



North Carolina Rural Carrier

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State Convention Postponed **National Convention Delegate Elections to Proceed**

Your State Board has elected to postpone our North Carolina State Convention until later this fall. All local district meetings are also postponed until this fall.

We have made this decision based on the current State Executive Order regarding meeting room occupancy restrictions and social distancing requirements. Our normal number of attendees cannot be accommodated under the current restrictions.

The health and safety of our members is of the utmost importance. We know you are ready for things to return to the normal. Some of you may feel that we are being overly cautious, but to risk the health of any member just to conduct a meeting that can wait until a later date would be irresponsible on our part.

Your State Board will monitor and follow the CDC recommendations and Governor Cooper's executive orders regarding meetings. We hope that with the roll out of the vaccines and with a decreasing number of COVID cases that room restrictions will be eased by this fall.

Inside This Issue

New Area Stewards

COLA Increase

Stroke vs Heart Attack

As we go to print the National Convention is still scheduled to take place in August.

The election of National Delegates will take place as scheduled. Please make sure you get your nomination for delegate in on time. Nominations must **be received in** the P.O. Box by May 1, 2021.

Nomination forms can be found in the National magazine, issues December-May, and must be sent to the P.O. Box listed for North Carolina.

Should the National Convention be cancelled prior to May 27, 2021 ballots will not be mailed to members.

For more details see pages 12-13.

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Sea Level	23	Peach Belt	5	Southeastern	8
Guilford	30	Central Carolina	16	Foothills	10
Roanoke	44	Yadkin River	26	Cleveland/Gaston/Lincoln	29
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Burke/Caldwell/Catawba	9	Cumberland/Hoke	20	Five County/Person	28
Smokey Mountain	11	Wake	24	Johnston	34
Durham/Orange	12	Piedmont	50	McDowell/Mt Mitchell	36
Caswell/ Rockingham	14	Union	54	Mecklenburg	38

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

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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 **IM*4rUnion!**

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

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

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Cover Photo

Charlotte Skyline at Sunset By Serge Skiba

Cover photo has been modified to fit the page. Original is at right.
Images available for purchase at <https://fineartamerica.com/art/serge+skiba>

© EarthCaptured Photography



President
Brenda Gibbs



We are all looking forward to normal. The “new normal” as so many have said.

The time is fast approaching for District meetings with the State Convention following close behind.

After a teleconference meeting with the National Board and with your State Board we have decided to postpone our NC State Convention until this fall. Hopefully meeting restrictions will be eased by then.

We were offered four options from the National Office that are acceptable to the Department of Labor (DOL). We believe this is the best option for our state. More details will be available once a location and dates have been selected. We will have more details about district meetings in our next issue as well.

This will be a condensed Convention. We will have officer elections and we will receive updated information from our National Officer and stewards. Those may not be in person.

What is FMLA?

FMLA is a family and medical leave act. According to the DOL the FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

For specific information that applies to postal employees look in the Employee and Labor Relations Manual (ELM). You will then go to Section 5-Employee Benefits and then go to (510) Leave. Under that you will find (515) Absence for family care or illness of an employee. 515.2 shows the definitions of coverage which will help you know if your situation is covered or not. Following that information are the eligibility and leave requirements along with (515.5) notice and documentation that you must provide to be covered. After that you will find scheduling and return to work information.

All postal facilities, including stations and branches, are required to conspicuously display WHD Publication 1420, *Employee Rights and Responsibilities Under the Family and Medical Leave Act*. It must be posted, and remain posted where it can be readily seen by employees and applicants for employment.

To look in the ELM you can use www.NRLCA.org. Looking under departments you will find steward operations and then USPS Handbooks and Manuals. Scroll down to ELM to view it.

It can also be found at https://about.usps.com/manuals/elm/html/elmc5_005.html.

**President Biden Announces
Three Nominations to the USPS
Board of Governors**

On February 24, President Biden announced three nominations to the Postal Service Board of Governors. The three nominees are Anton Hajjar, Amber McReynolds, and Ron Stroman.

These appointments, which would be two men of color (Stroman and Hajjar) and a woman (McReynolds), would greatly diversify the board.

Anton Hajjar is a former general counsel for APWU, Amber McReynolds has experience as the CEO of the National Vote at Home Institute, and Ron Stroman recently retired as the Deputy Postmaster General. The three nominations were referred to the Senate Homeland Security and Governmental Affairs Committee.

Currently, there are three vacancies to the USPS Board of Governors. The current chairman of the board, Ron Bloom, is in his holdover year which expired Dec. 8, 2020. The current makeup of the Board of Governors tilts republican, as there are four Republican board members and two Democrat board members.

If the three nominees are confirmed by the Senate, the majority of the board will tilt Democratic.

The USPS Board of Governors is the governing body of the USPS. The board oversees the activities of the Postal Service, while the postmaster general manages its day-to-day operations.

The board directs "the exercise of the power" of the Postal Service, controls its expenditures and reviews its practices and policies.

It consists of eleven members; six are requisite to achieve an ordinary quorum. Of the eleven board members, nine are the presidentially appointed governors, one is the postmaster general, and one is the deputy postmaster general. The nine governors elect the postmaster general, the chairman of the board and the USPS inspector general. The governors and the postmaster general elect the deputy postmaster general.

