



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

Volume 38

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July—August 2021

Three COVID-19 MOU's Extended Regulars Working Other Routes Ended


From the NRLCA.org website

With the original signing of the COVID MOUs the NRLCA agreed that regular rural carriers could volunteer to perform duties on routes other than their own and on Sunday. Effective June 3, 2021, this MOU is no longer in effect and all relevant contractual and handbook/manual provisions are now in effect. In accordance with Article 30.1.P, "A regular rural carrier shall not be required to serve all or part of any rural route other than his or her assigned route..." A regular rural carrier may no longer volunteer for these duties. It is past time for the USPS to start hiring leave replacements so that all routes are fully covered, for relief days and leave requests, without resorting to extraordinary means such as having regular rural carriers work on routes/duties other than their own.

Inside This Issue

Postal
Legislation
Heat Illness
Steward
Office
Assignments

The National Rural Letter Carriers' Association and United States Postal Service have mutually agreed to extend the Memoranda of Understanding (MOUs) listed below through August 6, 2021:

[Temporary Expanded Sick Leave for Dependent Care During COVID-19](#) 

[Temporary Workplace Changes to Promote Social Distancing - COVID-19](#) 

[Suspension of Temporary Additional Paid Leave for RCAs](#) 

PDFs of these MOUs can be accessed on the [NRLCA website](https://www.NRLCA.org) through the online version of this newsletter or at www.NRLCA.org.

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

RENEE JOHNSON

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

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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 **H2o4safeT**

The password will be
changed to the above on
July 31, 2021.

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



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President
Brenda Gibbs



Signs of life are beginning to show all around us as we emerge from the pandemic. One sign that I am so excited about is the National Rural Letter Carrier Legislative Seminar. In 2020 the Legislative Seminar was canceled. This year when May rolled around, we thought it would be canceled again, but it wasn't.

Instead we went virtual.

Though we did not travel to DC as we have done in years past. We did not spend all day Sunday and Monday learning the information we would need to know when visiting our Legislators on Capital Hill. We did not spend the next two days traveling through the buildings and down the maze of halls to meet with them in person. Instead, we did our training online from the comfort of our homes. Our assignment was to try to meet with each of our Representatives within three weeks.

Audrey and I have solicited the help of your entire State Board to meet with the Representative that is in their area. This allows each board member an opportunity to learn the necessary procedures to effectively contact them and creates that one on one experience with their local Representative while still working with someone that has experience.

Contacting your local Representative is crucial in getting necessary legislation passed. Do you have the courage to join us? We have several Congressional Bills that need cosponsors. Here is what you need to know to get started.

H.R. 3076-Postal Service Reform Act is sponsored by Carolyn Maloney, Democrat from NY and has just 15 cosponsors. Virginia Foxx is currently the only cosponsor from our state. It repeals the pre-funding requirement, has Medicare integration, has a rural newspaper provision, a flats operation study, reporting requirements along with performance targets and transparency.

H.R. 695-USPS Fairness Act repeals the pre-funding requirement and has five of our Representatives cosponsoring it. Alma Adams, GK Butterfield, Kathy Manning, David Price and Deborah Ross. It currently has 290 cosponsors nationwide.

On the Senate front, we have **S. 1720** which is similar to the house bill (3076) and eliminates the pre-funding requirement, includes Medicare integration, 6-

day delivery requirement and requires publication of data on the USPS website. It is sponsored by Gary Peters, Democrat from MI. Currently 21 Senators have cosponsored this bill in a bipartisan effort including both Senator Burr and Senator Tillis.

Who's your Representative? Check out their website and send them an email. Let them know how important these bills are to us. It doesn't matter whether they are democrat or republican. They all use the postal service.

In Person Meetings: The National Rural Letter Carriers Association has approved our District Representative Bethany Small to attend in person meetings. NSS employees that have been fully vaccinated may attend meetings following State mandates. Those that are not fully vaccinated will be required to wear a mask or social distance (6-foot rule). This will allow them to be present at our upcoming District Meetings as well as the State Convention.

Your State Board: We are always glad to hear from you. The members of your State Board are regular rural carriers. We carry mail each day just as you do. Please help us out by including your name and phone number when you contact us.

Office assignments for each steward are included in this issue and have been updated on our website. If you have questions regarding which steward currently covers your office, please contact Bethany Small at 910-477-2429 or you may email her at Bethany.Small@nrlca.org.

Thank you for your patience while we work through the changes that have been made within the USPS and the National Steward System..



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



Chaplain's Message

*Jesse Ray Farmer Jr.,
Chaplain*

Lay Down Your Packages

"Come to me, all of you who are tired and have heavy loads, and I will give you rest." Matthew 11:28

When the day begins and we start loading our vehicles for the day's deliveries, the initial site of cartons and boxes can become overwhelming. The mail never stops to rest and continues to flow into our offices each day. Boxes become heavier and delivery times become more urgent. The weight of the day can grow heavy with physical and mental fatigue on our bodies. Finding time to rest and take care of ourselves can be a challenge for postal workers. We may skip meals, hold off on checkups or avoid talking to others about our concerns.

In the passage from Matthew, Jesus was talking to the crowds about their need to trust Him so they could rest. He offered simple explanations and a gentle spirit to help answer heavy questions. He has offered his word to us as a guide to help us through troubling or questioning times in our life that may burden us. We are not bound by laws to carry out each day in order for us to be in good fellowship with Him. He simply wants us to trust and follow Him.

Are there burdens you need to unload today? God's plate always has room for your needs and concerns. In Jeremiah He answers the despondent prophet, "I am the Lord, the God of every person on the earth. Nothing is impossible for me." Ask Him for guidance through your daily life and lift up your voice in prayer when you feel the heaviness of life taking over. He has promised you can find rest in him!

Prayer: *"Lord, I give my trust to you to help me through life's challenges and will hope for the peace and rest that will come."*



Obituaries

Robert Lynn Runyans passed away peacefully on May 12, 2021 surrounded by his family

He was a loving husband, father, grandpa, and Air Force Korean war veteran. He worked for the USPS and was a retired rural letter carrier.

He was a kind and gentle man and he will be dearly missed.

He is predeceased by his parents and four siblings.

He is survived by his wife Shirley, son Robert Jr. (Pamela), daughter Lynne Kennedy (Marshall). He is also survived by a grandson, two granddaughters, and six great-grandchildren. Also surviving is his sister Gay Champion (Dean) of Shelby.

He was born and raised in Shelby and raised his children there.

Larry "Joe" Parnell, 82 years old and a resident of Thomasville, NC stepped over into Glory on the night of Thursday, June 17, 2021 at the Hospice Home at High Point.

Joe was born on December 24, 1938 in Montgomery County, NC and was the son of the late Adam and Kate Blue Parnell. As a Davidson County resident, Joe spent most of his life residing in the town of Denton.

Joe was a retired U.S. Postman for the Denton area and a member of Colonial Baptist Church in Trinity. He served many years as a faithful member of the Denton Lions Club. In his spare time, he enjoyed dabbling in antiques, showing off his talent in exterior stone work, and gardening. He loved being outdoors, traveling, and sightseeing with his beloved wife.

He is now enjoying his time with our Heavenly Father and having a joyous reunion with his loved ones who had gone on before. In addition to his parents, he was preceded in death by his son, Larry J. Parnell, Jr.; five brothers, Leroy, J.T., A.L., Bobby, and Phillip; and two sisters, Helen and Ann.

On April 28, 1978, he married his devoted wife, Helen Jones Parnell, who still resides of the home. Also surviving are his step-son, Roger Jones and daughter-in-law, Cheryl Jones; one sister, Phyllis Parnell; and many nieces and nephews.

The Heat Is On!

Safety
Renee Johnson



Summer is here, and every year Rural Carriers face possible life-threatening effects of overheating.

The basic differences between heat rash, heat cramps, heat exhaustion, and heat stroke are listed in the following chart.

Know the signs.

Stay hydrated.

Remember, if in doubt, call 911.

| | Symptoms | First Aid* |
|------------------------|---|---|
| Heat Stroke | <ul style="list-style-type: none"> • Confusion • Fainting • Seizures • Excessive sweating or red, hot, dry skin • Very high body temperature | <p>Call 911</p> <p>While waiting for help:</p> <ul style="list-style-type: none"> • Worker should rest in a shady, cool area • Loosen clothing, remove outer clothing • Use a fan and place cold packs in armpits, if available • Wet worker with cool water, apply ice packs, cool compresses, or ice, if available • Drink fluids (preferably water) as soon as possible • Stay with worker until help arrives |
| Heat Exhaustion | <ul style="list-style-type: none"> • Cool, moist skin • Heavy sweating • Headache • Nausea or vomiting • Dizziness • Light headedness • Weakness • Thirst • Irritability • Fast heartbeat | <p>Call 911</p> <p>While waiting for help:</p> <ul style="list-style-type: none"> • Sit or lie down in a cool, shady area • Drink plenty of water or other cool beverages • Use cool compresses or ice packs, if available • Do not return to work that day |
| Heat Cramps | <ul style="list-style-type: none"> • Muscle spasms • Pain • Usually in abdomen arms or legs | <ul style="list-style-type: none"> • Have worker rest in shady, cool area • Worker should drink water or other cool beverages • Wait a few hours before allowing worker to return to strenuous work • Have worker seek medical attention if cramps don't go away |
| Heat Rash | <ul style="list-style-type: none"> • Clusters of red bumps on skin • Often appears on neck, upper chest, folds of skin | <ul style="list-style-type: none"> • Try to work in a cooler, less humid environment when possible • Keep the affected area dry |

*Remember, if you are not a medical professional, use this information as a guide only to help workers in need.

**Before an employee who has been absent due to heat-related illness may return to work, management may request medical documentation clearing the employee to work. ELM §§ 865.1 and 865.3.

CLIP AND SAVE THESE CHARTS!

Add them to your glove box or case.

**Prevent Heat Illnesses.
Know the Signs and Act.**

| HEAT EXHAUSTION | OR | HEAT STROKE |
|---|----|---|
| Faint or dizzy | | Throbbing headache |
| Excessive sweating | | No sweating |
| Cool, pale, clammy skin | | Body temperature above 103° Red, hot, dry skin |
| Nausea or vomiting | | Nausea or vomiting |
| Rapid, weak pulse | | Rapid, strong pulse |
| Muscle cramps | | May lose consciousness |
| CALL 9-1-1 <ul style="list-style-type: none">• Get to a cooler, air conditioned place• Drink water if fully conscious• Take a cool shower or use cold compresses | | CALL 9-1-1 <ul style="list-style-type: none">• Take immediate action to cool the person until help arrives |

SAFETY DEPENDS ON ME!
UNITED STATES POSTAL SERVICE

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

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Retirement

Brian Hamlett

Retirement Options



When people think of retirement, they generally think of working 30 years, hitting Social Security age, and checking out. Unbeknownst to many there are other options like deferred retirement, postponed retirement, and disability retirement.

