



North Carolina Rural Carrier

Official News Publication of the North Carolina Rural Letter Carriers' Association

Volume 37

Issue 1

Circulation 5500

Edited in Spring Lake NC

July—August 2020

NRLCA Files National Step-4 Grievance Regarding Pandemic Workload

NRLCA President Ronnie Stutts has filed a National Level Step 4 grievance with the United States Postal Service concerning the working conditions of rural carriers during the Coronavirus pandemic.

The rural carrier workload changed almost immediately with the nationwide closings and the imposed stay at home orders. The virus has also had an impact on available workers across the entire USPS system. Increased parcels coupled with late trucks and a reduced workforce has lead to long days with second and third trips for many rural carriers.

See page 6 for the complete message from President Stutts along with the grievance letter sent to the USPS.

Fall Booster Announcement

We have made arrangements for the Fall Booster to take place on Sunday November 8, 2020 at the Northlake Drury Inn in Charlotte. There is more than one Drury Inn located in Charlotte so please make sure that you are contacting the right one.

Let's all hope that Covid-19 will be under control by then. We want to be able to move forward with the Fall Booster. Of course if we do have to hold off, then we will announce any changes on the website (and in upcoming issues if time allows).

Since Covid-19 restrictions are ongoing and subject to change, please confirm the Fall Booster is actually taking place before setting off for the meeting. Hotel rooms may be canceled up to 24 hours before your arrival date.

Details are included on the back page.

**INSIDE
THIS
ISSUE**

**Annual Reports
Steward Elections
Heat Illness**

North Carolina Rural Letter Carriers' Association

Officers

PRESIDENT

BRENDA GIBBS

5877 Turner Smith Road
Browns Summit, NC 27214-9523
Phone 336-656-0123
NCRLCAPresident@gmail.com

VICE PRESIDENT

AUDREY SOLOMON

333 Jeribec Drive
Willow Spring, NC 27592-8093
Phone 919-639-0767
NCRLCAVP@gmail.com

SECRETARY/TREASURER

VICKI GRAY

424 Wapiti Drive
Spring Lake, NC 28390-1562
Phone 910-745-8815
NCRLCASecTreas@gmail.com

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				

Executive Committee

SAFETY

SCOTT DEAL

PO Box 711
Taylorsville, NC 28681-0711
Phone 828-234-5593
NCRLCASafety@gmail.com

FEHB

ELAINE ALTHOFF

71 White Pine Dr
Waynesville, NC 28786-3151
Phone 828-456-9352
NCRLCAHealth@gmail.com

RETIREMENT

BRIAN HAMLETT

7668 NC Highway 62 N
Blanch, NC 27212-9257
Phone 336-514-7406
NCRLCARetirement@gmail.com

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

Appointed Officers

CHAPLAIN

JESSE RAY FARMER JR

4377 5 Points Rd
La Grange, NC 28551-8119
Phone 252-939-6826

AUTO-HOME INS. REP.

TRACY GREER

PO Box 41
Zionville, NC 28698-0041
Phone 423-707-5578
NCAutoInsRep@gmail.com

LEGISLATIVE REP

VAN HEATH

25722 US Highway 64
Jamesville, NC 27846-9272
Phone 252-809-2144

P.A.C. CHAIRMAN

ROBERT A GURGANUS

376 Red Fox St
Shallotte, NC 28470-1813
Phone 910-269-8364
NCRLCAPACman@gmail.com

WEBMASTER

RENEE JOHNSON

383 Clint Johnson Road
Wilkesboro, NC 28697-7243
Phone 336-984-2368
NCRLCAWebmaster@gmail.com

PROVIDENT GUILD

DALE SAIN

6289 Nobby Lail Rd
Connelly Springs, NC 28612-7425
Phone 828-461-5057
NCProvidentGuild@gmail.com

HISTORIAN/PHOTOGRAPHER

DEBBIE BENNETT

219 Cecil Ave
Spring Lake, NC 28390-2522
Phone 910-436-6487

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 Fayetteville, 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.

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 4July!!NC

The password will be changed to the above on July 31, 2020.

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



Table of Contents

Annual Reports

Elected Officers	17-20
Appointed Officers	20-23
Auto-Home Owners Insurance	15
Auxiliary News	30
Calendar	31
Chaplain's Message	5
District Representatives & Area Stewards	24-29
Dues Rates	5
EAP	10
EMA Rate	14
Emergency Hotline Number	3
Fall Booster	1 & 32
Legislative News	11
NCRLCA Website & Password	3
Obituaries	5
Officer Assignments	2
PAC	12-13
President's Message	4
RCHBP	10
Retirement	9
Safety	8
Stamp Trivia	18
Step 4 ~ President Stuttts Message	6-7
Steward Election Forms	28-29
Webmaster	15

**It's the U and I in UNION
that makes us STRONG**

President
Brenda Gibbs

Continuing Through Crisis



A special “Thank You” for the courage you’ve shown and the amazing job you’ve done. Working each day to deliver those things vital to our many customers shows your commitment to them during this stressful time. Please remember to take time for yourself. It is so important especially at times of high stress to take good care of yourself. Get plenty of sleep, relax (breath deep and destress), eat well, take time to do those things that make you happy, socialize however possible and make sure to **LAUGH**.

As we continue to serve our customers remember to practice physical distancing and use the temporary modifications to signature captures on the MDD and forms or receipt items that are usually signed for by the customer. Anyone still having PPE shortages contact your DR or ADR. These items include surgical face masks, protective gloves, and hand sanitizer.

Families First Coronavirus Response Act

For those that have been affected by Covid-19, remember that you are not alone. We keep you and your family in our thoughts and prayers. The *Families First Coronavirus Response Act* (FFCRA) was created with you in mind. Effective April 01, 2020 the FFCRA is providing employees with two additional types of leave. First you will be eligible for up to 80 hours of paid Emergency Sick Leave if you have one of the qualifying circumstances defined by the act. Second, employees with a minor child whose school or day-care are closed will be eligible for FMLA. These provisions end December 31, 2020 and are in addition to annual or sick leave. A copy of this act can be found on pages 127-129 in the May issue of the NRLCA magazine or at www.NRLCA.org under the Whats New

CARES ACT.

Thrift Savings Plan (TSP) has made temporary changes under the *CARES ACT*. They have announced a new loan or withdrawal options starting June 22, 2020. If you or a family member are diagnosed with SARS-CoV-2 or with COVID-19 or if you are having adverse financial consequences from being quarantined, furloughed, laid off, or work hours reduced due to virus or disease. You also qualify if you are unable to work due to a lack of child care because of virus or disease or if your place of employment has closed or reduced hours because the owner or operator has a

virus or disease, or other factors as determined by the Secretary of the Treasury or their delegate.

If you feel you qualify or want more information you can find it in the June issue of the NRLCA magazine page 173 or at www.TSP.gov. Once you’ve signed into your TSP account, click the home tab and you will find information on the Cares Act to the right under Bulletin Board.

New Postmaster General. Louis DeJoy

Louis DeJoy has been unanimously selected by the USPS Board of Governors to become the 75th United States Postmaster General. He is expected to begin serving June 15, 2020. He is the fifth PMG to serve us from the private sector since 1971 when we became an independent establishment within the Executive Branch. He has worked closely with the Postal Service for many years and states that he has “a great appreciation for this institution and the dedicated workers who faithfully execute its mission”.

The 2020 National Convention Canceled

The 2020 National Convention in Spokane, Washington has been canceled. This was announced on May 04, 2020 thru the NRLCA mobile app.

Your National Board sought out and received input from Kaiser Health News, John Hopkins University, the CDC, WHO and the Institution for Health Metrics and Evaluation in Washington State (IHME). Some of the others consulted included an infectious disease physician fighting on the front lines at New York University’s Langone Medical Center and Washington State Governor Jay Inslee and a telecon with Washington State’s Chief Infectious Diseases physician and the State Health Officer in Spokane.

NRLCA President Ronnie Stutts along with the National Board members held multiple teleconferences with the state presidents, not only to share information they had, but also requesting our input on district meetings, State Conventions, and the National Convention. They were informative and worked with us to resolve the individual issues each state had.

On the State level we held our own brief board meetings via teleconference along with emails to share larger quantities of information that came from the National level. We had full support of the State Board on the district meetings being canceled after the National Board decided not to allow NSS employees to attend. We felt that if the stewards could not be present and with so many restrictions being put in place, that the attendance would be down significantly.

Choosing to cancel the State Convention was tough. We had so much planned for our North Carolina Rural Carriers this year; but ultimately, we did not see our state being ‘out of the woods’ by June. When we heard

(Continued on page 14)



Chaplain's Message

Jesse Ray Farmer Jr.,
Chaplain

The Earthly Debate for Heavenly Obedience

2 Corinthians 10:5 *We destroy arguments and every lofty opinion raised against the knowledge of God, and take every thought captive to obey Christ*

There is rarely a day that goes by that I do not hear political infomercials on the radio or see political nominee signs decorating the lawns of my mail patrons. The heaviness of our political climate bombarding us with various propaganda obligates us to question our decisions for government changes.

These government decisions impact almost every aspect of our daily lives and often impact our spiritual environment as well. When faced with these difficult decisions, are we being obedient to God's word and the leading power of the Spirit. He has armed us according to verse 3-4 with the power of prayer, the Word of God, faith and the power of the Holy Spirit to completely expose and break down decisions and arguments to help us know if we are being obedient to God.

What do we do when we fear we have not chosen the right candidate or have criticism against those in office? Titus 3:1-2 reminds us to "Be submissive to rulers and authorities, to be obedient, to be ready for every good work, to speak evil of no one." This can be very hard when new policies are enforced or pay cuts are made.

NCRLCA Dues for 2019-2020

Effective PP 02/2020 (January 24, 2020)

Regular, PTF...Cash.....	\$739.00
1187...Bi-Weekly.....	\$28.42
Retired.....Cash.....	\$111.00
1187R...Monthly.....	\$9.25
73, RCA, RCR, ARC.....Cash.....	\$246.00
1187.....Bi-Weekly.....	\$9.46

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.

When we think of those in office, whomever it may be, we should try to pray for the right decisions to be made. Jeremiah 29: 11 replies, "I say this because I know what I am planning for you," says the Lord." I have good plans for you, not plans to hurt you. I will give you hope and a good future."

Our days should not be focused on all the turmoil around us in our government but should be a request and a plea for God to show us His plan for our lives.

Ways to support our government include paying our taxes, praying for our leaders, and sharing our ideas with our local officials. Even our post-office leaders need our prayers and support during the toughest decisions.