No more than five governors may belong to the same political party. The board also has the power to remove all of these officers.



Chaplain's Message

*Jesse Ray Farmer Jr.,
Chaplain*

Reaching Out To The Untouchables

Read Luke 10: 25-37

The story of the good Samaritan is among one of the most famous stories in the Bible. We even use it in our law system to protect those who help provide care for victims in emergency situations.

The Samaritan people were from a highland region called Samaria, neighboring the Holy Land of Israel. Their doctrine of Jewish law did not agree with all of the laws of the Israelites and therefore they were viewed as "outsiders."

The story unfolds as a Samaritan man stops to help a Jewish man, which was unheard of at this time, who had been beaten by robbers. Not only does he help take care of his immediate needs but also pays for help

in rehabilitating him. This Samaritan showed mercy and neighborly love to someone who had never given that respect to him.

During our days on the mail route, we may deliver to the largest of mansions and then down the road to a dilapidated shack. In our minds, we know that the road to the mansion is hedged with safety and comfort. However, when we reach the desolate areas, we may feel hurried and afraid, dismissing the needs in our community.

Our year has been filled with isolation and social distancing in which we may be afraid to address the needs of others. Even a smiling wave or asking how someone is doing, could offer our neighbors love and support. Do you have someone on your mail route who could at least use your prayers or a kind word from you? If we treat others kindly, no matter how rich or poor, clean or dirty it reflects the Father's love towards us. Let us go out today looking for ways we can be used in the ministry of God.

Prayer: "Dear Lord, open our eyes to the needs of others and continue to provide us with opportunities to show your love to them."

Feel free to contact me with any needs by texting or calling 252-939-6826.

Cost-of-Living Raises Set for February 27, 2021

Pursuant to the release of the January 2021 Consumer Price Index - Urban Wage and Clerical Workers (CPI-W), and in accordance with Article 9.1.E, the sixth COLA adjustment of the 2018-2021 National Agreement will result in a \$416 increase for eligible rural carriers.

This COLA adjustment will be effective February 27, 2021, (PP 2021-06). All COLA adjustments are based on a 40-hour evaluation with proportional application to those route evaluations over 40 hours. **The increase should appear in paychecks dated March 19, 2021.**

In accordance with Article 9.1.E.3, full COLA adjustments will apply to Table One and new Step 15 of Table Two. COLA adjustments to Steps 1 through 14 of Table Two will be adjusted proportionally to each step's percentage of Step 15. This will serve to bring Table Two schedule (Step 15) employees to the same pay level as Table One (Step 12) employees, thereby eliminating the pay differential between Table Two and Table One employees at the top step and for the rest of their careers.

NOTE: All leave replacement employees will receive an additional 1% salary adjustment annually in lieu of COLA adjustments. Those leave replacement employees on the rolls prior to August 11, 2012, will receive the additional 1% salary adjustment annually, rather than waiting for a COLA roll-in at the end of the agreement.

Updated pay schedules will be posted at www.nrlca.org and will be included in a future edition of the *National Rural Letter Carrier Magazine*.



Obituaries

Fred Malcolm Watts, 84, of Ocean Isle Beach died December 31, 2020. Born in Brunswick County on February 12, 1936, he was the son of Martin Watts and Thelma Stanley Watts. He was a retired farmer and postal carrier.

Surviving are his wife, Sara Page Watts; daughter, Lisa Jones (Ken) of Raleigh; grandchildren, Christopher Jones (Connie) and Beth Cranford (David); great grandson, Jesse Cranford; sisters-in-law, Sue Brown (Ben, deceased) of Ocean Isle Beach and Diane Wells (Andy) of Lake Waccamaw; aunts, Catherine Gates and Beulah McKoy both of Shallotte; nephews, Ron Herring, and Benjamin Brown; niece, Page Abernethy; cousins and friends; and canine companions, Curly and Miss Q.

Lela “Kay” Fulford Carter, 71, of Plymouth, died, Friday, January 29, 2021 at Washington Regional Medical Center in Plymouth.

Mrs. Kay was born in Beaufort County on May 8, 1949 to the late Junious I., Sr., and Lucy Mae Wilkins

Fulford and raised in the Pamlico Beach community. She married Mr. Van Carter who survives and together they shared over forty-nine years of marriage.

Mrs. Kay was well known for her catering abilities and her famous homemade cakes. She spent over 45 years as a bookkeeper for several local businesses including Manning Motor Company, J&J Brake Exhaust & Wrecker Service, First Christian Church and the Washington County ABC Board.

She also volunteered as former treasurer for the local American Red Cross, former board member and treasurer for the Friends of the Washington County Library and was past president of the Rural Letter Carrier Auxiliary on the National and State level.

In addition to her husband surviving is a daughter, Jennie Bowen and husband Dennis; a granddaughter, Jessalyn Bowen; two step grandchildren, Daniel Bowen and Jenna Bowen, and two step great grandchildren, Ethan and Zachary Bowen; two brothers, Herbert Fulford and wife Mildred, Junious I. Fulford, Jr. and wife Terri; two sisters, Rennie Mae Johnson, Catherine Gray Shackelford; a sister in-law, Sallie C. Midyette and many nieces and nephews.