Deferred Retirement

When you decide you are ready to leave the Postal Service, but you haven't reached minimum retirement age, one option is deferred retirement. You can leave the Postal Service now and draw your pension later (usually 62). To qualify for deferred retirement, you must meet the following criteria:

Have at least **five** years of creditable service

You must leave your contributions in the FERS system

You can apply for the benefit by writing to OPM or filing a "Application for Deferred or Postponed Retirement" Form RI 92-19. You should submit the form **two** months before you want the benefit to begin. Just remember if you take the deferred option and pass away prior to retirement, **NO SURVIVOR BENEFITS WILL BE PAID**. You also cannot continue to participate in the Federal Employee Health Benefit program. Another caveat is that if you complete at least ten but less than 30 years of service before leaving Federal service, your annuity will be reduced if it begins before age 62. The only exception to this is if you had at least 20 years of service and your annuity begins when you reach age 60, there is no reduction.

Postponed Retirement

Postponed retirement is like deferred retirement with the main difference being that you must be eligible to retire immediately by meeting the following requirements.

You have reached your Minimum Retirement Age (MRA) before you separate

You have at least **ten** years of creditable service

MRA ranges from age 55-57 based on the year you were born. If you meet these requirements you may still be subject to a reduction in annuity for each month under age 62 equal to 5% per year (5/12 of 1% per

month). Instead of taking a reduced pension, you may wait until you reach a specific age (usually 62) to start your full pension. As with deferred retirement you apply by filling out Form RI 92-19 or writing OPM directly at least **two** months before you want the benefit to begin. With this option if you have been enrolled in the FEHB for **five** consecutive years prior to retirement you can start-up coverage again once you start receiving your annuity.

Disability Retirement

Disability retirement is for those who become disabled while employed in a position subject to FERS, because of disease or injury, and are unable to continue to serve in a useful efficient manner in your current position. The disability must be expected to last at least one year. The Postal Service must certify it is unable to accommodate your disabling medical condition in your present position and that it has considered you for any vacant position in the same agency at the same pay grade/level, within the same commuting area, for which you are qualified for reassignment. You must also have applied for Social Security disability benefits and withdrawal of the application for any reason will cause OPM to dismiss your application for disability retirement. To qualify you must have 18 months of service at any age.

Annuity Formula for Disability Insurance

First 12 months

60% of your high-3 annual salary minus 100% of your Social Security Benefit for any month in which you are entitled to Social Security benefits.

However, you are entitled to your "earned annuity, if it's larger than this amount.

After 12 months

40% of your high-3 average salary minus 60% of your Social Security Benefit for any month in which you are entitled to Social Security benefits.

However, you are entitled to your "earned annuity, if it's larger than this amount.

When you reach age 62 your annuity will be recomputed as if you had continued working until the day before your 62nd birthday and then retired under FERS

*If actual service, plus the credit for time as a disabled annuitant equals less than 20 years then 1% of your high-3 average salary for each year of service.

*If actual service plus time as disability annuitant equals 20 or more years then 1.1% of your high-3 average salary for each year of service.



RCHBP

Elaine Althoff

Get Ready for Summer Heat

It's Spring and the warm summer days are just around the corner. We will start spending more time outdoors during our free time, enjoying our pets, family, and sunshine.

Do you know where your sunscreen is? Be sure to check the expiration date and keep in mind most new bottles, once opened, have about a three-year shelf life or less once exposed to heat. So now is the time to check for your spring/summer supplies to carry in your POV / LLV or yard cart.

- Extra water, keep frozen bottles as they will thaw as the day moves along. Always, drink before you get thirsty.
- Sunscreen-Use sunscreen with a protection factor of 15 or higher. They also make sun screen for your head. Don't forget your ears, arms, back of your neck, and legs. Be sure to reapply every 2 hours throughout the day.

- Hat-to protect your face and head.
- Sun glasses- to protect your eyes.
- Bee sting kit or epi pen-Make sure they have not expired and order a new one if it has expired.
- Review the Heat Illness Prevention Poster so you recognize the signs of Heat Illness before they get out of hand.
- Shade-If you have a shaded area to take your breaks while on the route or out in the yard.

Each year we have carriers that experience overheating or even heat exhaustion. So, take 5 minutes to review the difference between the two. (See and save the charts on pages 6 & 7).

This is useful information for our new carriers, an annual reminder for our active carriers. It also applies to our retirees that are out in the garden tilling and planting, mowing the lawn or just out on a daily walk. Our retirees may spend almost as much time out in the sun as active carriers.

Protect yourself and stay hydrated!

Have A Safe Summer!

Membership Milestones

50 year Membership Award

Charles Conley finally receives his 50-year Membership Award. He actually earned it last year. The presentation was delayed do to Covid-19.

Our National President Ronnie Stutts presented it to him along with National Executive Committeemen Jeanette Dwyer and Dennis Conley.

Dennis is actually Mr. Conley's son.

Mr. Conley was appointed as a rural carrier in 1969.

He retired from the postal service in February 1992.

Mr. Conley still attends his local district meetings along with the occasional State Convention.



Left to right: Executive Committeeman Dennis Conley, Charles Conley, President Ronnie Stutts, and Executive Committeewoman Jeanette Dwyer.

Official Convention News

State Convention Set for November 11 & 12

Secretary/Treasurer

Vicki Gray



Your State Board has scheduled our Convention for Thursday & Friday, November 11 & 12, 2021.

It will take place at the Koury Convention Center. The attached hotel is the Sheraton at Four Seasons. The address is 3121 W Gate City Blvd, Greensboro, NC 27407. Guest room rate for our group is \$129.00 per night. The reservation phone number is 336-292-9161.

We will scale down our agenda to fit into just two days. We will have no outside vendors and limited guest speakers.

There will be no National Constitution changes or Resolutions heard. We will hear any State Constitution changes presented to the Constitution Committee. A Constitution change form is included in this issue on page 13.

Our Auxiliary is planning to meet but because of the lateness in the year, there will no function for the Juniors at this year's convention.

Elections for the positions of President, Vice-President (one year term), Secretary/Treasurer (two year term) Executive Committeeman (three year term)

and Executive Committeeman (unexpired two year term) will be taking place. Nominations will be opened on Thursday, November 11 and remain open until Friday. Elections will take place on Friday, November 12.

Anyone planning on running for office may place a candidate announcement in this newsletter. We will publish all candidate announcements in the September/October issue of this newsletter. Please see Candidate Announcement box for rules regarding announcements.

Don't forget to preregister as a delegate. The form is on page 12. You must also be elected as a delegate at your local district meeting.

District Meetings

District Meetings for the election of officers and State Convention delegates will take place in August

(Continued on page 11)

Candidate Announcements for State Office

The state officer positions up for election are President (one year term), Vice-President (one year term), Secretary/Treasurer (two year term), Executive Committeeman (three year term) and Executive Committeeman (unexpired two year term).

To have your candidacy announcement printed in our newsletter it must be received by **August 15th**. *Late submissions will not be printed.*

All articles are limited to a maximum of **150 words** and will be cut off at that point.

They will be printed verbatim with no editing by the editor. In other words, you are responsible for all the content of your submission.

Announcements will **appear in the September/October issue**.

Carriers currently serving in a management position are not eligible to run for a position in the Union.

(Continued from page 10) **Convention News**

or September. Meetings will be posted on the website www.NCRLCA.org as they are scheduled. Merged and realigned districts may also be voting on choosing a new name for their respective district.

Members that are not be able to attend the local district meeting, who wish to be delegates to the State Convention or wish to run for district office, must let

the Secretary of their district know ahead of their meeting date. This should be done in writing and the District Secretary will add them to the nominations.

The current district membership totals are listed below.

I hope you plan on attending your local meeting.

I am looking forward to our in-person meetings again. I have missed seeing many of you!

North Carolina Membership Totals

as of June 15, 2021

| District | District Name | Members | Delegates |
|----------|---|-------------|-----------|
| 1 | ALAMANCE | 86 | 15 |
| 2 | ALBEMARLE | 108 | 18 |
| 3 | BRUSHY MOUNTAIN | 170 | 29 |
| 4 | ALLEGHANY-ASHE | 53 | 9 |
| 5 | PEACH BELT | 61 | 11 |
| 7 | ROANOKE-CHOWAN | 62 | 11 |
| 8 | SOUTHEASTERN | 287 | 48 |
| 9 | BURKE-CALDWELL-CATAWBA | 214 | 36 |
| 10 | FOOTHILLS | 148 | 25 |
| 11 | SMOKY MOUNTAIN | 135 | 23 |
| 12 | DURHAM-ORANGE | 117 | 20 |
| 14 | CASWELL-ROCKINGHAM | 80 | 14 |
| 16 | CENTRAL CAROLINA | 127 | 22 |
| 20 | CUMBERLAND-HOKE-HARNETT | 242 | 41 |
| 23 | SEA LEVEL-WAYNE | 218 | 37 |
| 24 | WAKE COUNTY | 405 | 68 |
| 25 | TRI COUNTY-WAYNE | 160 | 27 |
| 26 | YADKIN RIVER | 177 | 30 |
| 28 | PERSON-FIVE COUNTY | 165 | 28 |
| 29 | CLEVELAND-GASTON-LINCOLN | 210 | 35 |
| 30 | GUILFORD COUNTY | 171 | 29 |
| 34 | JOHNSTON -HARNETT | 113 | 19 |
| 36 | MCDOWELL-MT MITCHELL MADISON-BUNCOMBE | 159 | 27 |
| 38 | MECKLENBERG | 397 | 67 |
| 42 | RANDOLPH-DAVIDSON | 178 | 30 |
| 44 | ROANOKE- BEAUFORT-HYDE-PITT | 165 | 28 |
| 47 | RUTHERFORD-POLK HENDERSON-TRANSYLVANIA | 127 | 22 |
| 50 | PIEDMONT | 280 | 47 |
| 52 | TIDEWATER-PITT | 344 | 58 |
| 54 | UNION COUNTY | 125 | 21 |
| 57 | WATAUGA-AVERY | 71 | 12 |
| | North Carolina Total | 5355 | |

State Convention Pre-registration

Appearing below is Article VI, Section 4 from the Constitution of the North Carolina Rural Letter Carriers' Association. This language was adopted at the 2019 State Convention in Raleigh.

This is the procedure put in place for our members to be compensated (paid) for attending the state convention as delegates.

Members must also be **elected** to serve as delegates at the local meeting; as per Article IV. This complies with labor laws which require that delegates must be elected by a direct vote of the membership.

Mail the completely filled out and signed preregistration form to me. Please print clearly as an illegible registration may cause it to be deemed unacceptable.

You must pre-register to be eligible to receive payment as a delegate.

Forms may be copied and will also be available on the website www.NCRLCA.org.

Please send in as early as possible.