Be ready to do the good work God called you to do.

Prayer: Lord, we pray that your plan will be woven through the tapestry of our government officials and those who are leaders among us. Amen.

Please text or call 252-939-6826 for any prayer needs or spiritual support. Or you may email me at rayfarmer62@gmail.com.



Obituaries

Pamela Eason Smith, age 62 of Godwin, died on Saturday, June 13, 2020 at her home.

Pamela was born in Norfolk, Va. on March 12, 1958 the daughter of the late Burton Waymon Eason, Sr. and Evelyn Baker Eason.

Pam was a Postal Carrier for the Bunnlevel Post Office for the last 12 years. She was a lifetime member of Black's Chapel United Methodist Church. Pam loved her children and adored her grandchildren. Pam loved gardening, fishing, dancing and turtles.

She is survived by a daughter, Taylor Matthews and husband Dillon; sons, Jess Smith and wife Michele, and Maverick Smith; grandchildren, Bella, Dawson, Conway, Bryce, Jett and Nash; sisters:, Karen Hartman and Betsy Grissett; companion, Roy Casey; half-siblings, Bert Eason Jr. and wife Gladys and Eddie Eason and wife Linda and Judith Lance.

Message From NRLCA President Ronnie Stutts

We continue to live in unprecedented times. While the novel coronavirus has not gone away, many states are moving through the various phases of “reopening” and we hope that process does not cause a dangerous spike in positive COVID-19 cases or worse yet, a “second wave.” As I mentioned to you in my last message, it is critical we all continue to exercise good judgment and follow the public health guidance from the CDC and Postal Service. We have seen an increase in rural carriers who have tested positive for the virus and the number of cases, week over week, continues to rise. In just this past week, we have had 50 additional rural carriers test positive for the coronavirus.

I also want to update you on the NRLCA’s efforts to work with the Postal Service on the impacts to the craft caused by a significant increase in parcel volume, in some cases exceeding 70-80 percent over the same weeks last year. We continue to closely monitor the volume trends.

American consumers have shopped online in record numbers and that has meant more business and parcels for the Postal Service. We know

that many of you are feeling overwhelmed and are working more hours than normal, and in some cases having difficulty working under weekly evaluation. To that end, several weeks ago we proposed a temporary MOU to the Postal Service that would (1) require managers to make every effort to give auxiliary assistance to those carriers who are exceeding the weekly paid evaluated hours for their routes where relief carriers are available and (2) provide overtime pay for any carrier who exceeds the weekly paid evaluated hours. We believe that this request was not unreasonable, yet the Postal Service was unwilling to agree to our proposed MOU.

We are also aware that some managers in the field have begun to pressure carriers about 2080 issues. Some managers are requiring carriers to sign blank 3971s and have already required carriers to take annual leave; others have started skipping carriers on the relief day work list. We are strongly suggesting that you do not sign blank leave slips (3971s) or be coerced into taking annual leave that you do not wish to take. Under no circumstances can carriers be required to take leave without pay.

During normal times, the Postal Service would have the option to skip carriers on the relief day work list, take away high option, and adjust mail routes to keep

carriers from exceeding 2080/2240. We have placed the Postal Service on notice that we will not tolerate these actions during these unprecedented times. If you are being coerced or forced to do any of the above -- being skipped on the relief day work list, threatened with losing your high option or having your route adjusted -- contact your District Representative for guidance on filing a grievance. Let me make this very clear, the NRLCA takes exception to the Postal Service’s efforts to try to hold our carriers under 2080/2240 in the middle of a global pandemic. While our carriers struggle, we have learned that certain management groups are being compensated for all hours worked over 8.5 in a day due to pandemic-related increased work responsibilities. We are outraged at this double standard and will not stand

for the harassment of rural carriers who have provided exemplary service during these unprecedented times.

We have asked the Postal Service to provide written

guidance to the field that would instruct management on how to manage 2080/2240 issues without penalty to the carriers. As noted, we were hopeful that the parties could reach agreement on a temporary MOU that would provide the needed relief.

We also asked the Postal Service to consider an MOU that would provide for the hiring of ARCs in any office where needed in order to provide assistance with increased parcel volumes. We have been patient while the Postal Service has considered our proposals but we have waited long enough without any satisfactory resolution to these pressing issues and are determined to protect the craft by asserting all of our contractual and legal rights.

Accordingly, please see appended to this message, a National-level Step 4 grievance filed by the NRLCA addressing these issues.

We have received numerous letters and e-mails from the field asking, “[w]hat is the NRLCA doing to address this increase in workload and the potential of 2080/2240 issues?” As you can see, we have been working on these issues. The global pandemic and the related increased parcel volumes seemed to come at us almost overnight. It reminds me of the 1985 movie

(Continued on page 7)



(Continued from page 6) **President
Stutts**

Run Away Train, going at full speed with no way to stop it. Hopefully, the Step 4 grievance will not only address the concerns many of you have raised but will lead to real and meaningful changes for affected carriers. We are pleased to see this increase in parcel volume as we have seen a dramatic decrease in letter and flat volume. There is uncertainty as to how long the increase in parcel volume will continue. However, unprecedented times call for unprecedented measures, and we will do everything we can to protect the interests of rural carriers.

Finally, we don't want any rural craft employee to be placed in a situation that jeopardizes his or her health and welfare. Do not hesitate to fill out and present a PS Form 1767, (Report of Hazard, Unsafe Condition or Practice), if needed.

Thank you for your continued commitment to your customers, the Postal Service, and the NRLCA. I will provide another update as soon as there is news to share.

Stay safe!

Ronnie Stutts

President, NRLCA

Step 4 Grievance Letter

A copy of the grievance letter is included here.

Please go to the national website www.nrlca.org to view and download a full size copy to read for yourself.



NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

1630 Duke Street

Alexandria, Virginia 22314-3467

Phone: (703) 684-5545

Executive Committee

Ronnie W. Stutts, President
Donald L. Martin, Vice President
Clifford D. Dalling, Secretary-Treasurer
David L. Heather, Director of Labor Relations
Susan T. Kraybill, Director of Steward Operations

Dennis L. Conley, Chairman
P.O. Box 443
Franklin, NC 28744-0443
(828) 369-5054

Barney E. Miller
P.O. Box 406
Collinsville, AL 35961-0406
(256) 323-3848

Patrick A. Perry
P.O. Box 821
Omaha, WA 98389-0821
(360) 893-8182

Stanley Barta
P.O. Box 2435
Bancroft, AR 72015-2435
(870) 613-7838

June 18, 2020

Ms. Cathy Perron
Manager, Contract Administration (NRLCA)
United States Postal Service
475 L'Enfant Plaza, SW, Room 9126
Washington, DC 20260-4101

Certified Mail Number: 7018 1830 0000 6199 6227
Return Receipt Requested
FAX: 202-268-5343

Dear Ms. Perron:

Pursuant to Article 15, Section 4(D), of the parties' National Agreement, the Association submits this National-Level Grievance.

In dispute is the Postal Service's failure to provide adequate relief for rural carriers who have been disproportionately affected by the exponential and sustained growth in parcel volumes delivered brought about by the COVID-19 pandemic and the resulting changes in consumer behavior.

Beginning approximately March 15, 2020, the Union became aware of and began discussing with Labor Relations officials at Postal Service Headquarters, the increase in parcel volumes on rural routes and the need for relief on routes that were significantly affected by the increases. The parties continued to discuss the issue and the Union requested and was provided information on rural carrier work hours. The Union proposed a solution to the issue in the form of an MOU that would encourage providing auxiliary assistance to keep rural carriers from exceeding the evaluated work hours of the route and provide compensation at the overtime rate if and when the carrier did exceed the evaluated hours of the route. The Union waited weeks for a definitive answer to its proposed MOU. The Postal Service has been unwilling to provide any suitable relief in violation of the parties' National Agreement, including but not limited to Article 9.2.A.1.i and Article 9.2.C.3.b.

Therefore, the NRLCA's remedial request includes, but is not limited to:

- Beginning in Pay Period 06 of 2020, (February 29, 2020) and continuing until the implementation of the next mail count or the implementation of the evaluation determined by the Rural Route Evaluated Compensation System (RRECS), whichever comes first, regular rural carriers shall be compensated according to the provisions in Article 9.2.K. of the Collective Bargaining Agreement. This compensation will be applied retroactively and paid to rural carriers as soon as administratively possible.
- Rural carriers shall not be expected or required to use leave in addition to that normally required to meet the route evaluation or guarantee requirements specified in the agreement.
- No rural carrier who is on the Relief Day Work List will be precluded from working his/her relief day because of excess work hours directly linked to the above increase in parcel volume.
- No rural carrier will be precluded from selecting or maintaining the high option because of excess work hours directly linked to the above increase in parcel volumes.
- No rural route will be adjusted because of excess work hours directly linked to the above increase in parcel volumes.

Please contact my office to determine the earliest date for us to discuss this very important issue.

Sincerely,

Ronnie W. Stutts
President

National Rural Letter Carriers' Association

RWS/sws

cc: NRLCA National Officers
NRLCA Legal Counsel
File



Safety

Scott Deal

The Heat Is On!

It's the time of year when our LLVs and POVs feel like saunas and we sweat with the best of those who work outdoors in the heat and humidity.

Hydrate before, during, and after work in order to ward off dehydration. Be careful what fluids you do take in during the heat of summer. Those drinks with caffeine and some of the energy drinks will only worsen the cause for us when we hit the streets.

Alcohol after work will also dehydrate us so if you do choose to indulge, please do so responsibly. And let me add, always, always designate a sober driver if need be.

Even our diets can add in helping us stay hydrated on the route. Think of all those fruits and vegetables available this time of year.

The danger comes when the heat index soars, and our perspiration does not cool us down as it normally does. These are the days when water may not be enough. Electrolytes, in some form, are a must to replace all the minerals and nutrients that we lose in just one day of work. Drinking only water can drown yourself by flushing all these minerals and nutrients out of your system. Therefore supplementing with some form of electrolytes is critical.

For those new to our craft, you will get used to it in time, but you must plan ahead and be ready for the heat until you acclimate to the season and conditions. Those carriers that have been on an extended break of any kind should also plan for the uncomfortable adjustment to the days of summer as we deliver. Taking water, electrolytes, fruit, etc. with us to the route is a necessity, along with taking breaks to refresh. Both are very crucial to beating the heat.

I have attached what many of you have probably seen and heard in the office on knowing the signs of heat related illness. How to know the signs, and how to react. You are the captain of the ship when it comes to your safety.