She was preceded in death by a brother, Floyd Murrell Fulford, and two nephews, Benji Fulford and Walter Johnson.

A Tribute to Lela “Kay” Carter

When I first met Kay, she and Van were working with the juniors. They helped with the juniors when we had the National Convention at Greensboro in 1994. There were 108 people in North Carolina that helped with this Convention. We had so many people that we were unable to break for lunch together. I asked Kay and Ellen Reavis to prepare and set-up the food so we could take turns going to lunch. Everyone was amazed at how they managed this so well.

After Kay became President of North Carolina Auxiliary, she and Ellen Reavis, fixed food when Dennis Conley ran for the National Board. Kay also orchestrated the preparation of food when Jeanette Dwyer ran for the National Board.

When Kay ran for the National Auxiliary Board, those she had assisted were there to help and support Kay in return. Kay became National Auxiliary President and asked me to have her Sunday Worship Service. Kay was a hard worker for the Association and Auxiliary; she will be missed greatly.

In these last few years, Kay’s health worsened, but I kept in touch with she and Van. I wanted to take this opportunity to say, “Thank you Kay, from all of us. You made a difference in the lives of many.” May God bless, Van and Jennie.

Your friend,

Doug Byrum

Former National and State Chaplain



Safety
Scott Deal



Scott is currently on leave for personal reasons. He was unable to submit an article for this issue.

Your safety article is being provided to you by Vice President Audrey Solomon.

Vice President

Audrey Solomon



SAFETY ~ the state of being “safe”, the condition of being protected from harm, danger or other non-desirable outcomes.

Safety can also refer to the control of recognized hazards in order to achieve an acceptable level of risk.

BASIC SAFETY RULES

STAY ALERT—and stay alive. Before pulling away check mirrors for oncoming traffic. Do not talk on the phone unless it is important. If it is important pull over to a safe location.

LEARN HOW TO LIFT—lifting takes more than muscles. Lift with your legs not your back. Squat down and keep load close to body.

BE TIDY—Good housekeeping reduces hazards. Always put equipment in the proper place.

NEVER TAKE A CHANCE—short cuts can be dangerous. Example when you exit your car—curb wheel, place car in park, set emergency brake and take keys out of ignition.

Always check before backing—**if you are not doing it safely you are not doing it right**

REPORTING IS IMPORTANT—always report accidents and/or defective equipment to include Postal Vehicles (LLV, FFV, or Mercedes Mini Van). The LLV or FFV may be old but they still need to be maintained properly

ALWAYS WEAR A SAFETY BELT—whether it be the lap belt (when traveling box to box)-Shoulder and Lap belt when going thru intersections and when vehicle is in motion during non-delivery.

You are exempt if you are not in a right hand drive vehicle while delivering mail, but I encourage you to wear your seatbelt if you can.

These rules are just an overview of what we need to do daily.

I know it seems as though we are bombarded with rules daily, but they are there for our safety.

BE WISE AND STAY ALIVE

SAFETY STARTS AND ENDS WITH YOU

Retirement

Brian Hamlett



Survivor's Benefits

As we look toward retirement we think about how we're going to meet our needs and if we will be able to continue a quality of life we'd like to enjoy after a many years of working. One important factor we also have to consider is our survivors. How will they go on financially when we die? Here are some questions that you may want to consider as you think about your retirement game plan.

How do I plan to provide benefits to my survivors after my death?

Your personnel officer will review the election opportunities to provide benefits after your death to your husband or wife, ex-spouse, or another person you designate as having an insurable interest in your continuing life. If you do not provide for a monthly benefit after your death, your survivor will not be able to continue coverage under the Federal Employees Health Benefits (FEHB) program. The advisor will also cover the requirements that each survivor must meet to qualify. When making an election to provide a benefit after your death, you must obtain your husband's or wife's written consent to provide less than the maximum benefit allowed. To designate an insurable interest, you must have a physical examination at your own expense. Your local personnel service center is the best place to begin. They can provide personalized assistance and they have your employment records.

As a retiree what kind of benefits are available to my survivor?

The types of benefits payable are current spouse survivor annuities, former spouse annuities voluntarily elected or awarded by court order in divorces granted on/after May 7, 1985; or a one-time lump sum benefit. Under FERS, a basic employee death benefit may be payable to the surviving widow or widower of an employee who dies while employed.

How does my survivor apply for benefits?

The appropriate application for Death Benefits under the CSRS or FERS must be filed with an original

signature to the Office of Personnel Management. Your survivor should attach a certified copy of the death certificate, a copy of your marriage certificate, birth certificates of eligible children along with a certified copy of any divorce decree, and property settlement agreement that occurred on or after May 7, 1985. Applications may be obtained online at opm.gov/retire or by contacting the Retirement Information Office at 1-888-767-6738.

What is a full survivor benefit?