ARTICLE VI, Section 4

State Delegate Compensation

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

PRE-REGISTRATION FORM NORTH CAROLINA STATE DELEGATE

Please print clearly.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____

I submit my name as a candidate for delegate to the 2021 North Carolina State Convention.

I understand that I must also be duly elected as a delegate in my local district elections.

Signature of Member: _____

Clip and mail to: NC RLCA Secretary Treasurer
Vicki Gray
424 Wapiti Drive
Spring Lake, NC 28390



NCRLCA CONSTITUTION CHANGE

The following proposed Constitution change is being presented by _____ and is hereby submitted to the Constitution Committee of the North Carolina Rural Letter Carriers Association at the 2021 State Convention in Greensboro, NC for consideration and appropriate action.

The following procedures are suggested for effectively presenting Constitution changes to Committee:

- 1) Place only one Constitution per sheet.
- 2) Present in Word document format. Formatting instructions:
 - (a) Font - Times New Roman; Font Size – 11
 - (b) New Language **BOLD**; Omitted Language ~~Strike Through~~
 - (c) Article _____ Section _____ Paragraph _____

Explanatory paragraphs should be headed as follows:

(If spaces below are inadequate, use additional sheets with appropriate heading)

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF/REASON FOR CHANGE:

Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390
To be presented to the Constitution Committee at the 2021 State Convention

Busy Times



Legislative Representative

Van Heath

Way back in late June, State Presidents and Vice-Presidents across the country were meeting with the members of our Congressional Delegation. For decades, these meetings have taken place face-to-face in Washington. This year, due to the pandemic, the meetings took place virtually. These meetings are unbelievably valuable. They give us a chance to get our message across to our Senators and Congressional members in support of those of us that work for the U.S. Postal Service and in support of our employer.

Several bills were discussed this year in the Legislative Meetings.

HR 3076 & S 1720

The Postal Service Reform Act. The purpose of these bills is to provide stability to and enhance the services of the USPS. This bill would also integrate Medicare. Medicare integration requires Postal Service retirees to be enrolled in Medicare to remain eligible for federal health care in retirement. The Postal Service and its retirees have paid \$29 billion into Medicare, but many retirees are not drawing on the benefits that they have already paid for.

Virginia Foxx (R-NC-5) is our only cosponsor in the House. Both of our Senators are cosponsors.

More information on HR 3076 & S 1720

- Without imposing any costs on other federal employees or retirees, the bill will reduce USPS retiree health care costs under the Federal Employees Health Benefits Plan (FEHBP) by creating postal-only plans within FEHBP and adopting rules for those plans that are standard practice among private sector health plans that offer retiree coverage. Specifically, the postal-only plans will require future annuitants to enroll in Medicare Parts A and B and take advantage of employer subsidies now provided under Medicare Part D to company plans that offer prescription drug benefits to their retirees.
- Beginning January 1, 2023, the following will apply: Active postal employees under age 64 will be automatically enrolled in Medicare (Parts A and B) when they retire and become eligible for the program. Retired postal employees will have an option to remain in existing FEHBP or participate in new postal-only FEHBP plans that include enrollment in Medicare Parts A and B. Active postal employees 64 or older will have the same

options when they retire.

- Retirees over age 65 who have chosen in the past not to enroll in Medicare Part B will be given a one-time opportunity to do so with no late-enrollment penalty by enrolling in a postal-only FEHBP plan. Annuitants who do not want to use this opportunity to enroll in Medicare will remain in their existing FEHBP (non-postal) plans.
- For all future annuitants, the bill provides an exception to the requirement to enroll in Medicare Part B for those covered under other insurance arrangements (such as the VA) and for those who live in a place where there are not Medicare-participating providers. These retirees will be covered by non-postal FEHBP plans.

HR 695 & S 145

The USPS Fairness Act. Both bills repeal the requirement that the U.S. Postal Service prepay future retirement health benefits. This unfair requirement has strangled the Postal Service since its passage in 2006. NC Cosponsors are:

Alma Adams (D-NC-12),
David Price (D-NC-4),
Deborah Ross (D-NC-2),
G.K. Butterfield (D-NC-1), and
Kathy Manning (D-NC-6).

Neither Senator has signed on.

HR 3287 & S 1663

USPS Shipping Equity Act. Both bills would allow USPS to ship alcoholic beverages directly from licensed producers and licensed retailers to consumers over the age of 21, in accordance with state and local laws at the delivery location. There are over 80 organizations promoting passage of these two bills. No member of the NC Delegation in either chamber has cosponsored these bills.

Our National President Ronnie Stutts released a statement in support of “The USPS Shipping Equity Act; stating “While prohibition may have been repealed in 1933, it is still alive and well in the opera-

(Continued on page 15)

(Continued from page 14)**Legislative Rep.**

tions of the Postal Service. The NRLCA would like to thank Congresswoman Speier, Congressman Newhouse, and Senator Merkley for once again introducing the USPS Shipping Equity Act. Legislation that would end an archaic Prohibition-era ban that prevents the Postal Service from delivering alcoholic beverages to consumers who are over the age of 21. Competitors of the Postal Service are already allowed to deliver these types of products. By allowing the Postal Service to compete as well, it will open up a new revenue source in a growing market. The Postal Service is constantly recognized as the most trusted government agency and we're confident if given the chance, and acting within the state and local delivery laws, the Postal Service can be successful in the direct-to-consumer alcohol shipping business."

Also discussed were several House Resolutions.

H. Res. 47

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

Cosponsors:

G.K. Butterfield (D-NC-1)

Kathy Manning (D-NC-6)

H. Res. 109

"Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers."

Cosponsors:

G.K. Butterfield (D-NC-1)

Deborah Ross (D-NC-2)

Alma Adams (D-NC-12)

Kathy Manning (D-NC-6)

H. Res. 114

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

Cosponsors:

G.K. Butterfield (D-NC-1)

Deborah Ross (D-NC-2)

Alma Adams (D-NC-12)

Kathy Manning (D-NC-6)

One last item for when you do contact your member of Congress. Below are the number of rural carriers in each North Carolina Congressional District.

| District | Rural Carriers |
|----------|----------------|
| NC 01 | 475 |
| NC 02 | 230 |
| NC 03 | 520 |
| NC 04 | 285 |
| NC 05 | 540 |
| NC 06 | 215 |
| NC 07 | 470 |
| NC 08 | 447 |
| NC 09 | 360 |
| NC 10 | 488 |
| NC 11 | 399 |
| NC 12 | 304 |
| NC 13 | 476 |

As always, it is greatly beneficial to contact your member and ask them to cosponsor these bills and if they already have, **THANK** them. Contact information is available on both the National and State websites.

"Where there is no struggle, there is no strength."

Oprah Winfrey



PAC CHAIR
Robert Gurganus

PAC Needs Your Support

Hello fellow carriers! It's your old pal Porkchop here.

To begin, I want to say thanks for the response I've gotten from our membership during these trying times. Rural Carriers have always been the ones to step up in the USPS and I appreciate how you've stepped up for PAC. I think we have a chance to finally get some of our agenda through the legislative branch over the next two years- your contributions make that possible.

I hope you'll become a sustaining donor by using the form enclosed in this issue sustaining donors get chances to win prizes like smart watches and other great items, and your contributions help get us in the room where it happens.

Our legislative efforts keep our union strong and affect not only our present membership but those who will come after us.

By becoming a sustaining donor you do make a difference.

CONGRATULATIONS

to North Carolina's

CHRIS DERRICK!

Chris won a 20 oz NRLCA Yeti Tumbler.

Join the 2021

NRLCA-PAC Fundraiser

To qualify, all you need to do is send at least a \$5 donation to your state PAC chair each month or become a sustaining donor.

Eleven randomly selected NRLCA members will receive a special gift each month as a thank you for supporting NRLCA-PAC.

Ten will receive NRLCA branded Yeti tumblers and one will receive a larger grand prize. NRLCA PAC will announce new grand prizes each month until July 31.

Upcoming Grand Prizes are:

June ~ iPad

July ~ To Be Announced

Use this form for automatic PAC payments from your checking account.



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

\$50

\$25

\$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

Signing up for PAC Withholding from your paycheck

Active carriers may elect to use one of their three payroll allotments to donate every two weeks. You must sign up for withholding exclusively through PostalEase.

Have readily available **your 8-digit Employee ID Number** (on your paycheck stub) and your **4-digit USPS PIN or password**. If you don't have your USPS PIN you will need to call PostalEase at: 877-477-3273. Press #1 for PostalEase. When prompted, enter your employee identification number. When prompted for your pin, pause, and then press #2. Your PIN will be mailed to your address on the next business day.

Steps for signing up Online:

1. Add your Employee I.D. number to the end of the 9-digit NRLCA-PAC Account (**163055555**) to create your PostalEase account number.
2. Now you are ready to log into: **liteblue.usps.gov**.
3. Enter your employee I.D. number and password, then click "log on."
4. Click on "PostalEase."
5. Click on "I Agree."
6. Enter your Employee I.D. and password again and log in.
7. Click on "Allotments/Payroll NTB."
8. Click on "Continue."
9. Click on "Allotments."
10. Enter the following Financial Institution routing number: **051400549**
11. Enter your NRLCA account number, followed by your Employee I.D. #: **163055555** _____, (No hyphens, No breaks, 17 digits total).
12. Enter account type as "Checking."
13. Enter the amount you want to be taken out **every two [2] weeks** — not the amount you want to give yearly.
14. Click on "Validate."
15. Click on "Submit."
16. Click on "print page" to see and print your confirmation number for your records.

Steps for signing up by Phone:

1. Dial 1-**877-477-3273** (1-877-4PS-EASE).
2. Press "1" for PostalEase.
3. When prompted, enter your Employee ID Number.
4. When prompted, enter your USPS Pin Number.
5. When prompted, choose option #2 to select Payroll Allotments.
6. When prompted, choose option #1 to select type of Allotment. When prompted, press "2" to continue.
 1. When prompted, press "3" to continue to 'ADD' the allotment.
 2. When prompted, add routing number: **051400549**.
 3. When prompted, add the NRLCA-PAC account # followed by your Employee ID Number. It should look like: **163055555** _____. No hyphens, no spaces, 17 digits total. If correct, Press "1."
 4. When prompted, press "1" for checking.
 5. When prompted for the dollar amount of the allotment, enter the amount of your choice to be deducted bi-weekly (**per pay period**) using the \$__ 00 format. Press "1" if correct.
 6. When prompted, press "1" to process.
 7. Record the confirmation number given for your records and note the date the first allotment will take place. Press "1" to repeat, or press "9" to hang up.

PAC DONORS

A very special thank you goes to our **Sustaining Donors**. Sustaining Donors are indicated by the * beside of their name below. These individuals regularly donate money to PAC via Electronic Fund Transfer (EFT) or with payroll withholding.