I hope you all have a great summer, espe-

cially with all the challenges we've already faced and will continue to face this year.

There is also another important attachment in this newsletter. It is on page 9. Please read, review, and share with all your fellow co-workers, especially those new to the craft. This notice (from November 2017) on cybersecurity is about the fraudulent liteblue site. As if we do not have enough to worry about, we simply cannot let our guard down when it comes to safety in any form. Although this is not a new issue, it is worth reminding everyone to stay CyberSafe while online.

As always, stay safe, stay hydrated, wear your seatbelt, and THANK YOU for the essential service that you provide!

Prevent Heat Illnesses. Know the Signs and Act.



**Seek Immediate Medical Assistance
for Heat Related Illnesses.
Call 9-1-1**



Retirement

Brian Hamlett



Insurance in Retirement

A lot of people have questions about how retirement is going to affect their insurance options. With both health insurance and life insurance important decisions must be made, some well in advance of your retirement, that will affect your insurance options in retirement. Prudent planning is important as you near your possible retirement date.

Health insurance

It's a common question. "What happens to my health insurance when I retire?" The easy answer is if you're retiring with an immediate annuity AND you've been enrolled in the Federal Employees Health Benefit (FEHB) program for five years prior to retirement (or since first eligible if retiring with less than five years of service) then you can carry your insurance into retirement. You need not have been with the same plan for those years.

Another question is "What will happen to my premiums?" Annuitants are paid monthly instead of on the 2 week schedule pay checks are issued so retirees will pay a monthly payment. Retirees usually receive the same government contribution to their premium as most federal employees. Retirees are not eligible for a flexible spending account because

it's a salary benefit and your annuity is not a salary. Retirees are also eligible to participate in the FEDVIP Dental and Vision programs.

Life Insurance

Federal Employee Group Life Insurance (FEGLI) program is a group life insurance program. Basic life insurance can be kept in retirement if you meet the following conditions.

- You're enrolled in basic life insurance under the FEGLI program at retirement
- You haven't converted your life insurance coverage to an individual policy
- You had life insurance coverage for **5 years immediately preceding retirement** (or for the full period of federal service if less than 5 years)
- Your annuity payment starts within 30 days

You can also continue your optional coverage if you're eligible to continue basic coverage and have had optional coverage for the 5 years preceding retirement (or for full period of federal service if less than 5 years). You can cancel or decrease your coverage at any time, however you cannot increase it. Decreasing your coverage can decrease your premiums but you cannot increase it again later.

As with most things dealing with retirement, personal circumstances and needs must be weighed to make the proper decisions for you and your family.

These are general pieces of information. More information can be found at www.opm.gov.

Beware of Fake LiteBlue Site

The Postal Service is alerting employees to beware of a fraudulent *LiteBlue* site that recently appeared on the internet.

LiteBlue is used by employees to [enroll in health plans](#), change their benefits, report unscheduled leave and perform other employment-related activities.

Hackers apparently launched the fake site to steal employees' information.

USPS has blocked access to the fraudulent site from internal postal computers and mobile devices. However, employees who use external search engines to find *LiteBlue* from their personal devices could be directed to the fake site.

To access the legitimate version of *LiteBlue*, type this URL into your address bar: <https://liteblue.usps.gov>. Make sure the URL begins with *https://* and that there is a "lock" icon in the address bar.

All USPS employees should remain vigilant when providing information on any site. Always take steps to ensure the site is valid.

The CyberSafe at USPS sites on [Blue](#) and [LiteBlue](#) and USPSCyberSafe.com have general guidelines on avoiding online scams.



RCHBP

Elaine Althoff

What is a Biometric Screening?

Quest Diagnostics has completed over 3.5 million biometric screenings every year, through onsite wellness screening, physician results forms for screening with a primary care physician, as well as at home screening options including hemoglobin A1c.

Quest Diagnostics has a nationwide network of 2,200 Quest Diagnostics Patient Service Centers.

Why are Biometric Screenings important?

To improve your health by identifying health risks before they become high cost claims and reduce healthcare spending, they focus on early identification through biometric screenings. And by giving individuals an opportunity for overall health improvement. The screenings are a key component to your wellness and are designed to help improve health awareness the health screenings help identify, but not diagnose, risk factors that could signal the presence of an existing disease or the potential for developing one. Such as high blood cholesterol knowing your numbers may avoid a heart attack.

A Biometric screening measures a variety of important health factors comprising of your:

- Height
- Weight
- body mass index (BMI)
- blood pressure
- blood cholesterol
- blood glucose and more.

This creates a benchmark for you to evaluate changes in your health status year after year. So next year you can have another and compare your progress from this year's results. Your doctor can do one as part of your annual physical exam, or you can have a biometric screening done - at no cost to you at a Quest Diagnostic Patient Service Center.

Once your biometric screening is complete, your results will be available online at [My.QuestforHealth.com](https://www.questforhealth.com).

After you have completed the biometric screening, you will earn \$100 towards your Wellness Account Fund. Your earned rewards, will automatically be

used from your account to cover any cost-sharing amounts that remain after your RCBP benefits are applied when processing claims for you or family members covered by your plan. You can also use available funds to help cover the cost of qualified expense's that your RCBP doesn't cover, like dental services.

You can manage you Wellness account online through the RCBP member portal, Aetna navigation or right from your phone with their app.

Not a RCBP member? All Federal Health plans have a special features section in their plan brochure. Check out your plan brochure or visit your health plans website to explore more benefits that your health plan offers.

USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust

800-327-4968
(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com

Support through EAP Digital Tools

We all have our struggles. Depression, stress, chronic pain, anxiety, lack of sleep and even substance use can be impacted by COVID-19 challenges. myStrength© has programs to address these issues and help improve your mental health.

Take charge of your mental health with digital behavioral health tools as part of your Employee Assistance Program. Web and mobile tools are available to help you get well and stay mentally strong. myStrength© is safe, secure and customized for you. This digital behavioral health platform can help you maximize your overall wellbeing in order to successfully face challenges presented by COVID-19 and future obstacles in life after the pandemic.

Sign up today.

1. Visit EAP4YOU.com
2. Click "Get Started" under myStrength
3. Follow instructions to sign up
4. Create a personal profile

As always, your EAP is here for you and your family. Whether you are staying home or continuing your routine, there are a variety of ways to connect with your EAP including: telephone 800-327-4968 (800-EAP-4YOU), TTY: 877-492- 7341, online at EAP4YOU.com, through video, live chat or text message.

Reach out to learn more about the many ways you can receive support from your Employee Assistance Program.

House Passes HEROS Act, Now in the Senate

On May 12, lawmakers in the House introduced H.R. 6800, or the **HEROES** (Health and Economic Recovery Omnibus Emergency Solutions) Act. The bill provides emergency funding for various agencies and sectors of the economy. On May 15, this bill passed the House by a vote of 208-199. It should not have been that close. More of us contacting our members would have improved the Yea votes.

The bill was received in the Senate on May 20 and read into the record on May 21 and placed on the calendar. On June 1st, it was read a second time and placed on the Senate Legislation Calendar under General Orders. No further action has been taken as of June 17th.

Among the postal provisions included in the legislation are:

- A \$25 billion cash infusion for the USPS (subject to oversight/audit by the USPS Office of Inspector General)
- Modification of the CARES Act \$10 billion loan provision so that the USPS loan would be subject to terms and conditions of the existing note agreement between USPS and the Federal Financing Bank, thereby easing previous restrictions on the line of credit
- Promotion of vote by mail via absentee ballots with prepaid postage by state/local governments
- Work performed by USPS employees deemed “essential work”

Check the State Website periodically as your State President Brenda Gibbs and I are trying to keep the legislative information updated regularly.

Section 8 of the US Constitution specifically grants to Congress the Power to establish Post Offices. Many members of Congress today read into that document that they also have the right to de-establish and then privatize the post office.

Contact information for all members of Congress and Senators can be found at [Congress.gov/members](https://www.congress.gov/members). At that point you can look up your representative or Senator by name or if you are not sure who your representative is, look them up by your home Zip Code.

You can also find this information on the [NRLCA.org](https://www.nrlca.org) website. Go to the website, look for the



**Legislative
Representative**
Van Heath

Legislative tab and click on Grassroots: Contact Congress. In the second paragraph are a couple of **Red** sections where you can look up either your member of Congress or your Senators.

Without a proper stimulus package—something that was freely given to many corporations—the Postal Service will run out of money by summertime.

There has never been a more important moment to tell your Senators how disappointed you are that they have chosen to neglect a critical agency and its essential employees during this crisis. Tell them that the Postal Service is and will continue to be crucial to fighting the pandemic by delivering critical medications, testing kits, and other necessities to Americans across the country.

We anticipate that there may be more stimulus money later, but it is critical that we all contact our Senators and let them know how we feel. Please help us by calling your Senators and passing this message to all rural carriers across the nation.

Help save **YOUR** job and the jobs of over 600,000 of our Postal brothers and sisters. Contact your Senator.

**TELL CONGRESS:
SAVE OUR
POSTAL SERVICE**



Poster by Mary Matthews. You can download and use this image from <https://labornotes.org/saveourpostalservice>



PAC CHAIR
Robert Gurganus

Challenges Today Uncertainties Ahead

Hi Everyone! It's your old pal Porkchop here. To say that this has been a strange year is an understatement. I hope that you are all staying safe! It's really important that we do our best to stay healthy for the sake of our families and loved ones. We are facing unprecedented challenges in both the short and long term as employees of the USPS.

Louis DeJoy was just appointed as the 75th Postmaster General of the USPS, and while it's a good idea to reserve judgment, his main qualifications seem to be that he is a large political donor (his wife was given the position as Ambassador to Canada), and that his company, New Breed Logistics, has sought contracts to privatize USPS duties now performed by union employees.

In past experience it's never been good for our unions to have someone with no postal experience to come into the PMG position. Once again we might be looking at the specter of privatization threatening the work we do for the people of our nation.

It's also important that you contact our Senators Burr and Tillis and tell them that the USPS deserves their support. We owe it to our customers to make sure that the quality service we provide to them continues, especially during these troubled times that our nation is experiencing.

For us to protect our jobs and the service that we provide to our customers, your contributions to PAC are more important than ever. Please take a moment to sign up to be a sustaining donor. By becoming a sustaining donor you'll be giving us a chance to have a say in the future of the USPS and the service we provide to our fellow citizens while at the same time protecting our jobs.

