an option. It could possibly be the only option. There are addresses where we simply cannot deliver a

parcel or an accountable item to the door without some form of backing. Leaving your vehicle along the road could pose a danger to the public, especially if there is not room on the shoulder to get your vehicle entirely off of the road. If another vehicle just so happens to strike your vehicle and your vehicle was not completely off of the road, you could be charged with "Contributory Negligence" under North Carolina Law.

If you must back, or you are in a situation where you cannot decide what direction to take, consult with management first and let them provide instructions. Ultimately, anytime you move your vehicle forward or backward, you are responsible for doing so **safely**.

If all else fails, you may have no other option but to leave a PS Form 3849. Remember though, we are in the delivery business. Service is part of our name.

Scanning

The MDD scanner is to be used to scan barcodes at the point of delivery. In the future the Rural Route Evaluated Compensation System (RRECS), will be based upon several factors that receive their tracking information from the use of the MDD and GPS locations involving scans.

Always carry the MDD with you to the point of delivery and scan the items where you are delivering them. When performing any scan with the MDD, don't forget to follow the prompts on the screen. Many times, we hear that carriers are having scan failures, simply because they are just going through the motions when scanning.

Please take the time to do your job properly and most of all, SAFELY.

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."



Webmaster

Renee Johnson

Greetings

If you've been following NCRLCA President Brenda Gibbs' articles or attended the June convention, then you are aware of our new website: ncrlca.org.

In our previous newsletter, President Gibbs answered questions about the change to .org, and the necessity to upgrade to give our members the best possible interaction.

One of the most significant changes involves protection for our Junior Auxiliary Members. It is our ultimate goal to shield their identities from anybody outside our membership. As much as we'd all like to believe the best of everybody, we cannot take risks with our children and grandchildren—our very future.

For that reason, you will find specific pages within our site will be password protected. The current plan is to change the password bi-monthly, and it will appear in the print issue of each newsletter. This

includes the pages for the Auxiliary membership, as well as the ones for our newsletters. Other pages with less sensitive information will remain accessible without the new process.

As a rural carrier, I understand our resistance to change. We like our routines. Sometimes, however, changes are functionally sound, and I believe you will find this to be one of those.

It is also my great honor to announce—upon the request of our North Carolina State Board—that I will be serving as your new Webmaster. Please feel free to contact me about whatever issues or concerns you have with the website; i.e., articles, forms, district meeting calendar postings, or additional links you'd wish to have readily available; and anything else you want to discuss.

I'll be posting updates, new page information, and the passwords, as we move this process along. I hope you're as excited as I am to usher in a new website.

Until next issue,

Renee Johnson

Phone: (336) 984-2368

Email: ncrlcawebmaster@gmail.com

Junior Auxiliary President

Anakin Hamlett

Welcome Juniors!



My name is Anakin Hamlett and I was elected as the Junior Auxiliary President at the 2019 State Convention in Raleigh.

I'm 14 years old. I attend Roxboro Community School, and I look forward to serving the Junior Auxiliary for the upcoming year.

At this year's State Convention, the Juniors went to Adventure Landing and Pullen Park. The most en-

joyable part was the go-karts at Adventure Landing.

On Wednesday we held our elections where our officers were elected.

I also attended the National Convention which was held in Grapevine, Texas. Although the Junior program was not held this year due to issues beyond our control, I have heard there should be a Juniors program next year in Spokane, Washington.

The trip to Texas was great, seeing new people and places was the best part.

Again I look forward to serving as President and to seeing you all at the Fall Booster in November!

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LEWhite1951@roadrunner.com

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336-957-2004

SECRETARY/TREASURER

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910-322-3917

CHAPLAIN

NORMA WILLIFORD

511 Old Goldsboro Road
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Phone 910-594-0433

PROVIDENT GUILD

Volunteer Needed

JUNIOR SPONSOR

Volunteer Needed

JUNIOR OFFICERS

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Great Times in Texas!

Auxiliary News

L.E. White

President

Hello Everyone, hope you all made it back from the National Convention safely. The Auxiliary did have a National Convention and we were able to elect a new President, Vice President and Board Member. Hopefully we will not have the problems that we had this past year.

The Gaylord Texan is a large and beautiful place. The temperature was 100+ degrees for a couple of days but the humidity is not as bad as here at home.

Our National Convention only lasted for one day but we covered a lot of business. Only having one day of business meetings gave the Auxiliary members a lot of free time to take in the sights of Texas. Some people got to shop while some of us went to Dallas and Fort Worth to see the sights.

A few groups went to the Dallas Cowboys stadium. They had a grand tour of the Cowboys locker rooms and of the stadium itself. They said it was very impressive.

While in Fort Worth we got to see the long horn cattle drive down Main Street. We visited some of the local stores, the stockyard and the arena. A group of us men got together and went to the *Gas Monkey Garage* (store) and bought some souvenirs. We saw some of the old cars that they have on display. We did not get to go in the garage itself because they were filming that day.

One day we went to Fossil Rim in Rosewood Texas and drove through the animal park. This park works with *Mutual of Omaha* on breeding and preserving endangered species.

A group of the ladies went to Waco, Texas to visit *Magnolia Farm*. Although they did not get to meet Chip and Joanna, they still had a good time.

We will probably not get to take in the sights of Spokane, Washington next year. We will have a full convention and will not have the free time we had this year.



I hope to see you all at the Fall Booster at the Hilton Garden Inn in Kitty Hawk this fall. There are a lot of things to see and do while you are there so please plan ahead to enjoy the ocean, sights and lighthouses.

See you in Kitty Hawk!



CoolClips.com

OCTOBER 2019

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

NOVEMBER 2019

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

Dates to Remember

September 2	Labor Day	November 28	Thanksgiving Holiday
October 14	Columbus Day Holiday	December 24	Christmas Eve
October 31	Halloween	December 25	Christmas Holiday
November 3	Fall Booster	January 1	New Year's Day
November 11	Veterans Day	January 25-27	South Atlantic Conference (SAC)



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

NON-PROFIT ORGANIZATION
US POSTAGE PAID
PERMIT NO. 387
FAYETTEVILLE NC
28302



Fall Booster November 3, 2019

Hilton Garden Inn
5353 N. Virginia Dare Trail
Kitty Hawk, NC 27949
Phone 252-261-1290

Rooms are \$129.00 +tax
72 hour cancellation policy
Mention NC Rural Letter Carriers
for group rate.

**Reservations must be made by
Wednesday, October 2nd.**



North Carolina Delegates and Guests at the
115th NRLCA National Convention in Grapevine Texas 2019