Emerald Level

\$1500-\$1999

Dennis Conley*
Brenda Prevatte*

Diamond Level

\$1000-\$1499

Tracy Greer*

Ruby Level

\$500-\$999

Celeste Britt*
Heather Cook
Brenda Gibbs*
Linda Gilroy*
Van Heath*
Russell Jordon
Martha Sue Ligon*
Mark McKendree*
Jay Schreiber*
Johnathan Wolbert*

Contributor Level

\$100-\$499

Elaine Althoff*
Bonnie Arsenault*
Robert Barron*
Cynthia Beheler*
Debra Bennett*
Dianne Boone
Stacy Bright*
Inez Buchanan*
Doug Byrum
Michael Caudill*
Joanne Church*
Sally Corriher*
Samanta Cullifer*
Jennifer Davis
Chris Derrick*
Phillip Fulwood
Vicki Gray*
Claire Glass
Robert Greenwood

Robert Gurganus
Brian Hamlett*
Derek Harpe*
Kathleen Heller*
Catherine Hogan*
Jerry Huffines*
Eric Hunter*
Robert Inman*
Eileen Jenson
Bonnie Johnson*
Renee Johnson*
Mary Josewitz*
Carl Kelly
Kelly Kenny Futch*
Janet Kight*
Cynthia Klamer*
Georgia Kline*
Kara Klutz
Christine Laney*
Karen Lawrence*
Melissa Liverman*
Crystal McIntyre*
Sabra Morris*
James Morrison*
Gail Naillon
Reginald Neal
Donna Parker*
Kenneth Peeler
Kim Ranker*
David Rasnick*
Cecil Reaves*
Clarence Rogers
Stephen Rogers
Dale Sain
Brenda Schumer
James Simmons
Bethany Small*
Audrey Solomon*
Joshua Stow*
Lisa Talini-Zamora*
Doretha Wagoner*
Sara Waisner*
Joyce Ward
Betty Westbrook*
Hugh Williams
Kara Winebarger*

Supporter Level

\$1-\$100

Christina Abel
Judy Adams
Terry Bell
Myles Bennett
Terry Bennett
Erik Bodkins
Daryl Brothers
Jody Bruton
Salena Burr
Marlene Cantler*
Jonathan Chandler
Susan Davenport
Lindsey Duncan*
Jeffery Essick
Jesse Farmer
James Foster
Zachary Fulmer
Kay Fulwood
Paulette Heard
Pricilla Hedgepeth*
Steven Kim*
Janet Leohr
Traci Lewis*
Edward McNeil
Susan McLaughlin*
Barbara Mesimer
Norbert Mildner*
Deborah Neal
G. Mike O'Neil*
Valerie Perkins
Julie Pittman
Andrew Prichard*
Lue Ellen Revis
Joshua Rigeysky
Clarence Rogers*
Kenneth Sheats
Mike Shue
Cynthia Simmons
Phillip Simmons
Michelle Vance*
Andrea Wickinson
Susan Wilkinson
Art Young



Auto-Home Insurance

Tracy Greer

Are You Adequately Insured?

With Covid winding down and summer upon us, traffic related accidents are on the rise.

A lot of folks have stayed home for quite some time now and travel has been a very limited activity. Most are ready to book those vacations, see family and friends, and just get out of the house. That means more motorist and risks on the road.

This is more reason to call the NRLCA Insurance Marketplace to review your policies, get new quotes and make sure you are properly insured.

As always you will receive a \$10.00 gift card for your time. Call 1-888-325-7727 and mention code RRP for your great rate quote from someone who understands our craft and insures you the correct way!

Hope to see all of you soon and safe travels!

Provident Guild Representative

Dale Sain



Time To Renew!

I want to remind all Provident Guild members to please send in their yearly dues.

Also, I plan to sponsor a new members drawing again at the state convention in November. All new Provident Guild members will be entered in the drawing and the winner will have this year's dues paid by me. An application form is on page 20.

Looking forward to seeing you all at the State Convention in November.

Have a safe summer!

BE GOOD TO PEOPLE

Be good to people because you don't know how far down the road it affects others.

About 5 years ago I had a customer in one of the neighborhoods that I deliver mail to that didn't like me very much. They'd call the P.O. and complain over little things from time to time.

🔗 Keep this part of the story in mind.

In the next neighborhood over there's an old man that lives alone at the end of a dead end road. He's a widower and a war veteran. His name is Mr. Clemmons. He's 87 years old and still works outside in his yard from time to time. He spends a lot of time sitting out on his porch.

I pull into his driveway to turn around at the dead end. If I have time I'll stop and check on him to see how he's doing and talk to him for a few minutes. It's mostly small talk but sometimes it gets a little serious. Every once in a while he'll start crying when he tells me that he misses his wife or because he knows he's starting to forget things.

He doesn't remember my name but it doesn't matter to me as long as he remembers who I am. I remind him of how he's lived a good long life and has seen so

much in his time. I tell him how lucky he is and how much I hope to be able to physically do the things he's able to do when I'm his age. I remind him that some people in their 50s can't do the things he can do as an 87 year old and that he's amazing. He always feels better after that and I go on my way.

Remember that customer I told you about in the beginning? Well all of a sudden they started being really nice to me. Thanking me for what I do. Their grandkid leaves me a drink and a snack in the mailbox almost everyday.

I didn't know why the sudden change in attitude towards me. But later on I found out why. It turns out that customer's father is Mr. Clemmons and he was telling them how the mailman would stop and talk with him a few times a week. It meant so much to them knowing that someone was stopping to check on and talk to him. So...

Be good to people because you don't know how far down the road it affects others.

Abraham J. Bryk
Bladenboro, NC

ALL QUESTIONS MUST BE ANSWERED

APPLICATION FOR MEMBERSHIP

CIRCLE CLASS DESIRED:

\$30. \$40. \$50.

| | |
|----------------|--------|
| + Entrance Fee | \$2.00 |
|----------------|--------|

*Amount Enclosed: _____

Mail to:
Diane Cox
4780 Stony Creek Road
Urbana, OH 43078-9454.

**ACTION OF
ADMISSION BOARD**
Not to be filled by
Applicant

☐ Male ☐ Female ☐ Married ☐ Single ☐ Divorced ☐ Widowed

1. Name _____
 First Middle Last Phone Number

2. A. Home Address _____
Street
County

City
State
Zip Code

B. If Mailing address is different from residence - Please List: _____

City State Zip Code

3. Date of Birth _____ Month _____ Day _____ Year _____ Age _____ Weight _____ Ft _____ In _____
Height

4. Occupation: ☐ Regular Carrier ☐ Substitute Carrier ☐ Retired Carrier ☐ Wife/Husband of Carrier
☐ Widow/Widower of Carrier ☐ Wife/Husband of Sub. Carrier ☐ Wife/Husband of Ret. Carrier

5. Have you ever been a member of the Provident Guild? _____ Yes ☐ No ☐

6. Is your wife (or Husband) a member of the Provident Guild? _____ Yes ☐ No ☐

8. 1st Beneficiary _____

| (Name) | (Address) | Phone Number |
|--------|-----------|--------------|
|--------|-----------|--------------|

2nd Beneficiary _____

| | | |
|--------|-----------|--------------|
| (Name) | (Address) | Phone Number |
|--------|-----------|--------------|

7. "I agree to the method for distribution of benefits as shall be Provided by the Organic Law as of the date of my death."

9. I hereby declare that I have carefully read each and all of the above questions and answers, and that my answers are true.

(Signature of Applicant)

Recommended By: Guild Representative

Website Statistics

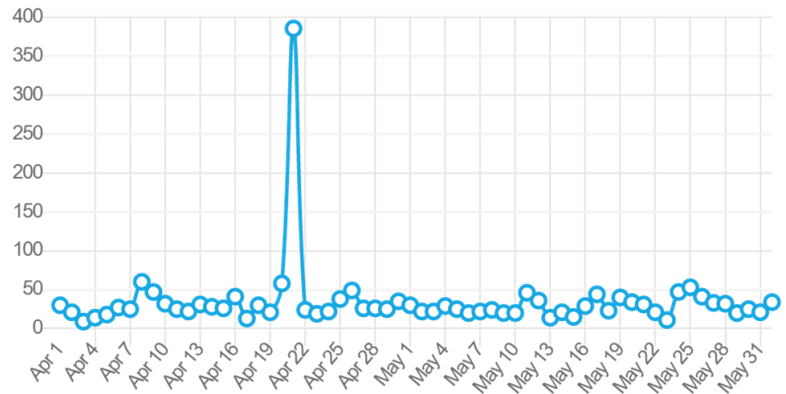
Webmaster

Renee Johnson



April 1, 2021 through June 1, 2021

| | |
|----------------|------|
| SESSIONS | 2132 |
| USERS | 1981 |
| PAGEVIEWS | 2886 |
| PAGES/SESSIONS | 1.35 |



The above graph is a visual representation of the website's traffic for the sixty-day-period beginning April 1, 2021 and ending June 1, 2021. For the most part, we averaged 48.1 page views per day with the average sessions of 35.5 pages.

A spike in views occurred between April 19 and April 22, most likely the result of the posts pertaining to the new North Carolina District's Representatives and the cancellation of the 2021 National Convention.

With steady daily traffic enhanced by periodic peaks, the website appears to be doing well.

Your board is interested in your input and opinions, articles you'd like to see more of, and general comments and concerns. Send them to NCRLCAwebmaster@gmail.com for consideration.



USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust



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

The EAP provides support for people when they are going through a difficult time. It may be a problem that has been building over time, or it may be a sudden personal crisis. Employees can contact the EAP program about any issue, including:

- Marital, family, or relationship problems
- Stress, depression, or grief
- Addiction concerns (alcohol, drugs, gambling, Internet, etc.)
- Workplace stress or conflict
- Parenting, childcare, or elder care
- Financial or legal concerns
- Any concern that affects your emotional well-being

Confidentiality is a vital part of this program. No person shall be penalized as a direct result of seeking or accepting assistance from the Employee Assistance Program.

Officer Annual Reports

Elected Officers

President

Brenda Gibbs

Annual Report 2020-2021

It has been a real honor representing the Rural Carriers of North Carolina. It has been a tough time for all of us, but it appears to finally be coming to an end. We are looking forward to meeting with all of you face-to-face again. Thank you for your prayers, advice, help, information, and friendship. Your ideas and passion have carried us through these tough times and have given us new areas to focus on while continuing to provide you with the information you need and want.

In 2020 we made the tough decision to cancel our 2020 State Convention that was scheduled to be held in June at Harrah's Cherokee Convention Center. I have continued communicating with the members of our State Board, the members of our National Board and the other State Presidents via phone conferences, zoom and emails.

In February 2021 I began to attend new hire orientations (in person) once again. Because of the limited capacity several locations are holding orientations more often than before. This has given us the opportunity to meet with carriers and answer their questions and concerns from the beginning. It also gives them a person of contact if an issue arises.

After attending no new hire orientations since March 2020, I have really enjoyed being able to attend a total of 16 new hire orientations this year. I have traveled a total of 408 miles to attend these meetings.