What we do every single day matters to people! If anything good comes from the trials of this year, it will be that people will realize that people like us- the working people- mean more to their daily lives than anyone in Washington DC, Hollywood or Wall Street ever could.

Please take time to fill out the sustaining donor form included here and help give us a voice. When our union is strong it makes our country stronger.

I look forward to seeing you again soon. God bless us all and God bless our union!

YOUR PAC DONATIONS ARE NEEDED NOW MORE THAN EVER! PLEASE DONATE TODAY!



I hereby authorize my bank to deduct from my checking account the monthly sum of: (circle one)

\$45 \$25 \$20 \$15 \$10 Other: \$_____

Signature: _____ Date: _____

Name (print): _____

Employee ID Number: _____

State: _____ Zip Code: _____ Phone Number: _____

Please attach a voided check

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

Sustaining Donors

A very special THANK YOU goes to our Sustaining Donors listed below.

These individuals regularly donate money to PAC via Electronic Fund Transfer (EFT) or payroll withholding, giving NRLCA PAC an ongoing source of funds to support rural carrier issues in Congress

Althoff, Elaine
Arsenault, Bonnie
Barron, Robert
Beheler, Cynthia
Bennett, Debra
Boggs, Samantha
Bright, Stacy
Britt, Celeste
Buchanan, Inez
Cantler, Marlene
Caudill, Michael
Church, Joanne
Conley, Dennis
Corriher, Sally
Cullifer, Samanta
Derrick, Christopher
Duncan, Lindsey
Gibbs, Brenda
Gilroy, Linda
Gray, Vicki
Hamlett, Richard (Brian)
Harpe, Derek

Heath, Van J
Hedgepeth, Priscilla
Heller, Kathleen
Hogan, Catherine
Huffines, Jerry
Hunter, Eric
Inman, Robert Pilot
Johnson, Bonnie
Johnson, Renee
Josewitz, Mary
Kenny Futch, Kelly
Kight, Janet
Klamer, Cynthia
Laney, Christine
Lawrence, Karen
Lewis, Traci
Ligon, Martha Sue
Liverman, Melissa
McIntyre, Crystal
McKendree, Mark
McLaughlin, Susan
Mildner, Norbert

Morris, Sabra
Morrison, James
O'Neal, G. Mike
Parker, Donna
Prevatte, Brenda
Prichard, Andrew
Ranker, Kim
Rasnick, David
Reaves, Cecil
Schreiber, Jay
Small, Bethany
Solomon, Audrey
Stow, Joshua
Talini-Zamora, Lisa
Vance, Michelle
Wagoner, Doretha
Waisner, Sara
Westbrook, Betty
Winebarger, Kara
Wolbert, Johnathan

Thank You!

that Harrah's had closed this made our decision easier. We will be going to Harrah's in 2021 and 2022. All deposits were rolled into the contract for 2021.

Your state board decided unanimously during a May 2nd telecon that there was an overwhelming amount of evidence to suggest that it would not be safe for our almost 3,000 delegates and guests to attend Spokane, Washington for our 2020 National Convention and we joined many other states in recommending that it be canceled.

Being Vigilant

If you have the NRLCA app on your cell phone, I'm sure you have already seen this information entitled *Being Vigilant*. It posted on the national website on May 8th but needs repeating.

The key things to know are 1) be aware of your surroundings, 2) leave the area if you see suspicious activity and call 911, then your supervisor, 3) jot down any details you remember, 4) always display your photo ID while at work, 5) help protect your facility by keeping doors closed and be sure to report those visitors entering your office who are not wearing a badge, 6) practice accountability by reporting stolen or vandalized vehicles or missing arrow keys immediately, and 7) be sure your accountable items are secured at the end of the day.

Postal Legislation News

Touching on legislation that was passed in the House of Representatives way back on February 5th. HR 2382 the USPS Fairness Act passed by a large margin at 309-106. H.R. 2382 does have a companion bill in the Senate, S. 2965, that was introduced in December by Sens. Steve Daines (R-MT) and Brian Schatz (D-HI). If S. 2965 is passed by the Senate and signed into law, the Postal Service would change to a model similar to other federal agencies and businesses that fund their retirement benefits as they go. However, it has stalled in the Senate.

On May 15th the House passed the **HEROES Act** by a narrow margin of 208-199. It was introduced as H.R. 6800 on May 12th, 2020. Senator Susan Collins (R-ME) was asked by the NRLCA if she would consider writing a letter to Senate leadership urging that the Postal Service be included in the next stimulus bill, allowing us financial support along with additional PPE, reimbursement for sick/family medical leave that is being used during the pandemic along with hazard pay for postal employees. This letter was signed by 5 republicans and 5 democrats and sent to Senate Majority Leader Mitch McConnell, Minority Leader Chuck Schumer, the chairman of the Senate Committee on Appropriations Richard Shelby and Vice Chairman

New EMA Rate

EMA will decrease to 65.5 cents per mile effective July 4, 2020 (Pay Period 15-2020)

On June 10, 2020, the Bureau of Labor Statistics released the May 2020 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) which established the Private Transportation Index at 187.467, a decrease from the February 2020 Index of 203.056.

Therefore, based on the May 2020 CPI-W release, the Equipment Maintenance Allowance (EMA) for rural carriers will **decrease** 5.5¢ to 65.5¢ per mile.

This EMA rate will be effective July 4, 2020 (Pay Period 15-2020).

Patrick Leahy. A copy of the letter can be found on pages 160 & 161 in the NRLCA magazine. A copy of the HEROS Act can be found on page 171 in the NRLCA magazine and on the website NCRLCA.org under NEWS and Legislative update.

CONTACT YOUR SENATORS TODAY!

Senators can be reached directly through Capital Switchboard at 202-224-3121.

You can email **Thom Tillis** at

www.tillis.senate.gov/email-me

Thom Tillis can be contacted at any of the five locations in our state—Greenville, Raleigh, High Point, Charlotte and Hendersonville. The local phone numbers are listed on his website under office locations.

You can email **Richard Burr** at

www.burr.senate.gov/contact/email

Richard Burr can be contacted at one of the four locations in our state—Asheville, Winston-Salem, Rocky Mount and Wilmington. The local phone numbers are listed on his website under office locations.

In closing I would like to add something from a previous article I wrote about dignity and respect. A lot of the unrest we've been seeing in the news and possibly actively participated in began because of a lack of **RESPECT**. One of the definitions I found for respect describes it as "due regard for the feelings, wishes, rights or traditions of others".

For more information check "Psychology Today", "Family Education", and the "National Caregivers Library".



Auto-Home Insurance

Tracy Greer

Are you Ready?

As we are now under different times and trying to return to normal, many of us are ready to get out of the house.

Summer is here and that means road trips, vacations, and summer leisure. This means using RV's, boats, jet skis, ATV's, and motorcycles. Most of us are under insured or do not have any insurance on some of our recreational vehicles. Before hitting the road and firing up our toys take time to call NRLCA Insurance Marketplace at 1-888-325-7727 and let Na-

tional General review your policy or get a quote on a new policy. Mention code R/RP for your exclusive savings and benefits. You will also receive a \$10.00 visa gift card for a new quote!

Not only do they insure our route vehicles, they also cover our autos, home, and recreational vehicles with excellent rates! Don't delay, call today!!

Due to the Covid-19 we will not be having our state convention nor our National convention. I look forward to seeing all of you every year and will be missing all of you.

I hope you have a safe and fun summer out there and hopefully we will have the opportunity to see you at fall meetings and the fall booster. Until then if I can help any way my door is open. Feel free to call even if it's just to say hello.

Would You Want Email Alerts?

Several members have asked me how they will know when I've added new posts to the website. The answer, of course, is that they have to check by visiting it frequently. The Home page only holds about five current news events on its face. To see more posts, you must click on the "Read All News" tab at the bottom of the listing. For that reason, it is easy to miss important information if you check into the website infrequently or do not click through all the posts to make sure you haven't overlooked something.

The National Office solved this problem by providing the membership with a Mobile App for Apple and Android phones and devices. The App works great for receiving push notifications when new articles are posted to the National website. Unfortunately, we do not have that capability at the State level.

What we can do—if enough of you are interested—is to offer email alerts. These alerts would work the way all other sites, blogs, or news outlets send emails with a blurb of the latest news article or call to action. You can subscribe, and an email notification arrives whenever something new is published. Then you choose whether to click on the link to be redirected to the website to view the item in its entirety. There is a small cost for this service, depending on the number of

Webmaster

Renee Johnson



subscribers, through our host.

The email feature would allow you to know when to visit the site as opposed to visiting daily to see if something important posted. For example, notifications when ballots are mailed, if and where to find ratification meetings when there's a proposed new contract, mail count training locations, when Congress is voting on postal issues, etc.; are all things you may wish to know as soon as possible. It is one more way to serve you better and more efficiently.

We had planned to bring this before the membership during the 2020 State Convention. It now appears that another year may pass before we can meet again. In the interim, it would be wonderful to hear your opinions on the email feature.

Are you interested in receiving emails when new articles, events, and news items are posted to the website? Share your opinions with me:

NCRLCAWebmaster@gmail.com

The US Postal Service is continuing normal operations while dealing with the Coronavirus (COVID-19) and the recent civil unrest in a number of communities throughout the United States.

Below is the latest USPS Standup Talk regarding what you should do if you encounter a demonstration.

USPS Mandatory Stand-Up Talk June 5, 2020

Employee Safety During Public Demonstrations

The security of our employees, facilities, vehicles and the U.S. Mail is of the utmost importance to the U.S. Postal Service and the U.S. Postal Inspection Service. Postal employees are always reminded to be aware of their surroundings to protect themselves and each other. Vigilance is especially important during times like these, where large numbers of people may be in the streets, in front of buildings, and along your routes. You can do your part by following these important security guidelines:

KEEP YOURSELF SAFE

- Be aware of your surroundings and think about situations where you may be at risk.
- If you see suspicious activity around a postal facility or postal vehicle, leave the area and find someplace safe. Call 9-1-1 when it's safe to do so. Then call your supervisor, who will call Postal Inspectors.
- Jot down any details you can remember, such as a description of the suspect and direction of travel.

KEEP YOUR FACILITY SECURE

Even when you are not on the street, you should take certain precautions to keep you, your fellow employees, and your postal facility safe.