If you retire under the Civil Service Retirement System (CSRS), the maximum survivor benefit payable is 55 percent of your unreduced annual benefit. If you retire under the Federal Employees Retirement System (FERS), the maximum survivor benefit payable is 50 percent of your unreduced annual benefit.

Can my family continue their health insurance benefit if I die?

If you were enrolled in a self and family plan at the time of your death AND a monthly survivor benefit is payable, your spouse and eligible dependents can continue your health insurance. If a monthly benefit is not payable, your spouse and eligible family members will have a one-time opportunity to enroll in private health coverage with the carrier.

When will survivor benefits to my spouse end?

Monthly payments to a surviving spouse generally continue for life unless your spouse remarries before age 55. If your spouse was married to you for at least 30 years, he or she can continue receiving benefits when there is a remarriage before age 55 occurring after January 1, 1995.

What is an insurable interest survivor benefit election?

If you are in good health and you retire for reasons other than disability, you may elect to provide a survivor annuity to someone with an insurable interest. You can elect to provide an insurable interest benefit and the maximum benefit for a spouse or an ex-spouse. Spousal consent is not required. However, if you are married and elect an insurable interest benefit for your spouse, spousal consent is required. If you elect an insurable interest benefit, you are responsible for arranging for and paying the cost of any medical examination required to show you are in good health. A report of the medical examination should be included with your retirement application. You can elect to provide an insurable interest annuity only for someone

(Continued on page 9)

(Continued from page 8) Retirement

who has an insurable interest in you. "Insurable interest" is an insurance term which applies to someone who would reasonably expect to derive financial benefit from your continued life. For survivor benefit election purposes, an insurable interest is presumed to exist if you name as beneficiary of the insurable interest, any of the following individuals:

- a spouse;
- a blood or adopted relative closer than first cousins;
- an ex-spouse;
- a person to whom you are engaged to be married; or
- a person with whom you are living in a relationship that would constitute a common-law marriage in a jurisdiction that recognizes common-law marriages.

If the person named is not one of the above, you should submit affidavits with your retirement application from one or more people with knowledge of the individual's insurable interest. The affidavits should state:

- the relationship between you;
- the extent to which the person named is dependent on you;
- the reasons why the person named might reasonably expect to derive financial benefit from your continued life.

The reduction to provide an insurable interest benefit computation list can be found online.

The insurable interest automatically ends if the insurable interest dies, if you marry the insurable interest and elect to provide a spousal benefit, or if the named person is your spouse and you change your election to provide a spousal survivor benefit

I have divorced. Is my former husband or wife entitled to a survivor annuity?

The survivor benefit you elected at retirement is no longer payable. A monthly survivor benefit would be payable to your former spouse after death if one is provided by court order or your new election. The following conditions must exist for your former spouse to receive a benefit:

You were married to your former spouse for at

least nine months;

You performed at least 18 months of creditable civilian service;

Your former spouse to whom you were married less than 30 years has not remarried before age 55.

Your annuity may be reduced if your former spouse was awarded a survivor annuity by a qualifying court order. If you retired on or after May 7, 1985, we will honor the terms of a court order that requires you to provide a survivor annuity for an eligible former spouse for a marriage dissolved on or after May 7, 1985. If you are divorced after retirement from a spouse to whom you were married at retirement, we will honor the court order to the extent that your annuity was reduced at retirement. If you did not elect a survivor annuity for that person at retirement, your annuity will not be reduced. If you retired before May 7, 1985, we will honor the terms of a qualifying court order that requires you to provide a survivor annuity for an eligible former spouse in connection with a marriage that was dissolved on or after May 7, 1985, but only if you were married to that person at retirement and elected to provide a survivor annuity at that time or you were married to that person at retirement and elected to provide a survivor annuity before May 7, 1985.

How do I comply with a court ordered survivor benefit for my former husband or wife?

A divorce, legal separation, or annulment court order may require that an employee or a retiree provide a survivor annuity for a former spouse. We will pay based on the court order after a death-in-service or after the death of an annuitant. If the benefit will be based on a court order, employees and retirees [or their former spouses] need to send us a court-certified copy of the court order. Send this to:

U. S. Office of Personnel Management Retirement
Services Program
Court-Order Benefits Branch
Post Office Box 17
Washington, DC 20044-0017

If you are still working for the Federal Government, you should also provide a copy of the court order to your personnel or human resources office. All court orders involving garnishments or allotments of your payments from us must be sent to the address given above.



RCHBP

Elaine Althoff

Stroke & Heart Attacks Know the Signs

A heart attack is a frightening experience. If you have experienced a heart attack, or are close with someone who has, you know this, and you are not alone. I hope you will share this information with your family so they too will know what the signs are and what to do in the event this should happen.

I want to start off by telling you about something that happened in the past 2 weeks and my reason for writing this story.

Joe, a family friend, went to bed like any other night, but when he woke up the next morning and tried to get up, he knew something was wrong, something happened during his sleep. He did not call 911 nor did he call my mom till 10 days later.

As soon as she saw him, she knew that he had a stroke. She is a stroke victim herself. "Why didn't you call me sooner?" she asked. "I did not want to bother you." he said. She brought him to the reservation clinic

to be looked at. At this point we are waiting for him to see another doctor in Coeur d'Alene to see just how much damage has been done and try to get him into Spokane to another heart doctor to find out how much he will get back and where to go from here.