I have spent 2 days and 121 miles visiting convention centers to secure us a new location suitable to handle our State Convention this fall. We are excited to be able to hold our state convention in Greensboro at the Koury Convention Center. They have plenty of room for everyone to spread out and be safe.

We have been notified that our District Representative and her team are now allowed to attend in person meetings. This will enable us to have someone attend our State Convention in November and the upcoming district meetings.

Thank you for allowing me the honor of serving you. Thank you also to my family for their support and encouragement.

Respectfully submitted,
Brenda Gibbs

Vice President

Audrey Solomon

Hello, North Carolina Rural Carriers. I know this has been an unprecedented year, however we are on the rebound. The unforgettable year 2020 was filled with overtime, stress, packages, and more stress. I hope everyone is starting to see the light at the end of the tunnel.

We had to cancel meetings and new hire orientations for the first several months of 2020; however, we were given access to new hire orientation again in September. So, this report will cover my activities as Vice President from September 2020 thru May 2021.

I had the pleasure of meeting Mr. Harry Kirk (retired rural carrier) at his 60-year union member award ceremony. It was an experience I will never forget. He is truly a gentle giant of a rural carrier. The history that was told about our craft prior to his retirement was a book in the making. I would like to thank Mr. Kirk and his family for the warm welcome that was bestowed upon us.

I have had the pleasure of attending new hire orientations and meeting a lot of new Rural Carrier Associates. I hope most of you are still hanging in there.

I had the pleasure of attending a Legislative Seminar with Paul Swartz through ZOOM. We are having conference calls and ZOOM meetings with Congressmen and Senators currently.

I have used 10 days of LWOP and 7 X-days, traveling a total of 1388 miles.

I would like to thank the State Board members for continuing to share their knowledge and guidance. **THANKS TO ALL STEWARDS** across the state, I know 2020 was not easy for you. We have all had to learn a new way of communicating and getting the job done. However, you will finally be able to travel

(Continued on page 23)

again soon.

I would especially like to thank my husband for his support, patience and understanding during this unprecedented time.

I look forward to seeing most of you either at your district meetings or the state convention. Thank you for giving me the opportunity to serve you.

Respectfully submitted,
Audrey Solomon

Secretary Treasurer Vicki Gray

The following is my report of my duties during fiscal year 2020-2021.

The first thing I want to say is that I hope everyone has made it through this unusual year and you and your family are all safe and healthy. I know this has been a very stressful year and that providing the “service” in the United States Postal Service has been challenging. Thanks for hanging in there!

I miss seeing everyone and hope to see all of you in November at our postponed State Convention.

Your state board has resumed attending the new hire orientations, but those months where we were not able to go have hurt us some. Please try to recruit those subs in your office that we did not have the chance to talk to. We have strength in numbers.

Membership: Our membership as of June 15, 2021 stands at 5355. On June 8, 2019 we had a high total of 5526 members. Last year we had 5376 on June 20, 2020.

Our membership numbers are down compared to a couple of years ago. As of June 15, 2021 our current membership consists of 2731 regular carriers; 79 PTFs; 1687 relief carriers; and 89 ARCs. There are 761 retired members as of this report. We also have 8 associate members. The total membership stands at 5355.

I have processed 941 membership forms this fiscal year with 17 of those being regular carriers.

We had 53 members pass away this year.

During this fiscal year we had 38 regular carrier members that separated from the US Postal Service. There were also 2 PTF members, 583 RCA members

and 35 ARC members that left the US Postal Service during this fiscal year.

There were 31 regular carriers that canceled their membership this year.

Non Members: North Carolina currently has 3083 non-members in our ranks. There are 1221 regular carriers, 29 PTFs, 1386 RCAs and 447 ARCs that are not members of the union.

I want to remind you that National has reinstated the **Recruit A Friend Today (RAFT)** incentive program. You will receive \$15 for each RCA or ARC that you recruit and \$50 for each regular carrier or PTF that joins. There is no longer a waiting period. You will receive the incentive payment immediately after the 1187 dues withholding form is processed.

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 31 reports were done by me as the administrator for the districts. Copies were sent to each district secretary to keep with their district records.

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

IRS and NC Department of Revenue: It is the responsibility of the Secretary/Treasurer to submit bi-weekly all taxes withheld from employee paychecks to the IRS and NC Department of Revenue. Annual and Quarterly reports are required to be submitted to each. All reports were submitted on time as required.

I also have to file the 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: Your State board has not meet in person since March 2020 but we have had several teleconference meetings. I have attended 55 new hire orientations, mostly in Fayetteville, but occa-

(Continued on page 24)

sionally in Charlotte and Raleigh.

I have driven 4718 miles on association business. I had no overnight stays this year.

Financial Report: The CPA firm of Sherrill, Blake and Harrison will be auditing the books at the close of our fiscal year, June 30, 2021. A complete financial report will be printed in an upcoming issue of the *North Carolina Rural Carrier* after that audit has been completed. The financial report will be presented at our State Convention in November. Please feel free to call me if you have any questions regarding our finances.

We have signed a new contract with Harrah's in Cherokee for both the 2022 and the 2023 State Conventions. We did this so that we would not lose the money that we had already paid in deposits for the canceled conventions.

Thank you: 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 and privilege to serve you again this year.

Respectively submitted,
Vicki Gray

Executive Committeeman Elaine Althoff

This report covers my activities as Executive Committeeman from June 17, 2020 through June 4, 2021.

I covered 23 Orientations in Asheville, NC for recruitment, traveled 1,153 miles and used a total of 23 leave without pay days during this time period.

It has been a great honor and privilege to serve the NC RLCA this past year. Thank you for all the support, guidance, advice, encouragement, and words of wisdom you have given me throughout my three-year term on the State Board.

I would like to thank my family for their support and encouragement, Nicole for editing my articles, Michael for your words of wisdom and support, and

Dennis, thank you for putting up with the late-night calls and letting me rack up the miles on your car. Roger Southern, your more than just "Roger the mailman", we consider you part of our family. Thank you for being a great friend. To the traveling crew, thank you for making me laugh till I cry and the knowledge we shared along the miles. I'm glad our paths crossed. I have learned a lot and I am proud to have served you over the past three years.

Stay healthy, Stay Safe and Be Kind.

Respectfully submitted,
Elaine B. Althoff

Executive Committeeman Brian Hamlett

This report covers my activities from June 10, 2020 through June 21, 2021.

Due to Covid my duties were significantly reduced.

We had no meetings or conventions and I did not attend many new hire orientations. I did attend 6 new RCA orientations in Raleigh and Greensboro. I used 6 days of LWOP and I was reimbursed for 716 miles traveled.

It continues to be an honor to serve the members of this Association.

Brian Hamlett

Appointed Officers

Legislative Representative Van Heath

State President Gibbs, State Board, and all members of NCRLCA, this is the annual report of your appointed Legislative Representative.

Due to the Covid Pandemic, I travelled to no meetings in the past year. I did; however, write six articles for the NC Rural Carrier and quite a few updates for the NCRLCA Webpage.

I have missed seeing all of my fellow carriers across the state and very much look forward to seeing many of you as this year winds down.

Respectfully submitted,
Van Heath
Legislative Rep.

(Continued on page 25)

PAC Chair

Robert Gurganus

This report covers my activities as the NCRLCA PAC Chairman for the 2020-2021 year.

Due to the Covid-19 pandemic I was unable to attend any meetings over the past year. I traveled exactly zero miles on union business during the year.

I feel that things are getting better due in no small part to the good working people of our union and the entire workforce of our great nation.

I'm looking forward to seeing you all in the future! Thanks for all you do!

God Bless our union!

Robert Gurganus

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 2020-2021.

Due to COVID-19 the National Board and our State Board made the unprecedented decision to cancel all meetings due to safety and social distancing restrictions recommended by the CDC.

By the end of March all local district meetings were canceled and local officers remained in place until the 2021 Spring meetings could hopefully take place.

In May the 116th Annual State Convention of the North Carolina Rural Letter Carriers' Association and the 95th State Convention of the Auxiliary scheduled for June 21-24, 2020 at Harrah's Resort was canceled.

All Board members remained in their respective positions.

Your Officers for the 2020-2021 year are:

President Brenda Gibbs

Vice President Audrey Solomon

Secretary Treasurer is Vicki Gray

Your Executive Committeemen are:

Scott Deal

Elaine Althoff

Brian Hamlett

The NCRLCA National Board, with input from all

the State Boards, canceled the National Rural Letter Carriers' Association National Convention scheduled for Aug 18-21, 2020 in Spokane, Washington. No ballots for National Delegate election were mailed.

The NCRLCA Fall Booster scheduled for Nov 8, 2020 at the Northlake Drury Inn in Charlotte was canceled due to the social distancing restrictions that continued to be in place.

The South Atlantic Conference (SAC) scheduled for the end of January 2021 was canceled.

The Letter Carrier Food Drive scheduled for the second Saturday in May was canceled.

Face masks were required when there were local or state face covering orders or directives. Hand washing and alcohol based hand sanitizers were recommended.

The 2020 NCRLCA Member of the Year award winner was Carl Kelly. The NCRLCA Scholarship winners were announced by Sue Kelly in the November-December issue of the NCRC magazine.

Effective April 7, 2021 Scott Deal resigned from his position on the Board. After much consideration, the State Board selected Renee Johnson to fill the remainder of his term.

This concludes my report for this year.

I would like to end on a bright note and say that although the 2021 State Convention was postponed from it's original date in June, we do have a State Convention planned for November 11-12, 2021 at the Koury Convention Center in Greensboro, NC.

I would like to thank the State Board for allowing me the opportunity to serve as your Historian/Photographer. It has been my honor to serve you.

Respectfully submitted,

Debbie Bennett

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 192 pages overall, with a grand total of 33617 issues printed and mailed.

The average cost for each newsletter was only \$1.86 this year. This is the same price 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

(Continued on page 26)

mailed 7272 copies of this issue. We gained several new members with the 1187 that was printed in that issue.

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. 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 sixth 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 input 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 2020 through June 2021.

This has been a very unusual year due to Covid and I have not traveled or attended any meetings.

I have had numerous phone calls with Linda Foran of National General Insurance, reviewed reports and data. I also have written numerous articles for our newsletter.

Thank you for your support and hope to see each of you soon.

Respectfully,
Tracy D. Greer

Provident Guild Representative Dale Sain

The following is my report for the past year as your Provident Guild representative.

I have not gone to any meetings the past year because of Covid-19 cancellations.

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 North Carolina Rural Letter Carriers Association for the year beginning in June 2020 and continuing through May 2021. During this period, I served as the webmaster and performed all duties of the NCRLCA website. I provided links to the National Office so that they might double-check compliance with the guidelines.

I also accepted the unexpired term of Executive Committeeman following the resignation of a board member. Except for the period during which we were asked not to travel due to COVID-19 restrictions, I attended New Hire Orientation, recruiting new members for this association. These activities have resulted in 1 annual leave day, 15 days of LWOP, and 2,700 miles in service to the NCRLCA.