- Report any suspicious activities to a supervisor, who will contact the Inspection Service.
- ALL employees must display their USPS photo ID.
- Always challenge strangers and un-badged visitors.
- Secure entry points and dock doors when not in use.
- Ensure alarms and camera systems are operational.
- Secure security gates each night with a case-hardened padlock.
- Secure unattended vehicles at all times. Immediately report stolen or vandalized vehicles to a supervisor, who will contact the Inspection Service.
- Ensure both front and rear GSA- or P-tags are accounted for daily.
- Empty trailers should be locked at all times.
- Maintain a current master key inventory of all accountable keys.
- Ensure all keys are accounted for and secured at the end of every day.
- Secure all accountable mail in a locked security container (safe).
- Secure Postal Money Orders and cash drawers at the end of the day.
- Follow proper closing procedures for retail counter line.

Taking these steps will reduce the likelihood of harm to yourself and others. Thank you.

Officer Annual Reports

Elected Officers

President

Brenda Gibbs

Annual Report 2019-2020

It has been an honor representing the Rural Carriers of North Carolina. We have accomplished so much together. Thank you all for the help, advice, information, and friendship you have provided myself and all the members of your State Board. Your ideas have brought us a long way.

In June of 2019, I was honored to lead our State Convention in Raleigh, NC followed by our first board meeting for the new year where we received our District assignments.

In July I attended orientation on two occasions along with a board meeting for the purpose of training our board members using the *State Officer's Resource Manual* and discussing our plans and ideas for the upcoming year including the National Convention in Texas and our Fall Booster in Kitty Hawk.

In August Audrey, Vicki and I met to tour several hotels in planning for our Fall Booster location. I also attended the National Convention in Grapevine, Texas, and orientation to recruit new members.

In September I attended our fall board meeting to finalize our plans for the Fall Booster and to discuss information available for local District meetings. I also attended orientation to recruit new members.

In October I attended orientation along with two District meetings.

In November I was honored to lead our Fall Booster in Kitty Hawk. We held a brief board meeting to begin our plans for the 2020 State Convention and I attended orientation both in Greensboro and in Charlotte in preparation for the holiday season.

In December I attended orientation once.

In January 2020, I attended the South Atlantic Conference (SAC) and orientation to recruit new members.

In February I attended one District meeting along with orientation.

In March I along with the State Board meet to finalize our plans for the State Convention. I also attended orientation.

By mid-March I had begun frequent communication via teleconferences with our fellow State Presidents and the members of the National Board.

Steward Annual Reports will be published in the next issue of the NCRC.

Outstanding Member of the Year will be announced in the next NCRC.

We received notification from the National office that the annual secretary/treasurer training had been canceled. Shortly after that we were advised that NSS employees (stewards) were not authorized to attend District meetings. Following this we received word that the Legislative Seminar had also been canceled. Attending orientations has also been stopped until further notice.

After receiving information from the CDC that gatherings of more than ten people should not happen because of the higher risk of contracting Coronavirus we chose to cancel the remainder of the District meetings. After multiple teleconferences with the National Board and other state presidents and teleconferences with the members of the North Carolina State Board on April 4th we announced the cancelation of our 2020 State Convention. By May 4th, the National Board with input from the states had decided to cancel the National Convention in Spokane, Washington.

I have traveled a total of 5554 miles and have had 27 overnight stays including the National Convention and SAC while on union business. Although we are no longer traveling, we are continuing to work for you. We are available to you should you need us.

We will resume our travels and meetings when the CDC, Governor Cooper and your State and National Boards determine that it is safe to do so.

Thank you for allowing me the honor of serving you. A special "thank you" to my family for their support.

Respectfully submitted,

Brenda Gibbs

(Continued on page 18)

Vice President Audrey Solomon

Hello to all North Carolina Rural Carriers. I know this has been an unprecedented year for all of us. I was unable to attend all the scheduled meetings due to COVID 19; however, the district meetings I attended thank you. I enjoyed getting to meet and fellowship with all of you. I have learned a great deal from you all and I look forward to learning more.

This report will cover my activities as your Vice President from June 2019 thru May 2020.

The year began with the State Board meeting immediately following the State Convention in Raleigh where I received my new district assignments.

I attended a 2-day Board Meeting in Charlotte in July where we learned of our duties and responsibilities.

I have had the pleasure of speaking at New Hire Orientations in Raleigh. To all the new Rural Carrier Associates that I have had the pleasure of meeting, I hope you all are still hanging in there.

I attended the Fall Board Meeting and Booster in November in Kitty Hawk. I attended the SAC Convention and a short Board Meeting in Atlanta. I attended a two day Board Meeting in Cherokee where we finalized the set up for the State Convention. I have had the pleasure of attending four district meetings from September 2019 thru March 2020. I have traveled a total of 4,561 miles using 19 LWOP days, four Annual Leave days and 14 overnight stays. 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 and guidance. 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 making my late-night travels easier.

I have truly enjoyed meeting and getting to know this LARGE Rural Carrier Family. Thank you so much for giving me this opportunity to serve you.

Respectfully submitted,
Audrey Solomon

Secretary Treasurer Vicki Gray

The following is my report of my duties during fiscal year 2019-2020.

Membership: Our membership currently stands at 5376 as of June 20, 2020. On June 30, 2016 we had 4958 members. In June 2017 we had 5210 members. Last year we had 5467 members in 2018. On of June 8, 2019 we had 5526 members.

As of June 20, 2020 our current membership totals are: regular carriers 2728; PTFs 51; relief carriers 1746; and 72 ARCs. There are 775 retired members as of this report. We also have 9 associate members. The total membership stands at 5381.

I have processed 1062 membership forms in this fiscal year with 30 of those being regular carriers.

We had 58 members that passed away this year.

There were only five regular carriers that canceled their membership this year. Three of these actually moved from regular carrier into Supervisor positions and therefore had to cancel.

During this fiscal year we had 17 regular carrier members that separated from the US Postal Service. There were 2 PTF members, 675 RCA members and 46 ARC members that left the US Postal Service during this past fiscal year.

Our member numbers are down a little bit from the last few years. North Carolina currently has 2710 non-members in our ranks. There are 1293 regular carriers,

(Continued on page 19)

First US Flag Stamp ~ 1957 4¢ "Old Glory"

On July 4, 1957, the US Post Office issued its first stamp with the US flag as the central design. The US flag had been on several stamps before as a part of the design but this was it's first solo appearance.

Many collectors and citizens were outraged. Because the stamps would be canceled, they saw it as disrespectful to the flag. They flooded the post office with angry letters citing American legal code that prohibited the reproduction of "the national emblem for disloyal or commercial purposes".

On the other hand, many people were very happy with the stamp, praising its beautiful colors and patriotic design.

The Post Office stated the stamp was meant to be a reminder of America's heritage and hard-won liberty. It was issued as planned on July 4, 1957, in Washington, DC.

There would be many more flags stamps from the USPS. In fact, the US flag is one of the most popular USPS stamp subjects. New flag stamps have been issued nearly every year since this very first "Old Glory".



20 PTFs, 1088 RCAs and 309 ARCs that are not members of the union.

Unfortunately, your state board has been unable to attend the new hire orientations since March because of the COVID-19 virus. We hope to be able to resume this soon. Please try to recruit those new subs in your office that we have not had the chance to talk to.

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 the DOL in September. Also, all of our local 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.

Also, with the realignment and merger of some of our local districts a second LM 4 report was required this year. These were also submitted by me to the DOL as final reports for the nine districts that were impacted.

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. All reports were submitted on time as required.

I also have to file 990's for the State and all local districts to maintain our non-profit status. These are due in November every year. All 990's were filed prior to the due date.

Travel and Meetings: I attended our 2019 State Convention in Raleigh, the 2019 National Convention in Grapevine, Texas, our Fall Booster in Kitty Hawk, SAC in Atlanta, GA, all State Board Meetings and 27 new hire orientations.

I only had three regular local district meetings since most were cancelled do to COVID-19. I had nine addition district meetings regarding the realignment of districts and the transfer of funds and records. These realignment meetings were the final meetings for these districts.

I have driven 7594 miles on association business. I had 17 overnight stays.

Financial Report: The CPA firm of Sherrill, Blake and Harrison will be auditing the books at the close of our fiscal year, June 30, 2020. A complete financial report will be printed in an upcoming issue of the *North Carolina Rural Carrier* after that audit has been completed.

I do want to assure you that we are currently in fine shape. Please feel free to call me if you have any questions regarding our finances.

I do want you to know that we have signed a new contract with Harrah's in Cherokee for the 2022 convention. We did this so that we would not lose the money that we had already paid in deposits for this years' canceled convention.

Thank you: What an unusual end to our membership year. I miss seeing everyone and hope we can all meet again soon. I want to thank all of our Stewards; from the local Steward to our District Representatives for all that you do. Thank you to the Academy Instructors that assist in the recruitment of new hires. Thanks also to the State Board for their support.

Special thanks to my husband and my family.

Lastly I want to thank you, the members, for allowing me to be your North Carolina Secretary/Treasurer. It has been my honor to serve you again this year.

Respectively submitted,

Vicki Gray

Executive Committeeman Scott Deal

This report covers my activities as Executive Committeeman from June 26, 2019 through June 30, 2020. I attended the NCRLCA board meeting immediately following our State Convention in Raleigh, NC.

In July I attended Officer's Resource training in Charlotte. I traveled to Grapevine, Texas for our National Convention in August. I attended a NCRLCA board meeting in September in Burlington. I traveled to Murfreesboro for a local district meeting in October. Our Fall Booster was held in November in Kitty Hawk.

Beginning the new year, I attended SAC in Atlanta, GA closing out January. In March I traveled to Cherokee for a NCRLCA board meeting and Waynesville for a local district meeting...and then there was COVID 19 and all things came to a screeching halt in terms of travel and gatherings. What a unique year.

As I write this report, I am truly thankful for the

(Continued on page 20)

simple pleasure of actually going out to get a haircut in public from my barber yesterday. I think it was about three months since I last sat in that chair.

I attended three Safety meetings in Charlotte last year. I covered 44 orientations/academies for recruitment in Charlotte, Hickory, and Taylorsville.

I attended two district meetings during this social distancing time period not including my own district meetings. I used a total of thirty-eight LWOP days, one annual day, and traveled 8,428 miles requiring twenty one overnight stays.

It has been my honor, pleasure, and privilege to serve our association for my third year as Committeeman. I look forward to the extended 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 23, 2019 through March 27, 2020. I attended the board meeting immediately following the adjournment of our State Convention in Raleigh where I met with other board members to receive our assignment's and duties.