It is truly heartbreaking. If he would have called her within 3 days, things could be different. The doctors could have given him something to lessen the damage.

Please do not wait to get help if you, a friend or a loved one has any of the symptoms. Joe had them all but failed to call 911.

Stroke Warning Signs

The original acronym **FAST** has been updated to **BE FAST** and can help identify stroke symptoms.

- B** ~ to signify **BALANCE** problems.
- E** ~ for **EYES** to represent sudden vision changes or vision loss.
- F** ~ stands for **FACE**. Is one side drooping?
- A** ~ for **ARM**. Is one arm or leg weak or numb?
- S** ~ for **SPEECH** difficulty and
- T** ~ for **TIME**, call 911 and get them to the hospital immediately.

(Continued on page 11)

Recognize Stroke Warning Signs with B.E. F.A.S.T.

BE FAST

Call 9-1-1 IMMEDIATELY

BALANCE	EYES	FACE	ARM	SPEECH	TIME
Sudden loss of balance or coordination	Sudden loss of vision in one or both eyes	Sudden weakness on one side of face	Sudden arm or leg weakness or numbness	Sudden slurred speech or trouble speaking	CALL 9-1-1 Every second counts!

Heart disease is the nations' leading killer, and every 40 seconds someone has a heart attack. We used to think it was just the elderly but not anymore. Heart attacks do not discriminate. It does not matter what your genetics, age, gender, or lifestyle are, heart attacks do not care about those factors. My brother was 48 when he had his heart attack and now has a pacemaker.

Women more often experience symptoms other than chest pain, wait longer before seeking help and attribute symptoms to other causes", said Dr. Erin Michos, associate director of Cardiovascular Disease in Baltimore, MD. ¹

Do you know the signs and what to do if you or a loved one has symptoms of a heart attack?

Here are the warning signs and notice they differ slightly for both men and women. The most common symptom of a heart attack for both men and women is chest pain. But women may experience less obvious warning signs.

HEART ATTACK SYMPTOMS: MEN VS. WOMEN

By American Heart Association News

The most common symptom of a heart attack for both men and women is chest pain. But women may experience less obvious warning signs.

MEN	WOMEN
Nausea or vomiting	Nausea or vomiting
Jaw, neck or back pain	Jaw, neck or upper back pain
Squeezing chest pressure or pain	Chest pain, but not always
Shortness of breath	Pain or pressure in the lower chest or upper abdomen
	Shortness of breath
	Fainting
	Indigestion
	Extreme fatigue

Source: American Heart Association's journal, Circulation
© 2019 American Heart Association, Inc.

Heart Attack Symptoms

MEN

- * Squeezing chest pressure or pain
- * Jaw, neck, or back pain
- * Nausea or vomiting
- * Shortness of breath

WOMEN

- * Chest pain, but not always
- * Pain or pressure in the lower chest or upper abdomen
- * Jaw, neck, or upper back pain
- * Nausea or vomiting
- * Shortness of breath
- * Fainting
- * Indigestion
- * Extreme Fatigue ²

Heart attacks can happen to anyone, even young men, and women. The sooner medical treatment begins, the better the chances of preventing heart damage.

You should not try to drive to the hospital if experiencing a heart attack. A heart attack can trigger a dangerous heart rhythm and you don't want to be driving a car if this is happening. ³

Be Kind, Be Safe & Be Well!

Most people realize getting medical help quickly is crucial in response to a heart attack or stroke, but it is important to know the signs so you can act. **It is an emergency.** People need to call 911. Emergency medical responders can begin evaluation of a potential heart attack or stroke and start treatment before arriving at a hospital. "If these symptoms come on suddenly and last at least 15 minutes, despite sitting down and resting, it's a *red flag* that a coronary artery blockage may be restricting blood flow to the heart.

* Joe's name has been changed to protect his identity.

¹ Source: American Heart Association News

² Source: Men Vs. Women by American Heart Association News

³ Source: American Heart Association's journal, Circulation Published: April 4, 2019

Official Convention News

Secretary/Treasurer

Vicki Gray



National Convention To Be Determined

As we go to print with this issue the National Convention is still on. The election of National Delegates will take place as scheduled. Please make sure you get your nomination for delegate in on time (*May 1, 2021*).

Ballots will be mailed to all members in good standing by May 27 unless the convention is canceled by the National Board before then.

Our National Board has informed us that they are exploring all options for the National Convention. If it is held as an in person event then it will have to be scaled down in scope to essential business and officer elections only. There will be no National Constitutions Changes or Resolutions heard this year.

The National Board will officially begin contract negotiations with the USPS in March and will be using the resolutions previously submitted.

We have been told that a final decision regarding the National Convention will be made sometime in April.

State Convention Postponed

Your State Board has postponed this year's State Convention until this coming fall. Factors in making this choice were the current COVID numbers, the current meeting restrictions and the current number of COVID vaccines distributed. The health and safety of our members was our primary reason in making this decision.

We know you want to meet and take care of the business of the association. Please know that we are attempting to make that happen.