I want to thank the NCRLCA State Board for allowing me the privilege and honor of serving this great Union, my family for supporting me through this challenging year, and the membership for all your kindnesses, well wishes, and encouragement.

Respectfully submitted,
Renee Johnson

NCRLCA Dues for 2020-2021

| | |
|--|-----------------|
| Regular, PTF...Cash..... | \$741.00 |
| 1187...Bi-Weekly..... | \$28.50 |
| Retired.....Cash..... | \$111.00 |
| 1187R...Monthly..... | \$9.25 |
| 73, RCA, RCR, ARC.....Cash..... | \$248.00 |
| 1187.....Bi-Weekly..... | \$9.54 |

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."

North Carolina District Representatives

Bethany Small

PO Box 11001
Southport, NC 28461-1001
910-477-2429

Bethany.Small@nrlca.org

Full Time Assistant District Representatives

Jeff Essick

PO Box 12001
Winston Salem, NC 27117-2001
336-618-5095

Jeff.Essick@nrlca.org

Eddie Moss

PO Box 1271
Gaffney, SC 29342-1271
864-504-1712

Eddie.Moss@nrlca.org

Kelly Kenny Futch

PO Box 146
Holly Ridge NC 28445
(910) -818- 4843

Kelly.Futch@nrlca.org

Gail Naillon

PO Box 12
Roxboro, NC 27573
336-455-3973

gail.naillon@nrlca.org

Part Time Assistant District Representatives

Brenda Prevatte

PO Box 2627
Lumberton, NC 28350-2627
910-733-7726

brenda.prevatte@nrlca.org

Cliff Workman

PO Box 408
Catawba, SC 29704-0408
803-748-6155

William.workman@nrlca.org

Ralph Fernandez

PO Box 155
Spring Lake, NC 28390-0155
919-508-7636

Ralph.fernandez@nrlca.org

Area Stewards

Georgia Kline

910-303-5243
GeorgiaKline52@gmail.com

Bryan W. Hudgins

252-357-2406
bryan.hudgins@nrlca.org

Bonnie Arsenault

910-545-7139
Bonnie.M.Arsenault@gmail.com

Elissa Gonzales

919-559-7539
emgonzalez509@gmail.com

Tabitha Benfield

704-443-2323
tebenfield@bellsouth.net

Johnny Hopper

828-212-3536
johnnyhopper66.jh@gmail.com

Phillip Fulwood

910-443-7110
pfulwoodnrlca@yahoo.com

Crystal McIntyre

336-617-1102
Yorkpattygrl@gmail.com

Steven Kim

828-513-7773
Kimsteven61@icloud.com

Lisa Talini-Zamora

336-749-3445
Lisamtzamora@gmail.com

Amy Russo

585-590-9243
Romancing1@hotmail.com

Nathen Darden

252-619-1588
NathenDarden@icloud.com

Renee Johnson

336-902-2292
reneejohnson10@aol.com

Mike Leonard

336-225-9622
lexingtonsteward@yahoo.com

North Carolina Steward Office Assignments

Jeff Essick, Full Time ADR 336-618-5095

| | |
|---------------|-------|
| Asheboro | 27203 |
| Bear Creek | 27207 |
| Burlington | 27215 |
| Candor | 27229 |
| Clemmons | 27012 |
| Cleveland | 27013 |
| Climax | 27233 |
| Denton | 27239 |
| Franklinville | 27248 |
| Mount Gilead | 27306 |
| Reidsville | 27320 |
| Robbins | 27325 |
| Siler City | 27344 |
| Star2 | 7356 |
| Thomasville | 27360 |
| Troy | 27371 |
| West End | 27376 |
| Woodleaf | 27054 |

Gail Naillon, Full Time ADR 336-455-3973

| | |
|--------------------|-------|
| Bailey | 27807 |
| Chapel Hill | 27514 |
| Durham West | 27705 |
| Durham Eno | 27712 |
| Durham Shannon | 27707 |
| Durham Research | 27709 |
| Efland | 27243 |
| Garner | 27529 |
| Henderson | 27536 |
| Hillsborough | 27278 |
| Littleton | 27850 |
| Louisburg | 27549 |
| Mebane | 27302 |
| Middlesex | 27557 |
| New Hill | 27562 |
| Norlina | 27563 |
| Pelham | 27311 |
| Pinetops | 27864 |
| Raleigh Sunnybrook | 27610 |

| | |
|---------------------|-------|
| Raleigh Avent Ferry | 27627 |
| Roxboro | 27573 |
| Snow Camp | 27349 |
| Spring Hope | 27882 |
| Stem | 27581 |
| Timberlake | 27583 |
| Warrenton | 27589 |
| Willow Spring | 27592 |

Eddie Moss, Full Time ADR 864-504-1712

| | |
|---------------|-------|
| Andrews | 28901 |
| Belmont | 28012 |
| Bryson City | 28713 |
| Candler | 28715 |
| Canton | 28716 |
| Cherokee | 28719 |
| Cherryville | 28021 |
| Clyde | 28721 |
| Dallas | 28034 |
| Denver | 28037 |
| Forest City | 28043 |
| Franklin | 28734 |
| Gastonia | 28052 |
| Harrisburg | 28075 |
| Hayesville | 28904 |
| Highlands | 28741 |
| Iron Station | 28080 |
| Lake Lure | 28746 |
| Lake Toxaway | 28747 |
| Leicester | 28748 |
| Maggie Valley | 28751 |
| Marble | 28905 |
| Murphy | 28906 |
| Nebo | 28761 |
| Otto | 28763 |
| Robbinsville | 27320 |
| Rutherfordton | 28139 |
| Sylva | 28779 |
| Tryon | 28782 |
| Vale | 28168 |
| Whittier | 28789 |

(Continued on page 29)

Kelly Kenny Futch, Full Time ADR
910-818-4843

| | |
|-------------------------|-------------|
| Ayden | 28513 |
| Bayboro | 28515 |
| Beaufort | 28516 |
| Beulaville | 28518 |
| Burgaw/Maple Hill | 28425/28454 |
| Grantsboro | 28529 |
| Hampstead | 28443 |
| Harkers Island | 28531 |
| Havelock | 28532 |
| Hookerton | 28538 |
| Hubert | 28539 |
| Kure Beach | 28449 |
| La Grange | 28551 |
| Magnolia | 28453 |
| Morehead City | 28557 |
| Newport | 28570 |
| Oriental | 28571 |
| Pink Hill | 28572 |
| Rocky Point | 28457 |
| Rose Hill | 28458 |
| Snow Hill | 28580 |
| Willard | 28478 |
| Wilmington Magnolia | 28411 |
| Wilmington Myrtle Grove | 28412 |
| Wilmington Dogwood | 28405 |

Ralph Fernandez, Part Time ADR
919-508-7636

| | |
|------------|-------|
| Aberdeen | 28315 |
| Albemarle | 28001 |
| Angier | 27501 |
| Apex | 27502 |
| Benson | 27504 |
| Broadway | 27505 |
| Cameron | 28326 |
| Coats | 27521 |
| Ellerbe | 28338 |
| Four Oaks | 27524 |
| Lilesville | 28091 |
| Lillington | 27546 |
| Linden | 28356 |
| Locust | 28097 |

| | |
|----------------|-------|
| Marshville | 28103 |
| Marston | 28363 |
| Midland | 28107 |
| Mount Pleasant | 28124 |
| Norwood | 28128 |
| Oakboro | 28129 |
| Peachland | 28133 |
| Pinebluff | 28373 |
| Pittsboro | 27312 |
| Polkton | 28135 |
| Raeford | 28376 |
| Smithfield | 27577 |
| Wadesboro | 28170 |
| Wagram | 28396 |
| Wingate | 28174 |

Cliff Workman, Part Time ADR
803-748-6155

| | |
|------------------------|-------|
| Charlotte - Mint Hill | 28227 |
| Charlotte - Ballantyne | 28277 |
| Charlotte - Oakdale | 28216 |
| Charlotte - Plaza | 28215 |
| Monroe | 28110 |
| Mount Holly | 28120 |
| Pineville | 28134 |
| Waxhaw | 28173 |

Brenda Prevatte, Part Time ADR
910-733-7726

| | |
|-------------|-------|
| Bladenboro | 28320 |
| Bunnlevel | 28323 |
| Cerro Gordo | 28430 |
| Clarkton | 28432 |
| Fairmont | 28340 |
| Hope Mills | 28348 |
| Maxton | 28364 |
| Pembroke | 28372 |
| Red Springs | 28377 |
| Rockingham | 28379 |
| Roseboro | 28382 |
| Saint Pauls | 28384 |
| Salemberg | 28385 |
| Wade | 28395 |
| Whiteville | 28472 |

(Continued on page 30)

Bonnie Arsenault, Area Steward
910-545-7139

| | |
|---------------------------|-------|
| Holly Ridge | 28445 |
| Jacksonville - Brynn Marr | 28546 |
| Pollocksville | 28573 |
| Richlands | 28574 |
| Swansboro | 28584 |
| Trenton | 28585 |

Tabitha Benfield, Area Steward
704-433-2323

| | |
|-------------------|-------|
| China Grove | 28023 |
| Concord - Main | 28025 |
| Concord - N29 | 28027 |
| Cornelius | 28031 |
| Davidson | 28036 |
| Kannapolis | 28081 |
| Mooreville - Main | 28115 |
| Salisbury | 28144 |

Nathen Darden, Area Steward
252-619-1588

| | |
|----------------|-------|
| Bath | 27808 |
| Belhaven | 27810 |
| Camden | 27921 |
| Chocowinity | 27817 |
| Edenton | 27932 |
| Elizabeth City | 27909 |
| Engelhard | 27824 |
| Grimesland | 27837 |
| Hertford | 27944 |
| Jamesville | 27846 |
| Kitty Hawk | 27949 |
| Manteo | 27954 |
| Moyock | 27958 |
| Roper | 27970 |
| South Mills | 27976 |
| Washington | 27889 |
| Williamston | 27892 |

Phillip Fulwood, Area Steward
910-443-7110

| | |
|----------------|-------|
| Ash | 28420 |
| Bolivia | 28422 |
| Delco | 28436 |
| Lake Waccamaw | 28450 |
| Leland | 28451 |
| Riegelwood | 28456 |
| Shallotte Main | 28459 |
| Supply | 28462 |
| Winnabow | 28479 |

Elissa Gonzalez, Area Steward
919-559-7539

| | |
|--------------------|-------|
| Bunn | 27508 |
| Creedmoor | 27522 |
| Franklinton | 27525 |
| Fremont | 27830 |
| Goldsboro Main | 27530 |
| Goldsboro Berkeley | 27534 |
| Halifax | 27839 |
| Hollister | 27844 |
| Kittrell | 27544 |
| Knightdale | 27545 |
| Lucama | 27851 |
| Macclesfield | 27852 |
| Pikeville | 27863 |
| Princeton | 27569 |
| Selma | 27576 |
| Stantonsburg | 27883 |
| Wake Forest | 27587 |
| Whitakers | 27891 |
| Wilson | 27893 |
| Zebulon | 27597 |