Last June I attended the State Conventions in Raleigh. In July I attended the District 50 meeting in Concord and the State Board meeting in Charlotte. In August I attended the NRLCA National Convention in Grapevine Texas, including the State of the Union Address, Insurance Program Seminars and Part of the Retirement Seminars (due to I had to leave to go to the Insurance Seminar) and Caucus. I was also in attendance for all daily meetings and the North Carolina delegates breakfast. In September, I attended the State Board Meeting in Burlington. In October I attended the District 1 fall meeting in Burlington. Along with District 50 fall meeting in Salisbury. In November I attended our Fall Booster in Kitty Hawk.

Beginning the new year in January I attended the District 50 winter meeting in Kannapolis. February, I traveled to South Atlantic Conference (SAC) in Atlanta, GA where I attended the Insurance meeting. In March I attended the State Board Meetings in Cherokee.

I covered 11 Orientations in Asheville, for recruitment. I attended four district meetings during this time period not including my own district meeting. I traveled 4897 miles, I used a total of six Annual Leave days, 24 Leave with out pay days and eight overnight

stays during this time period.

It has been a great honor and privilege to serve the NC RLCA this past year as I look forward to the year ahead. Thank you for all the support, guidance, help, advice, encouragement, phone calls and words of wisdom you have given me throughout my second year on the State Board. Thank you for allowing me to be part of this great Union's journey. Stay healthy, Stay Safe.

Respectfully submitted,
Elaine B. Althoff

Executive Committeeman Brian Hamlett

This report cover my activities during my first year as Executive Board member from the end of our State Convention June 2019 until June 10, 2020. Immediately following close of State Convention I attended my first board meeting where we were given District assignments for the year. In July I attended a State board meeting in Charlotte. In August I attended National Convention in Grapevine Texas and Officer's training in Burlington in September. I attended Fall Booster in November at Kitty Hawk and South Atlantic Conference in Atlanta GA in January. I attended the State Board meeting at Cherokee in March.

I attended 19 New RCA orientations in Raleigh, Greensboro, and Charlotte. I also attended fall district meetings at Wilson and Elizabeth City. I had 13 overnight stays, 29 days of LWOP, and 5,304 miles traveled.

It's been an honor and privilege to serve this Association in this new position. I look forward to serving the membership in the future.

Brian Hamlett

Appointed Officers

Historian/Photographer Debra Bennett

President Gibbs, State Board and fellow rural carriers, this is the North Carolina Rural Letter Carriers' Historians Report for the year of 2019-2020.

North Carolina hosted a retirement party for our National President Jeannette Dwyer in January 2019.

The party had to be moved and rescheduled from its original November date due to extensive damage to the Shell Island Resort caused by Hurricane Florence. It was finally held in Wilmington on January 12, 2019. Many members attended from North Carolina and across the country.

(Continued on page 21)

The 115th Annual State Convention of the North Carolina Rural Letter Carriers' Association and the 94th State Convention of the Auxiliary was held at Doubletree Inn in Raleigh, North Carolina from June 23-26, 2019. A memorial service was held Sunday evening led by NCRLCA Chaplain Jesse Ray Farmer Jr. President Gibbs welcomed all in attendance on Monday morning.

The assembled members were privileged to have Director of Steward Operations Susan Knapp as an honored guest during the convention. National Delegates to Texas were announced. There were two State Constitution changes passed. One was to realign and reduce the number of local districts from 40 down to 31. The other was to compensate the elected delegates from the local districts up to \$100/day to attend the State Convention. A resolution to create an Armed Forces Veterans Club was also presented and passed.

Cherokee was announced as the site for the 2020 State Convention and will be held at Harrah's Resort from June 21-24, 2020.

The 2019 NCRLCA Member of the Year Award was given to Roger Southern.

The North Carolina Hall of Fame Award was presented to Doug Byrum.

Officers elected during the convention were:

President Brenda Gibbs

Vice President Audrey Solomon

Three-year Executive Committeemen Brian Hamlett.

The incumbent Secretary Treasurer is Vicki Gray.

The incumbent Executive Committeemen are:

Scott Deal as Chair, 1 year remaining in term

Elaine Althoff, 2 years remaining in term

The Convention was adjourned on Wednesday, June 26, 2019. This concludes the State Convention Report.

The 2019 Fall Booster was held in Kitty Hawk on November 10, 2019. The meeting began with an Invocation by NCRLCA Chaplain Jesse Ray Farmer, Jr., followed by a welcome by President Brenda Gibbs. Mike Shue honored those members of our union who have served our country as a member of the Armed Forces.

Special guest speaker Britt Pyritz from Aetna spoke to us regarding our health insurance; Rural Carrier Benefit Plan.

NCRLCA scholarship winners were announced by Sue Kelly. Roger Southern was presented with his Member of the Year plaque.

The Armed Forces Veterans Club recruited their very first members.

Soon to be retired; DR Sally Corriher and ADR Bryan Hudgins were both recognized for all their years of dedicated service to our members as stewards. The District Representatives and Assistant District Representatives gave a short presentation and then took questions from the floor in the afternoon session.

This concludes my report for the year.

I would like to thank the board for the honor of serving as your Historian/Photographer.

Respectfully submitted,

Debbie Bennett

(Continued on page 22)



Stamp Out Hunger Campaign

Stamp Out Hunger will occur online this year.

The annual campaign traditionally allows Postal Service employees to collect food donations that are then distributed to food banks and pantries.

The National Association of Letter Carriers (NALC) usually organizes the drive on the second Saturday of May, but this year's event was postponed due to the coronavirus pandemic.

The NALC is now holding the drive online, allowing customers to donate money — instead of food — to participating food banks and pantries.

"As letter carriers in every neighborhood in the country six and seven days a week, we see the need and we cannot wait while food banks struggle, demand grows and people remain hungry," NALC President Fredric Rolando said.

The online drive began June 15 and will continue as needed to allow food banks to purchase the items they need to help address hunger and food insecurity, which have worsened because of the pandemic and the national economic downturn.

Individuals who wish to donate can search for food banks by state at www.nalc.org/food.

"Once it is safe, we will return to the traditional food drive," Rolando said.

PAC Chair

Robert Gurganus

This report covers my activities as the NCRLCA PAC Chairman for the 2019-2020 year.

I attended the NRLCA National Convention in August of 2019, the fall booster in Kitty Hawk in November 2019 along with the South Atlantic Conference (SAC) in Atlanta, GA in January of 2020. I was privileged to be able to attend four district meetings before all were cancelled due to the Covid-19 pandemic, and had 4 overnight stays (3 at the SAC conference in Atlanta and one in Cherokee NC for a board meeting). I traveled approximately 2200 miles during the fiscal year.

I want to say thank you to all the NRLCA members that I've been lucky enough to meet over the past year, and all of those who have helped me along the way, especially the NCRLCA Board and former PAC Chairmen Van Heath and Steve Rogers.

We face unprecedented challenges in the future, but I believe that together we can make a difference!

God Bless our union!

Robert Gurganus

Legislative Representative

Van Heath

State President Gibbs, all members of the State Board and all members of the NCRLCA, this is the report of your Legislative Representative for the 2019-2020 year.

During the past year I attended District Meetings in Wilson and Burlington in addition to my own in Williamston. I also attended the State Convention in Raleigh, the National Convention in Grapevine, Texas and the Fall Booster in Kitty Hawk.

During the past year we have dealt with three very important bills that are before the U.S. Congress. The first is H.R. 2478, the Federal Retirement Fairness Act, better known to us as the "RCA Time Buy Back Bill." Currently there are only 58 cosponsors with G.K. Butterfield (D-1) the only cosponsor from our state. I stand on my previous statement 'that if this bill does not pass this year, we will never have another opportunity.' I wish to take this moment to remind all members and auxiliary members that if you have not written your member of Congress about this issue you are throwing away a great chance to get this bill passed. The H.R. 2478 from letter is still on the Na-

tional and State websites.

The second bill is USPS Fairness Act (HR 2382). This bill would remove the onus of the \$5 billion payment due each year from the USPS to prefund Payment of Retirement Health Benefits. The bill has 301 cosponsors and **passed** in the House on February 5, 2020. The bill was received in the Senate on February 10 as S.2965 and referred to the Committee on Homeland Security and Governmental Affairs on December 3, 2019. And there it sits. The bill has seven cosponsors, none of whom represent North Carolina.

The final bill, The Stimulus Bill contained \$10 billion for the United States Postal Service. Those at L'Enfant Plaza say that we need \$25 billion or the postal service will run out of money by June.

Because the original \$25 billion in the stimulus bill was cut back to \$10 billion, Representative Joe Ne-guse (D-CO) introduced the Protect Our Post Offices Act (H.R.6425), which would provide \$25 billion in emergency funding for the Postal Service to ensure continued service during the pandemic. The funds would remain available until September 30, 2022. This bill was referred to the Committee on Appropriations and to the Committee on the Budget. The bill has 91 cosponsors with one from our state, Alma Adams, (D-12).

Please stay up to date by checking the State and National websites. We are working to keep our state website updated regularly.

It has been my honour to serve our Association for another year.

Van Heath

Legislative Rep.

Editor

Vicki Gray

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 34151 issues printed and mailed.

The average cost for each newsletter was only \$1.86 this year; down from the \$2.23 per issue we paid last year. The average cost per issue was \$1.57 for printing and 29 cents for postage.

Our November/December recruitment issue went out to all rural carriers regardless of membership. We mailed 7414 copies of this issue. We gained several new members with the 1187 that was printed in that issue.

(Continued on page 23)

The *North Carolina Rural Carrier* delivers to you many important issues before us as carriers and as a union. I do hope you enjoy reading it. We have added more color and more pictures of our members. Please feel free to submit to me any pictures or news you would like to see in the *NCRC*. I will do my best to include them.

This was my fifth year as your 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 and informative articles. 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 included in your newsletter. We welcome your feedback and any ideas you may have for improving the *North Carolina Rural Carrier*. Remember this newsletter is for you.

Respectfully submitted,
Vicki Gray

Auto/Homeowner Insurance Representative Tracy Greer

The following report covers my activities from June 2019 through June 2020. Thank you for your support and for getting those Auto Insurance quotes!

I attended eight local district meetings, the National Convention in Grapevine, Texas, the Fall Booster, and the SAC conference. I traveled 3,126 miles with four overnight stays. I also used nine LWOP days in that time. My participation in these meetings has led to numerous quotes and information being shared with our members. National General also furnishes pens and band aids to be shared with all of our members.