Right now we are in the process of trying to schedule new dates for our convention for this fall. We will post the information on our website as soon as dates are known. All information will also be included in the future issues of the NCRC

We will undoubtedly have to scale down our program to help assure the safety of our members and meet the in place government restrictions. We are probably looking at a two day 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 (two year term) will be taking place.

We will publish Candidate Announcements in the
(Continued on page 13)

National Delegate Election by Secret Ballot

A secret ballot election for the delegates of the North Carolina RLCA to the 2021 NRLCA National Convention will be conducted by mail.

Ballots will be mailed to members between May 20 and May 27, 2021.

Any eligible member who does not receive a ballot or whom spoils a ballot may request a new ballot by contacting the Election Committee Chairperson, Debra Bennett at 910-436-6487. If you request and return another ballot, only the replacement ballot will be counted.

Counting of the National Delegate ballots will take place on Saturday June 19, 2021 beginning at 10:00 AM at Harrah's Resort, at 777 Casino Drive, in Cherokee, NC 28719.

Any candidate or designee may observe the ballot tabulation.

This year the National Convention is to be held in Orlando, Florida from August 17-20, 2021.

Nominations must be sent to the P.O. Box listed for North Carolina, using the form from the National magazine. The deadline for delegate nominations this year is **May 1, 2021**. Anything received after that date will be returned to the sender as post office box closed.

(Continued from page 12)

September/October issue of this newsletter.

We have been told that our assigned National Office may not attend the Convention in person. They may address us from a virtual platform such as Zoom. We will know more about this at a later date.

We also ask that you please preregister as a state delegate so that we may plan meeting space accordingly. Remember you must also be elected at your local district meeting to serve as a delegate to the State Convention.

Please know that we may still have to cancel at a later date.

District Meetings Postponed

District Meetings for the election of officers and State Delegates are also postponed until this fall. Meeting dates will be adjusted to coincide with the date of the moved State Convention.

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 the meeting date. This should be done in writing and the Secretary will add them to the nominations. .

If local officers need help finding a space large enough to accommodate their meeting with the current restrictions they should contact their State Board Representative for help.

Virtual Meetings In the Future?

With no meetings being held we realize that it may seem like your issues are not being addressed. I assure you that your District Representatives and Stewards are working hard to address all of the challenges we are facing at this time.

Your State Board is still working for you also. Much is done out of the view of the membership. We must continue to do the perpetual business of the Union even when there are no major meetings taking place.

All board members are attending orientations to

Candidate Announcements for State Office

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

To have your candidacy announcements printed in our newsletter they must be received by **August 15, 2021**. *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 Sept/Oct issue**.

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

THIS ANNOUNCEMENT WILL BE PUBLISHED AGAIN
IN THE JULY/AUGUST ISSUE OF NCRC

inform the new hires of our union and to attempt to enroll them as new members in our ranks.

I hope you are attempting to recruit new members as well. Remember the National Office has reinstated the RAFT program and you will receive a monetary award for every new member that you recruit.

Another thing we are doing is exploring the possibility of having a virtual meeting using a platform such as Zoom or Google meets.

We realize that this is not the same as having an in person meeting, but this could be a viable way to share information with you and for you to get your questions and concerns addressed.

We need to know how many of you would be interested in using this platform. Please let us know your thoughts on this. You can call or email me or any board member with your opinion. If we have enough interest then we will proceed in exploring this option.

Current membership totals for the districts are included here.

These totals will change slightly as I will run a final analysis before local district meetings and the State Convention.

North Carolina Membership Totals

as of February 20, 2021

* totals will be recalculated & may change prior to our State Convention

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	61	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	5354	

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



GUIDELINES FOR SELECTION OF OUTSTANDING MEMBER OF THE YEAR

I. Method of Selection

1. Nomination of candidates for the award shall be made prior to the State Convention. Nominations may be made directly from the members inviting such nominations. Also, local, county or district units may select candidates for the award.

2. In either event, the name of the candidate should be submitted, with a brief resume of accomplishments, to a Selection Committee to be named by the State Board, or by any other means, which may be the prevailing policy in the State Association.

II. Eligibility for Award

1. Any MEMBER of the Association may be nominated as a candidate for the Outstanding Member of the Year Award.

2. State Association Officers should not be arbitrarily selected for the award nor should they be eliminated from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office and, thus may be worthy of selection.

III. Criteria for Selection

1. The primary consideration of the Selection Committee shall be:

- (a) The service rendered by the candidate to the Rural Letter Carriers' Association;
- (b) Attendance and participation in local, state and national meetings;
- (c) Willingness to accept responsibilities and dedication in performing those duties;
- (d) Fraternal Attitude to others of the Rural Carrier Craft.

2. The Selection Committee should also consider, as a secondary matter, other service which the candidate may have rendered, such as civic and community activities, which reflect favorably upon the Rural Letter Carrier Craft and the Postal Service.

3. Consideration shall be given for services rendered in the

immediately preceding twelve-month period, but not completely limited to this period of time. New carriers should be encouraged to seek to achieve this award.