Johnny Hopper, Area Steward
828-212-3536

| | |
|--------------|-------|
| Banner Elk | 28604 |
| Blowing Rock | 28605 |
| Boone | 28607 |
| Catawba | 28609 |
| Claremont | 28610 |

(Continued on page 31)

Johnny Hopper assignments continued

| | |
|--------------|-------|
| Deep Gap | 28618 |
| Fleetwood | 28626 |
| Granite Fall | 28630 |
| Hiddenite | 28636 |
| Hildebran | 28637 |
| Hudson | 28638 |
| Lenior | 28645 |
| Maiden | 28650 |
| Newland | 28657 |
| Stony Point | 28678 |
| Sugar Grove | 28679 |
| Taylorsville | 28681 |

Bryan Hudgins, Area Steward
252-333-8960

| | |
|--------------------------|-------|
| Ahoskie | 27910 |
| Aulander | 27805 |
| Battleboro | 27809 |
| Bethel | 27812 |
| Conway | 27820 |
| Enfield | 27823 |
| Garysburg | 27831 |
| Greenville Main | 27834 |
| Greenville Carrier Annex | 27834 |
| Jackson | 27020 |
| Murfreesboro | 27855 |
| Nashville | 27856 |
| Rich Square | 27869 |
| Roanoke Rapids | 27870 |
| Robersonville | 27871 |
| Rocky Mount | 27801 |
| Scotland Neck | 27874 |
| Tarboro | 27886 |
| Windsor | 27983 |
| Winton | 27986 |

Renee Johnson, Area Steward
336-902-2292

| | |
|--------------|-------|
| Elkin | 28621 |
| Hamptonville | 27020 |
| Hays | 28635 |

| | |
|-----------------|-------|
| Jefferson | 28640 |
| Jonesville | 28642 |
| Lansing | 28643 |
| Millers Creek | 28651 |
| Moravian Falls | 28654 |
| North Wilksboro | 28659 |
| Ronda | 28670 |
| Sherrills Ford | 28673 |
| Sparta | 27675 |
| State Road | 28676 |
| West Jefferson | 28694 |
| Wilksboro | 28697 |
| Yadkinville | 27055 |

Steven Kim, Area Steward
828-513-7773

| | |
|----------------|-------|
| Brevard | 28712 |
| Columbus | 28722 |
| Etowah | 28729 |
| Hendersonville | 28792 |
| Horse Shoe | 28742 |
| Penrose | 28766 |
| Saluda | 28773 |
| Tryon | 28782 |

Georgia Kline, Area Steward
910-303-5243

| | |
|--------------------------|-------|
| Clinton | 28328 |
| Faison | 28341 |
| Fayetteville - Tokay | 28301 |
| Fayetteville - Lakedale | 28306 |
| Fayetteville - Lafayette | 28304 |
| Mount Olive | 28365 |
| Newton Grove | 28366 |
| Warsaw | 28398 |

Mike Leonard, Area Steward
336-225-9622

| | |
|-----------|-------|
| Lexington | 27292 |
| Linwood | 27299 |

(Continued on page 32)

Crystal McIntyre, Area Steward
336-617-1102

| | |
|----------------------------|-------|
| Browns Summit | 27214 |
| Elon College | 27244 |
| Gibsonville | 27249 |
| Graham | 27253 |
| Greensboro - Westside | 27407 |
| Greensboro - Spring Valley | 27406 |
| Greensboro - Summit | 27405 |
| Greensboro - Main | 27401 |
| Jamestown | 27282 |
| Kernersville | 27284 |
| Liberty | 27298 |
| McLeansville | 2730 |
| Pleasant Garden | 27313 |
| Randleman | 27317 |
| Stoneville | 27048 |
| Summerfield | 27358 |
| Trinity | 27370 |
| Whitsett | 27377 |

Amy Russo, Area Steward
585-590-9243

| | |
|-------------------------|-------|
| Alexander | 28701 |
| Asheville London Rd | 28803 |
| Asheville Grace Station | 28804 |
| Asheville West | 28806 |
| Bakersville | 28705 |
| Barnardsville | 28709 |
| Black Mountain | 28711 |
| Burnsville | 28714 |
| Fairview | 28730 |
| Hot Springs | 28743 |
| Mars Hill | 28754 |
| Mashall | 28103 |
| Old Fort | 28762 |
| Spruce Pine | 28777 |
| Swannanoa | 28778 |

Lisa Talini-Zamora, Area Steward
336-749-3445

| | |
|-------------------------|-------|
| Belews Creek | 27009 |
| Boonville | 27011 |
| Dobson | 27017 |
| East Bend | 27018 |
| Germanton | 27019 |
| King | 27021 |
| Lowgap | 27024 |
| Madison | 27025 |
| Mayodan | 27027 |
| Mocksville | 27028 |
| Pfafftown | 27040 |
| Pilot Mountain | 27041 |
| Pinnacle | 27043 |
| Rural Hall | 27045 |
| Tobaccoville | 27050 |
| Walkertown | 27051 |
| Walnut Cove | 27052 |
| Westfield | 27053 |
| Winston Salem - Manor | 27114 |
| Winston Salem -Northint | 27116 |
| Winston Salem - Main | 27102 |

NO TEXTING
PLEASE

The NRLCA does not want the employees of the National Steward System (NSS) texting. This includes your DRs, ADRs, Area Stewards and Local Stewards

Texting is not an acceptable form of business communication.

When needed, please **CALL** your assigned Steward or Representative.



North Carolina District Representative

Bethany Small

Your Leave Is Your Benefit

What a difference a year makes! If we look back to a year ago versus today, we have come a long way in terms of the COVID-19 pandemic and its hold on our lives. While the parcels have drastically increased and show no signs of letting up, our personal lives are opening up and you may be starting to think about visiting with family and friends or planning a vacation.

What does all of that actually mean for a regular carrier? Let's start with some basics...

Annual Leave Request Submission

First of all, Annual Leave, per the ELM Section 512.11 "is provided to employees for rest, for recreation, and for personal and emergency purposes." **You do not have to explain to management what you will be doing on your leave or justify why you are taking it!** Your Annual Leave is for you to use as you see fit and no documentation can be required by management in order to request Annual Leave.

Per the ELM Section 512.42, "request for annual leave is made in writing, in duplicate, on PS Form 3971." The ELM then states that "the supervisor is responsible for approving or disapproving the request for annual leave by signing PS Form 3971, a copy of which is given to the employee."

If a supervisor does not approve a request for leave, the disapproved block on PS Form 3971 is checked and the reasons given in writing in the space provided.

When a request is disapproved, the granting of any alternate type of leave, if any, must be noted along with the reasons for disapproval. AWOL determinations must be similarly noted." A couple take-aways from this - most of us are not aware that we should be submitting two leave slips to management! Also, management should return one copy to you, and retain the other copy for their records. Management is also required to indicate the reason should they not be able to approve your leave and "*needs of service or operational needs*" is **not** an acceptable reason!

Annual Leave Approval

Per Article 10.2.A, "regular carriers should be granted leave in accordance with their personal wishes, provided a leave replacement is available." Article 10.2.A also states that "A regular rural carrier should

not be unreasonably denied annual leave because of the leave replacement's assignment to a vacant route, auxiliary route, or a route where the regular rural carrier in on extended leave."

If a leave replacement has been assigned to carry parcels on a day annual leave is requested, that leave replacement is considered available.

Whether or not a sub is assigned as a primary to your route is not the primary consideration in approving leave. Annual leave should be considered by management on a first-come, first-served basis. Article 10.2.C tells us that except in **serious emergency situations**, all previously approved leave request must be honored. Please remember that an "emergency" is not something we can see coming!

Please note that there is **no language** placing limitations on **when** you can submit a request for leave. If your manager states that you cannot submit a 3971 more than 30 days or 60 days in advance, they are not acting in accordance with the National Agreement. If your manager states that you cannot take leave in the month of December, they are not acting in accordance with the National Agreement. If your manager states that you cannot take leave because there are RCAs running city routes or doing clerk work, they are not acting in accordance with the National Agreement.

Please note that a leave slip that is not returned to you is not an approval by default. If you have not received your approved/denied leave slip back in 3-5 days after submission, ask your supervisor for it or if necessary, file a grievance.

Accruing Annual Leave

Full-time career employees earn annual leave based on their number of creditable years of service as follows:

| Leave Category | Creditable Service | Maximum Leave Per Year |
|----------------|--------------------------------|--|
| 4 | Less than 3 years | 4 hours for each full biweekly pay period; i.e., 104 hours (13 days) per 26-period leave year. |
| 6 | 3 years but less than 15 years | 6 hours for each full biweekly pay period plus 4 hours in last full pay period in calendar year; i.e., 160 hours (20 days) per 26-period leave year. |
| 8 | 15 years or more | 8 hours for each full biweekly pay period; i.e., 208 hours (26 days) per 26-period leave year. |

(Continued on page 34)

Part-time career bargaining employees earn annual leave based on their number of creditable years of service as follows:

| Leave Category | Years of Creditable Service | Maximum Leave per year | Rate of Accrual | Hours in Pay Status | Hours of Leave Earned per Period |
|----------------|--------------------------------|--|---|--|---|
| 4 | Less than 3 years | 104 hours, or 13 days per 26-period leave year or 4 hours for each biweekly pay period. | 1 hour for each unit of 20 hours pay in status. | 20 40 60 80 | 1 2 3 4 (max) |
| 6 | 3 years but less than 15 years | 160 hours, or 20 days per 26-period leave year or 6 hours for each full biweekly pay period. | 1 hour for each unit of 13 hours in pay status. | 13 26 39 52 65 78 | 1 2 3 4 5 6 (max) |
| 8 | 15 years or more | 208 hours, or 26 days per 26-period leave year or 8 hours for each full biweekly pay period. | 1 hour for each unit of 10 hours in pay status. | 10 20 30 40 50 60 70 80 | 1 2 3 4 5 6 7 8(max) |

RCAs earned leave is based on category 4, as shown above on the part-time table.

The first day of the pay period following 90 days on the primary assignment (hold down or aux route), the RCA is credited with accrued annual leave for the first 90 days. A RCA cannot earn leave on a route unless they are the **primary leave replacement** (on your Form 50) and a Personnel Action Request is submitted by your manager to HRSSC changing your designation code accordingly.

Using your Annual Leave

As outlined earlier, your Annual Leave should be approved based on your personal wishes provided there is a leave replacement available (A Leave Replacement assigned to work a rural route is considered unavailable).