I am proud of our state and honored to attend your meetings and getting to know each of you and seeing the communities that you reside in. The auto/home partnership is generating revenue for our state and we are consistently seeing growth, as well as tying or leading the other states in the number of monthly quotes.

Thank you for making our State a success!!
Respectfully,
Tracy D. Greer

Provident Guild Representative Dale Sain

The following is my report for the past year as your Provident Guild representative. I attended the National Convention in Grapevine, Texas and was elected to the Provident Guild National Board.

In November I went to the fall booster, and then in January I attended the South Atlantic Conference in Atlanta.

I have only gone to three district meetings the past year because of Covid-19 related meeting cancellations. I traveled approximately 1,000 miles on union business during the past year.

Please consider joining the Provident Guild in the coming year. Thanks to our state board and the North Carolina rural carriers for allowing me to continue serving in this position.

Respectfully submitted,
Dale A. Sain

Webmaster Renee Johnson

This report covers my activities in service to the NCRLCA for the year beginning in June 2019, and continuing through May 2020. I attended the North Carolina State Convention in Raleigh, the National Rural Letter Carriers Convention in Grapevine, Texas (overnights and mileage for National Convention not included in this report), the Fall Booster in Kitty Hawk, South Atlantic Conference (SAC) in Atlanta, a Board Meeting in Charlotte, and another in Cherokee, trained with the IT professionals in Fayetteville concerning the NCRLCA.org website, and served as webmaster during this year.

I also attended the editor's training session during the National Convention as suggested for all website editors, and provided links to the National Office so that compliance with guidelines can be double checked.

I have attended New Hire Orientation whenever asked, recruiting new members for this association.

With the exception of the National Convention as noted above, these activities have resulted in eight overnights, 11 days of LWOP, and 3,088 miles in service to the NCRLCA.

I would like to thank the NCRLCA State Board for allowing me the privilege and honor of serving as your Webmaster, and the membership for all your kindnesses throughout this year.

Respectfully submitted,
Renee Johnson

North Carolina District Representatives

Mid-Carolinas

Bethany Small

PO Box 11001
Southport, NC 28461-1001
910-477-2429
Bethany.Small@nrlca.org

Greensboro

Jeff Essick

PO Box 12001
Winston Salem, NC 27117-2001
336-618-5095
Jeff.Essick@nrlca.org

Assistant District Representatives

Mid-Carolinas

Eddie Moss

PO Box 1271
Gaffney, SC 29342-1271
864-504-1712
Eddie.Moss@nrlca.org

Greensboro

Gail Naillon

PO Box 12
Roxboro, NC 27573
336-455-3973
gail.naillon@nrlca.org

Kelly Kenny Futch

PO Box 146
Holly Ridge NC 28445
(910) -818- 4843
Kelly.Futch@nrlca.org

Daniel Caudle

PO Box 309
Pfafftown, NC 27040-0309
336-580-0089
Daniel.Caudle2@nrlca.org

Brenda Prevatte

PO Box 2627
Lumberton, NC 28350-2627
910-733-7726
brenda.prevatte@nrlca.org

Kimberly Atwell (P-T)

PO Box 3225
Elizabeth City, NC 27906-3225
252-339-9839
kimberly.atwell@nrlca.org

Ralph Fernandez

PO Box 155
Spring Lake, NC 28390-0155
919-508-7636
Ralph.fernandez@nrlca.org

Scott Deal (P-T)

PO Box 711
Taylorsville, NC 28681-0711
828-244-9024
scott.deal@nrlca.org

Jeanette Dwyer

PO Box 25
Riegelwood, NC 28456-0025
571-228-1288
Jdwyer@nrlca.org

Area Stewards

Mid-Carolinas

Chris Derrick

704-641-7269
cderrick197@aol.com

Greensboro

Richard Schoonmaker

607-765-5741
rjschoon2@gmail.com

Cliff Workman

803-323-7100
cliff4405@yahoo.com

Kara Winebarger

(910) 583-8836
nrlcakara@gmail.com

Bryan W. Hudgins

252-357-2406
bhugins@embarqmail.com



Mid-Carolinas District Representative

Bethany Small

COVID-19 and 2080/2240 Issues

It seems that we start hearing about 2080/2240 earlier each year. This year was no exception in that regard even though 2020 has otherwise been nothing but exceptional.

Carriers are working harder than ever to get their customer's deliveries to them, working longer hours in increasingly stressful conditions. That being said, while everything else has changed, our commitment to 2080/2240 has not. This has been an incredibly trying several months for many of us, in and outside of the Post Office. The world is a different place than it was just a few months ago and it appears that anyone who had not previously discovered the joys of internet shopping has used their time at home to explore this new frontier. The staggering parcel increase has inevitably caused an increase in the work hours required to get those parcels home. With many of our carriers ill, quarantined or out due to child care issues, auxiliary assistance is not as common as we would like it to be. The number of carriers projected to exceed 2080/2240 has soared in recent months and is currently impacting hundreds of carriers across the district.

Regular Carriers are being told that their work hours are projected to exceed 2080 and 2240 and are being asked how they are going to address it. Both parties recognize that it is the responsibility of management to control rural work hours therefore we understand that some steps many need to be taken to help a carrier achieve their 2080/2240 goals. This requires that management and rural carriers work together. First let's identify the difference between 2080 and 2240 work hours.

2080 Work Hours include:

- All regular work hours (all hours on regularly assigned day within 12 hours per day or 56 per week)
- All DACA 3 hours
- All other hours except leave hours

2240 Work Hours include:

- All 2080 hours
- All DACA 5 hours

- All FLSA overtime hours (all hours over 12 per day or 56 hours per week)
- All Christmas overtime hours

There are several causes of exceeding 2080/2240. A route could be overburdened, time could be recorded improperly including excluding breaks from the 4240, improper start times, working excessive relief days, performance/pace issues or an expanding daily schedule. The reason most carriers exceed 2240 is due to selecting to be paid a DACA 5 when working their relief day.

Many carriers who exceed 2240 do not exceed 2080. In accordance with Article 8.5.C, management may not work a regular carrier on their relief day if those hours worked would cause the carrier to exceed the hours of the annual guarantee.

When management determines that a carrier is at risk of exceeding 2080 work hours, one solution is for the carrier to take Annual Leave. Another option to reduce work hours when a carrier is projected to exceed 2240 is to only work DACA 3 on the relief day, as DACA 3 hours are counted in 2080 but not 2240.

When a carrier exceeds 2240 work hours, the entire year of pay is recalculated and all hours worked are retroactively paid the hourly rate

When developing an action plan to reduce 2080/2240 work hours management may also address any issues on the route that are causing delays, schedule X days, allow the carrier to use LWOP at their request, hire additional leave replacements to ensure relief days are being given, retrain the carrier, take DPS to the street, assign the low option if eligible or ultimately adjust a route if other measures are not successful.

Management may NOT require a carrier to take Sick Leave or LWOP. Management may NOT require you to reaffirm your leave commitment. Rural carriers are NOT required to provide leave slips on demand for the hours you are projected to exceed the guarantee, however you will need to submit leave requests in accordance with your personal wishes to satisfy your leave commitment during the guarantee period.

When a carrier exceeds their 2080 work hours,

(Continued on page 26)

all additional hours are paid at the overtime rate up to 2240 work hours. When a carrier exceeds 2240 work hours, the entire year of pay is recalculated and all hours worked are retroactively paid the hourly rate (FLSA Section 7(a) for the entire guarantee year.

Management will control these hours, so it is prudent to keep up with your hours as well. Per the 4240 instructions, management should be putting your cumulative work hours in the upper right section of the 4240. If your manager is not, ask them so that you may also track your work hours.

Ultimately, the circumstances that the Rural craft is working under make it difficult for many of us to be able to stay within the annual guarantee. While the Union is working to identify solutions that suit the needs of both the craft and management, we are still currently contractually obligated to this language.

Remember that safety is the #1 priority, above all else.

Greensboro

District Representative

Jeff Essick

Local Steward Elections



Any NRLCA Member May Call for a Local Steward Election in July of 2020.

The NRLCA Constitution, Article IX, Section 7.B.1, states in part, "Where a Local Steward is in place, any member may call for an election in the month of July of every fourth year." The fourth year referenced in this section is 2020.

NRLCA Constitution, Article IX, Section 7. Local Stewards:

A. Local Stewards shall be responsible to the District Representative and have no authority until certified.

B. Selection:

1. Any Bargaining Unit Member with the exception of Assistant Rural Carriers (ARCs Designation 70 -5), in a local office or a delivery unit maybe elected Local Steward and shall serve until a successor is elected and certified or until he/she resigns. Where a local steward is in place, any member may call for an election in the month of July of every fourth year. An election may also be called

for any time the position is vacant, or when two-thirds of the members submit a petition to the District Representative for approval.

2. Local steward elections require written notification to all members at least 15 days before the date of the election. (See form below) Election shall require a majority of votes cast by members in a local office or a delivery unit. In the event of a tie vote, the District Representative, after consulting with the assigned Executive Committeeman, shall select a steward to serve in that office or delivery unit.
3. When more than one Local Steward has been elected in a delivery unit having 50 or more rural craft employees, a Chief Steward shall be elected from those Local Stewards by the members of that delivery unit. When an office is comprised of multiple delivery units, a Chief Steward shall be elected from among the current local stewards by all members of that office. A Chief Steward shall be selected by the District Representative in the event of a tie. If there is only one elected Local Steward in the office, the District Representative may appoint that local steward as Chief Steward for the office. The Chief Steward shall represent the craft in matters that concern the entire office. The Chief Steward for the office shall also serve as the Local Steward for delivery units where no Local Steward has been elected.

Steward Election Forms are included in this issue on pages 28-29. Please give me a call if you have any questions regarding elections.

Second or Additional Trips

An additional trip(s) is when management authorizes/requires the carrier to deliver mail that would not fit in the carrier's personal vehicle, which is of sufficient size in accordance with Handbook P0-603, Section 141.2, or the Employer provided vehicle on the first trip due to the volume of mail or the physical size of the parcels, or both.

In all cases, the carrier must consult with management as to the need for an additional trip(s). Management will determine if an additional trip(s) is necessary. Management may require the carrier to make an additional trip(s), utilize a leave replacement, curtail mail or take other action in lieu of requiring the carrier to make an additional trip(s).

Compensation for Additional Trip(s)

When it is determined by management that an additional trip(s) is necessary, the Postal Service agrees that a regular rural carrier (covered under Section 7(b) (2) of the Fair Labor Standards Act) or a leave re-

(Continued on page 27)

placement (when compensated on the evaluation of the regular or auxiliary route served and when actual work-hours do not exceed forty hours per week) will be compensated at two minutes for each mile involved in the additional trip(s) and for actual loading time at the carrier's straight time rate (Article 8.3.A.).