IV. Presentation of Award

When each State Association has made its selection, the name of the candidate shall be reported to the National Office by the State Secretary on the regular Annual Report. An appropriate award will be presented by the National Rural Letter Carriers' Association at its National Convention.

V. Other

These guidelines are not intended to be binding and a State may use any other selection procedure that is suitable for each State.

The announcement of the recipient of the award will be made at the banquet at the State Convention. The State Secretary shall report the name to the National Office and the award will be presented at the National Convention with State presentation at the Fall Booster.

This year the State Board has appointed the immediate past three recipients of the award to serve as the Selection Committee.

Please mail the name of the candidate, along with a resume to **ALL members** of the Selection Committee listed below, prior to the State Convention.

Don Ayscue
121 Skinners Road
Hertford, NC 27944-9374
Roger Southern
221 Renn Road
Stokesdale, NC 27357-8234

Carl Kelly
4701 Main St.
Linden NC 28356

**Nominations are being
accepted at this time.**

Recipients of the Outstanding Member of the Year Award

Year	Name	City
1962	R. Clyde Wineburger	Boone
1963	Finley K. Rogers	Clarkton
1964	J. Guy Padgett	Hayesville
1965	Carey Lawrence	Mooresville
1966	Robert H. Morris	Lexington
1967	King William Westbrook	Burlington

(Continued on page 17)

(Continued from page 16) **Outstanding Members of the Year**

Year	Name	City
1968	Rufus Utley Cotton	Fuquay-Varina
1969	Sanford H. Fishel	Winston-Salem
1970	J. Frank Sessoms	Fayetteville
1971	Victor Roy Barbee	Greensboro
1972	Admah Lanier, Jr.	Wilmington
1973	Leonard Butler Scronce	Vale
1974	Prennis Harold Page	Stedman
1975	Lewin Medford	Canton
1976	J. E. "Gene" Kirk	Charlotte
1977	Joseph Dewey Herring	Lumberton
1978	Bruce Cook	Murfreesboro
1979	Glenn F. Rogers	Leicester
1980	Edd Archible Beaver	Rockwell
1981	Herman Tory Jones	Zebulon
1982	Charles Currin	Bunn Level
1983	Robert Henry Howard	Mooreville
1984	Alex. I. "Ike" Napier	Albemarle
1985	Seth P. Gabriel	Mooreville
1986	Ralph Thomas Dagenhart	Troutman
1987	Reita Durham Gaither	Greensboro
1988	George Simpson Ake, Sr.	Fayetteville
1989	Harry Suther Kirk	Charlotte
1990	Owen S. Moore	High Point
1991	William Tory "W.T." Simmons	Lillington
1992	George Alexander Robinson, Jr.	Iron Station
1993	Douglas Archibald Byrum	Waxhaw
1994	Graham Truitt Snyder	Denton
1995	Charles Harold Knight	Stoneville
1996	Lue Ellen Nifong Reavis	Winston-Salem
1997	Jesse Ronald "J.R." Jones, Sr.	Washington
1998	Luther "Pete" David Williford	Newton Grove
1999	Rene Holton	Statesville
2000	Dennis Lee Conley	Franklin
2001	Barbara Rose Hester Smith	Raleigh
2002	Jeanette Carolyn Pierce Dwyer	Lake Waccamaw
2003	Glenn Roy Johnson	Newland
2004	Garland Van Carter	Plymouth
2005	Bryan Warner Hudgins	Eure
2006	Virginia Lynn Carpenter Adams	Clinton
2007	Martha Sue Hudgins Ligon	Statesville
2008	Lonnie Thigpen	Beulaville
2009	James Allie Simmons	Nakina
2010	Sandy Wilson	Thomasville
2011	Ronald Lee Lineberger	Maiden
2012	Van Roberts Heath, Jr.	Jamesville
2013	Brenda Ann Austin White	Elizabeth City
2014	Sally Sue Beck Corriher	China Grove
2015	Jeffrey Dane Essick	Winston-Salem
2016	Derek Seats Harpe	Advance
2017	Brenda Mae Collins Johnson	Lillington
2018	Donald Ayscue	Hertford
2019	Larry Roger Southern	Stokesdale
2020	Carl Kelly	Linden

Thank You Relief Carriers!

Appreciation Week was February 6-12, 2021

"They are our heroes. We are so proud of them." says Susan Stade of Roseboro.



Left to right Calene Jackson, Debra Spell, and Nikki Devincintis from the Roseboro Post Office



Tate Mooring in the LaGrange Post Office



Left to right Oscar Villalobos, Ladeisha Evans, Tim Rice, Aaron Cox and Yalonda McCrowie from the Elizabethtown Post Office.

U.S. Postal Service Awards Contract to Launch Modernization of Postal Delivery Vehicle Fleet

The U.S. Postal Service announced today it awarded a 10-year contract to Oshkosh, WI, based Oshkosh Defense, to manufacture a new generation of U.S.-built postal delivery vehicles that will drive the most dramatic modernization of the USPS fleet in three decades.

The historic investment is part of a soon-to-be-released plan the Postal Service has developed to transform its financial performance and customer service over the next 10 years through significant investments in people, technology and infrastructure as it seeks to become the preferred delivery service provider for the American public.