Minimum unit charges for full-time employees are as follows:

| Employee Category | Minimum Unit Charge |
|--|---------------------|
| Regular rural carriers | 1 day (8 hours) |
| Substitute rural carriers and RCAs when in a leave-earning status and serving: | |
| 1. Vacant routes | 1 day (8 hours) |
| 2. Routes from which rural carriers are on extended leave. | 1 day (8 hours) |
| RCAs when in a leave-earning status and serving auxiliary routes. | 1 hour |

There is however, an occasion where a regular carrier CANNOT use Annual leave. The Time and Attendance

(Continued on page 35)

Manual, also referred to at the F-21 states in Section 581.11 that “a newly appointed regular rural carrier may not use annual leave until the completion of 90 days (7 pay periods) of continuous employment. Conversion to regular rural carrier from a Designation 72 or 76 positions does not require a 90-day qualifying period. Rural carrier associates (Designation 78) have a 90-day qualifying period for leave.” This F-21 excerpt tells us that when an RCA converts to regular, they cannot use their annual leave for 90 days, but that Substitute Rural Carriers (it is my understanding that we have no DES Code 72s in the NC District) and Part-time Flexible Rural Carriers (Des Code 76) may.

This article is a basic overview of Annual Leave for the Rural Craft so please remember that every situation is different. If you have questions about your circumstances, please reach out to your Steward for guidance and advice.

2080/2240 Hours

Many Regular Carriers’ 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 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, 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 in the upper right section of the 4240. If your manager is not, ask them to 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.

Please remember to always be safe! Have a great rest of the summer!

Procedure to file a Grievance:

(See Example PS Form 8191 on next page)

You fill out the sections with red dots (# 1 – 4, except 3b & 3c). Management fills out the sections with the blue dots (#3b & 3c) when **you** actually file (discuss the issue) the grievance with them. (THIS DISCUSSION MUST BE WITHIN 14 DAYS FROM THE DATE IN 3a).

Once you have filed, let management make themselves a copy and you must get the original to the steward or representative immediately. The steward or representative **only has 10 days** from the date in 3b to setup a meeting with management.

Include a signed and dated statement telling your side of the issue. This statement is for the steward only. Management will not see your statement.

Never hesitate to call your steward or representative with questions if you need assistance. Never put your entire statement in #4 on the grievance form (PS Form 8191). Just state the issue in the form of a single question. Then, provide the steward with a statement explaining your side of the issue.

NOTE: Just filling out a grievance (PS Form 8191) and sending it to the steward or representative is NOT filing a grievance. You must discuss the issue with management at the time you are filing the grievance and follow the proper procedure.

Management must fill out sections 3b & 3c.

Weingarten Rights

Weingarten rights allow employees to have union representation at investigatory interviews.

The right of employees to have union representation at investigatory interviews was announced by the U.S. Supreme Court in a 1975 case (NLRB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689). These rights have become known as the Weingarten rights.

Employees have Weingarten rights only during investigatory interviews. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the employee of his/her Weingarten rights; it is the employees responsibility to know and request.

When the employee makes the request for a union representative to be present management has three options:

1. It can stop questioning until the representative arrives.
2. It can call off the interview or,
3. It can tell the employee that it will call off the interview unless the employee voluntarily gives

up his/her rights to a union representative.

During an investigatory interview management must inform the union representative of the subject of the interview. The representative is allowed to speak privately with the employee before the interview.

During the questioning, the representative can request clarification of confusing questions and otherwise support and assist the employee. The representative may not interfere with or impede the interview.

When an employee requests union representation at an investigatory interview, the employer should work to arrange a mutually acceptable time for the interview within a reasonable period of time (1 - 2 days). The meeting should not be unreasonably postponed because of the unavailability of union representation.

Weingarten Rights

If this discussion in any way can lead to my being disciplined; terminated; or affect my personal working conditions, I respectfully request that my union representative or steward be present at this meeting. Without representation present, I choose not to participate in this discussion.

This is my right under the 1975 supreme Court decision.

Clip and save this card



USPS-NRLCA Joint Step 1 Grievance Form

| | | |
|--|---|--|
| 1a. Grievant's Name (Last, first, middle initial) Your Name | | 1b. Grievant's EIN (Employee Id Number) Your EIN # |
| 1c. Grievant's Title, Designation Code, and Route No. REGULAR, PTF, RCA or ARC, 71,74,76, 78,79 or 70-5 Your route # | | 1d. Telephone No. (include area code) Your Number for Steward to call if needed |
| 1e. Grievant's Mailing Address Your COMPLETE address | | |
| 2a. Post Office | 2b. Branch/Station | 2c. Telephone No. (include area code) POST OFFICE Number |
| 3a. Date of Incident Date discipline | 3b. Date of Step 1 Discussion with (Filing date) Supervisor's Initials | 3c. Was Grievance Timely? (Explain) YES Supervisor's Initials |
| 4. Issue (Complaint) ONE LINE in the form of a question. Example: "Was there just cause for the Letter of Warning?" or "Did management violate the contract when ...?" Include your Statement on a separate piece of paper to be given to your Steward. This is not seen by Management. | | |

5. Contract Provisions (Articles at issue)

DO NOT WRITE ANYTHING IN #5 OR BELOW.

THESE WILL BE FILLED OUT BY THE STEWARD AND MANAGEMENT AT THE STEP ONE MEETING

6. Full, Detailed Statement of Undisputed Facts (Attachments, as necessary)

DO NOT WRITE IN

7. Management's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)

THESE SECTIONS!

8. Management Contentions

(Sections 5-14)

9. Union's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)

FOR STEWARD

10. Union Contentions

USE ONLY!

11. Remedy Sought by the Union

YOU HAVE ONLY 14 DAYS TO FILE A GRIEVANCE.

Blank Grievance forms (PS Form 8191) can be found on both the National and North Carolina websites or obtained from your Postmaster, Supervisor or Steward.

| | |
|---|--|
| 12a. Disposition (Check one) <input type="checkbox"/> Settled <input type="checkbox"/> Denied <input type="checkbox"/> Withdrawn <input type="checkbox"/> Sustained <input type="checkbox"/> Other (Specify) | 12b. Date of Disposition |
| 13. Signature of Installation Head of Designee and Telephone No. | 14. Signature of Union Step 1 Official and Telephone No. |

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

2020 Auxiliary Member of the Year

Auxiliary News

From

Sue Kelly

Secretary/Treasurer

Hello everyone. Covid cases seem to be on the decline. A lot of the restrictions have been lifted. We are going to have a state convention November 11 and 12 at the Koury Convention Center in Greensboro, so please try to attend because we will need to elect new officers. If your spouse is a rural carrier or retired rural carrier, you are a member of the auxiliary.

The temperature is already in the high 80s to mid 90s in a lot of places in N.C. and the hotter weather is still to come. If you are working in your yard, garden, or outside, be careful because these temperatures can cause you to have heat exhaustion which can lead to a heat stroke.

The two types of heat exhaustion are water depletion and salt depletion. Know the signs of each and drink plenty of fluid, take a cool shower, get to an air conditioned room, or find a shady spot to cool off if you have any of them.

Make sure your spouse has a supply of cold water or energy drinks while on the mail route because the inside of their vehicle gets very hot and they can not run the air conditioning. Limit your exercise to early mornings or late afternoons when it is the coolest part of the day.

It is time to elect our member of the year and since our meeting is not until November we have to elect them now.

This person has been a long time member of the Auxiliary. This person has been a devoted spouse for 39 years. They have two lovely daughters as well as some lovely granddaughters. This person works as a registered nurse at Pitt County Memorial Hospital/UHS for many years.

Help me congratulate **Pam Farmer** as our Auxiliary member of the year!

Congratulations Pam!

I hope to see all of you at the State Convention this November.

Note: *The Juniors will not have a meeting or function at this year's State Convention in November.*



**North Carolina Auxiliary
Member of the Year
Pam Farmer**

AUGUST 2021

| SUN | MON | TUE | WED | THU | FRI | SAT |
|-----------|-----------|-----------|-----------|-----------|-------------------|----------------|
| <i>1</i> | <i>2</i> | <i>3</i> | <i>4</i> | <i>5</i> | <i>6 Pay Day</i> | <i>7</i> |
| <i>8</i> | <i>9</i> | <i>10</i> | <i>11</i> | <i>12</i> | <i>13</i> | <i>14 PP18</i> |
| <i>15</i> | <i>16</i> | <i>17</i> | <i>18</i> | <i>19</i> | <i>20 Pay Day</i> | <i>2</i> |
| <i>22</i> | <i>23</i> | <i>24</i> | <i>25</i> | <i>26</i> | <i>27</i> | <i>28 PP19</i> |
| <i>29</i> | <i>30</i> | <i>31</i> | | | | |

SEPTEMBER 2021

| SUN | MON | TUE | WED | THU | FRI | SAT |
|-----------|--------------------|-----------|-----------|-----------|-------------------|----------------|
| | | | <i>1</i> | <i>2</i> | <i>3 Pay Day</i> | <i>4</i> |
| <i>5</i> | <i>6 Labor Day</i> | <i>7</i> | <i>8</i> | <i>9</i> | <i>10</i> | <i>11 PP20</i> |
| <i>12</i> | <i>13</i> | <i>14</i> | <i>15</i> | <i>16</i> | <i>17 Pay Day</i> | <i>18</i> |
| <i>19</i> | <i>20</i> | <i>21</i> | <i>22</i> | <i>23</i> | <i>24</i> | <i>25 PP21</i> |
| <i>26</i> | <i>27</i> | <i>28</i> | <i>29</i> | <i>30</i> | | |

Important Dates

| | | | |
|-------------------------|---|------------------|------------------------|
| July 4 | Independence Day | October 11 | Columbus Day Holiday |
| July 5 | Independence Day Holiday observed | November 11 | Veteran's' Day Holiday |
| August 17-20 | National Convention Canceled | November 11 & 12 | NC State Convention |
| September 6 | Labor Day Holiday | | |



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

NON-PROFIT ORGANIZATION
US POSTAGE PAID
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FAYETTEVILLE NC
28302

State Convention ~ November 11 & 12, 2021 **At The Koury Convention Center, Greensboro**

Hotel: Sheraton at Four Seasons

3121 W Gate City Blvd, Greensboro, NC 27407

The phone number is 336-292-9161

Book Online: <https://book.passkey.com/e/50196979>

Room rates ~ \$129.00/night

Group Code is NC Rural Letter Carriers ~ Reservation Cutoff Date is October 11, 2021

EMA Rate Increased to 80.5¢

Effective July 3, 2021

On June 10, 2021, the Bureau of Labor Statistics released the May 2021 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) which established the Private Transportation Index at 229.942, an increase from the February 2021 Index of 208.129. Therefore, based on the May 2021 CPI-W release, the Equipment Maintenance Allowance (EMA) for rural carriers will **increase** 7.5¢ to 80.5¢ per mile.

This EMA rate will be effective July 3, 2021 (Pay Period 15-2021).

UNION
POWER
PEOPLE
ORGANIZATION
WITH
EFFECTIVE
RESULTS