If an additional trip is authorized and it is more efficient for the carrier to split the route in two separate segments for delivery, management may authorize this method of delivery rather than delivering to each box on the route, then returning and delivering the mail that could not be accommodated on the first trip. If management authorizes this method, carriers as described above, will be compensated at two minutes for each mile involved in returning to the post office at the completion of the first segment and returning to the route, as well as actual loading time at the carrier's straight time rate.

The carrier when using a POV, in both circumstances, will also receive Equipment Maintenance Allowance (EMA) for each mile the carrier is required to drive to complete his or her route when the total miles (additional trips) for the day exceed 40 miles.

Payment for Second Trips

When management authorizes or requires a carrier to:

1. Make an additional trip to deliver mail/parcels that would not fit into the delivery vehicle on the first trip.
2. Deliver mail after returning from the street.
3. Deviate from the established line of travel to deliver Express Mail in order to meet the service guarantee delivery time.

Example for determining the number of minutes that are entered into the “second trip” field:

Number of miles required for additional trip or Express Mail deviation: (Example 10 miles)	
Number of miles multiplied by 2 minutes (Example 10 miles x 2)	20
Additional loading minutes, if any (no loading for Express Mail deviation) (Example 3 minutes)	<u>+ 3</u>
Equals Total time in minutes for “Second Trip”	= 23

Use of the “8127” time (min)” Field on PS Form 1314 (Regular Rural Time Certificate)

- This field is only valid for regular rural carriers that are due additional compensation as described in handbook F-21, Exhibit 520j (pg. 228).
- The maximum time allowable for submission on Form 1314 is 60 minutes.
- If total 8127 time for a pay period is greater than 60 minutes, no entries will be made on Form 1314 in the “8127 Time” field. In these instances, all 8127 time must be submitted in accordance with the traditional process of sending the completed Form 8127 to the District Office for approval.
- Time used for Express Mail deviation (miles deviated multiplied by two (2) minutes per mile) is not recorded in 8127 Time (Min) field. This time should be recorded as noted above, Second Trip.

A Word About Texting

It is the policy of the NRLCA for employees of the National Steward System (NSS) to **NOT** text with carriers. **Please CALL** your assigned Steward or Representative when you need to correspond or ask questions.

REMINDER

Please notify the union of any address changes.

Address changes you make with the USPS do not automatically get updated with the union.

We are getting mail returned to us because of an old or incorrect address.

This is causing a delay in you receiving important information.

Please send address changes to NCRLCA Secretary Treasurer, 424 Wapiti Dr., Spring Lake, NC 28390.

NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Local Steward Election Call

A Local Steward Election is called for the
_____ **Post Office.**

This election will be held on _____

At _____

Location _____

**THIS NOTICE MUST BE POSTED AT LEAST 15 DAYS
PRIOR TO THE ELECTION DATE**

Date of Posting _____

In accordance with the Constitution of the National Rural Letter Carriers' Association Article IX, Section 7, this notice hereby constitutes written notification to all NRLCA members that an election shall be held for the position of a Local Steward in their office. Failure of members to exercise this right will result in the local office being assigned representation in accordance with the Constitution of the National Rural Letter Carriers' Association.

The selection of a Local Steward should be in accordance with democratic procedures. To become a steward, a rural carrier must be a member of the National Rural Letter Carriers' Association. Local Steward Elections will be conducted in the month of July of every fourth year (i.e.; 2016, 2020, 2024 etc.) unless the incumbent Local Steward is unopposed.

The Steward shall serve until a successor is elected and certified or until he or she resigns. An election may be called any time the position is vacant, or when two-thirds of the members submit a petition to the District Representative for approval a Local Steward may be re-elected to the position.

Written notification to all NRLCA members shall be given at least 15 days before the date of the election. A majority vote of those NRLCA members voting is required for an election. When there is more than one (1) Local Steward at an installation, including stations and/or branches, a Chief Steward will be elected by the NRLCA members of said office.

Re: Article IX Sections 7.B.1, 2, & 3 of the NRLCA Constitution

Nominations will be accepted at the time of election and any dues paying members of the National Rural Letter Carriers' Association with the exception of Assistant Rural Carrier (ARC-Des 70-5) can announce his/her intention to be a candidate by signing below:

1. _____

2. _____

3. _____

(Print name)

1. _____

2. _____

3. _____

(Sign name)

NRLCA/REVISED June 2020

NOTE: This page must be posted at least 15 days prior to the Election Date.

Application for Steward Certification

NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Date _____ Post Office (MAIN) _____
 Station or Branch _____ Finance Number _____
 Postmaster/Station Manager's Name (LFM) _____
 Mailing Address of Post Office _____ State _____ Zip Code _____
 Number of Rural Routes at this Office _____ PO Phone _____ PO Fax _____
 Name of Rural Carrier Steward (LFM) _____
 Employee ID Number _____ Home Phone _____
 Steward Phone _____ Cell Phone _____ Fax _____
 Mailing Address _____
 City _____ State _____ Zip Code _____
 Email _____

This is to certify that the above named rural carrier has been elected as the RURAL CARRIER STEWARD to represent the rural letter carrier craft of employees in labor-management relations at the above named Post Office. It is understood that this representative upon successful completion of the NRLCA Training Course will be certified in accordance with Article IX Section 4.B.3 and 4 of the NRLCA Constitution. This representative will serve until; the next called election, the position becomes vacant, the incumbent Local Steward retires, or when two-thirds of the members submit a petition to conduct a steward election to the District Representative for approval in accordance with Article IX Section 7.B.1 of the NRLCA Constitution.

Signatures of those appearing below confirm the selection of the above named rural carrier as Local Steward for the rural carrier craft.
 ONLY DUES PAYING MEMBERS IN GOOD STANDING ARE ELIGIBLE TO SIGN BELOW OR BE SELECTED AS STEWARD.

Signatures of Rural Carriers¹

Route No. ²	REGULAR	LEAVE REPLACEMENT
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____
5	_____	_____
6	_____	_____
7	_____	_____
8	_____	_____
9	_____	_____
10	_____	_____

¹ If additional space for signatures is needed, attach a separate sheet.

² Indicate Vacant Routes.

I accept the responsibilities of the position of steward for the rural carrier craft for the above Post Office.

 Signature of Steward

 Print Name of Steward

District Representative Use Only - Do Not Write In This Space

Date Trained / Certified _____

Date PM / Steward Notified _____

 Signature of District Representative

The affixing of the signature of the District Representative
 will serve to validate this document

NORTH CAROLINA AUXILIARY OFFICERS

PRESIDENT

L.E. WHITE
1336 Schoolhouse Road
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

L.E. WHITE
1336 Schoolhouse Road
Elizabeth City, NC 27909-9596
252-771-8180

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

Auxiliary Member of the Year

Auxiliary News

From
Sue Kelly
Secretary/Treasurer

It would have been a hot summer day in Cherokee North Carolina if we were there for the convention. Hopefully next year. I think that our current situation is more uncertain everyday. I look forward to normal days again. Those of us that are not essential to the work force look forward to staying inside with the air conditioner going full blast.

We had a good response with the scholarships this year. All scholarships have been forwarded to the scholarship committee. Winners will be announced at the Fall Booster meeting. They will also be posted in the November magazine article. If for some reason the Fall Booster is cancelled, checks will be mailed out the first of November.

We had a good response with the poster contest. The posters have been forwarded to the poster committee. Winners will be announced in the next magazine article. Checks will be mailed out the first of July.

This year like every year an audit committee reviewed our finances. They were able to report that all was in good standing.

We would like to say thank you to the Association for all the help so that we can continue to support the Juniors in scholarships, poster contests and all other Junior activities.

It saddens me not to be able to see the expression on this persons face as they read about our Auxiliary Member of the Year. However it doesn't take away that it is well deserved. This person has been a loyal Auxiliary member for many years. They have supported their spouse all the way. They have helped raise two lovely children into young adults. They have attended state and national meetings, helping with the Junior activities even when their children aged out of the Junior program. I would say this is unconditional love. **It's a surprise so don't call this person until they have a chance to read it for themselves please!**

This year it gives me great pleasure to announce that the North Carolina Auxiliary Member of the Year is **SALLIE CONLEY**
Congratulations Sally!

A little something to think about. Not sure who wrote this, but it's deep.

*Every minute someone leaves this world behind.
Age has nothing to do with it.
We are all in the line without realizing it.
We never know how many people are before us.
We can not move to the back of the line.
We can not step out of line.
We can not avoid the line.
So while we wait in line:
Make moments counts.
Make your gifts known.
Make a nobody feel like a somebody.
Make your voice heard.
Make the small things big.
Make someone smile.
Make a change.
Make love.
Make up.
Make peace.
Make sure to tell your people they are loved.
Make sure to have no regrets.
Make sure you are ready.*

AUGUST 2020

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

SEPTEMBER 2020

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

Important Dates

September 7	Labor Day Holiday	November 26	Thanksgiving Holiday
October 12	Columbus Day Holiday	December 24	Christmas Eve
October 31	Halloween	December 25	Christmas Holiday
November 8	Fall Booster	January 1	New Year's Day
November 11	Veterans Day Holiday		



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

Address Service Requested

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

Fall Booster ~ November 8, 2020

Drury Inn & Suites Northlake

6920 Northlake Mall Drive, Charlotte, NC 28216
Phone [704-599-8882](tel:704-599-8882)

Rooms Rates are: \$98.00 for 1 King bed or \$108.00 for 2 Queen beds
Reservations must be made by October 6, 2020

Amenities include free hot breakfast, free Wi-Fi, free soda & popcorn plus the 5:30 Kickback ® menu until 7:00 PM each evening.



Traci Lewis, a rural carrier in Winston-Salem, has been delivering smiles along with the mail on her route.

She has donned a new imaginative costume every day since March 31.

"I felt sorry for all of these people who were stuck at home with not much to look forward to, especially the kids," Traci said. She's has been everything from *Alice in Wonderland's* Cheshire Cat to a Unicorn. An early customer favorite was a pirate on the hunt for treasure (toilet paper). 🏴‍☠️

Traci enjoys making people smile and plans to continue her costume exploits. She has posted her outfits on her personal Facebook page with the heading MAIL LADY QUARANTINE CHRONICLES

Here she is as Super Mario and as PBS "happy tree" painter Bob Ross.