Under the contract’s initial \$482 million investment, Oshkosh Defense will finalize the production design of the Next Generation Delivery Vehicle (NGDV) — a purpose-built, right-hand-drive vehicle for mail and package delivery — and will assemble 50,000 to 165,000 of them over 10 years. The vehicles will be equipped with either fuel-efficient internal combustion engines or battery electric powertrains and can be retrofitted to keep pace with advances in electric vehicle technologies. The initial investment includes plant tooling and build-out for the U.S. manufacturing facility where final vehicle assembly will occur.

The contract is the first part of a multi-billion-dollar 10-year effort to replace the Postal Service’s delivery vehicle fleet, one of the world’s largest. The Postal Service fleet has more than 230,000 vehicles in every class, including both purpose-built and commercial-off-the-shelf (COTS) vehicles. Approximately 190,000 deliver mail six, and often seven, days a week in every U.S. community. The NGDV, along with other COTS vehicles, will replace and expand the current delivery fleet, which includes many vehicles that have been in service for 30 years.

The first NGDVs are estimated to appear on carrier routes in 2023.

“As the American institution that binds our country together, the U.S. Postal Service can have a bright and modern future if we make investments today that position us for excellence tomorrow,” said Postmaster General and USPS Chief Executive Officer Louis DeJoy. “The NGDV program expands our capacity for handling more package volume and supports our carriers with cleaner and more efficient technologies, more amenities, and greater comfort and security as they deliver every day on behalf of the American people.”

The NGDV vehicles will include air conditioning and heating, improved ergonomics, and some of the most advanced vehicle technology — including 360-degree cameras, advanced braking and traction control, air bags, a front- and rear-collision avoidance system that includes visual, audio warning, and automatic braking. The vehicles will also have increased cargo capacity to maximize efficiency and better accommodate higher package volumes stemming from the growth of eCommerce.

“Our fleet modernization also reflects the Postal Service’s commitment to a more environmentally sustainable mix of vehicles,” DeJoy said. “Because we operate one of the largest civilian government fleets in the world, we are committed to pursuing near-term and long-term opportunities to reduce our impact on the environment.”



The Postal Service awarded the Oshkosh Defense contract in accordance with competitive Postal Service procurement policies after extensive testing of prototype vehicles, evaluation of offered production proposals, and discussions of technical specifications with the offerors.

The award is an indefinite delivery, indefinite quantity (IDIQ) contract, meaning that after an initial dollar commitment, the Postal Service will have the ongoing ability to order more NGDV over a fixed period of time, in this case, 10 years. Oshkosh Defense is evaluating which of their several U.S. manufacturing locations is best suited to potentially increase the production rate of the NGDV.

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Legislative Representative

Van Heath

Starting Over Again



Bills that were not enacted into law expired at the conclusion of the second session of the 116th Congress. They must be reintroduced in the 117th Congress if they are to be considered again.

That means everything that we have talked about, wrote letters about, or made calls about that did not become law must start all over again as if they had never been in Congress before.

We will continue to watch and advocate on bills to reform the Windfall Elimination Provision and Government Pension Offset, legislation to measure cost-of-living adjustments more accurately for federal retirees, other bills that protect the earned pay and benefits of federal employees and retirees as well as all bills that affect the US Postal Service.

As I began my search to see what had been introduced, the first thing I found in the 117th Congress was eleven resolutions to name Post Offices as well as the following:

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.

S. 145 - A bill to amend title 5, United States Code, to repeal the requirement that the United States Postal Service prepay future retirement benefits, and for other purposes.

There are other bills from the 116th Congress that we fully expect to see reintroduced. They include:

H.R. 7015 – Postal Preservation Act, this bill provides additional funding to the U.S. Postal Service in response to the COVID-19 pandemic.

S. 4174 – Postal Service Emergency Assistance Act, this bill provides emergency funding for the U.S. Postal Service. Specifically, it establishes and makes appropriations to a Postal Service COVID-19 Emergency Fund from which the Department of the Treasury shall transfer up to \$25 billion certified by the USPS as necessary to cover lost revenue or operational expenses resulting from the COVID-19 pandemic.

H.R. 8123 – Postal Service Emergency Assistance Act, this is the House version of S.4174.

Economic Stimulus to provide relief from the Covid-19 pandemic is a priority of the new administration. Contacting your member of Congress and your Senators is a great way to help move these bills to the floor for action.

After the new Congress was sworn in, new committee assignments were made.

Senator Richard Burr (R-NC)

Committee on Finance

Committee on Health, Education, Labor, and Pensions

Select Committee on Intelligence

Special Committee on Aging

Senator Thom Tillis (R-NC)

Commission on Security and Cooperation in Europe

Committee on Armed Services

Committee on Banking, Housing, and Urban Affairs

Committee on the Judiciary

Committee on Veterans' Affairs

Rep. David Price (D-NC4) is the only member of the NC Delegation that sits on a committee that may bear watching. He serves on the Appropriations and House Budget Committees.

Three members of the North Carolina Delegation currently have no committee assignments. Those members are:

Rep. Kathy Manning (D-NC6)

Rep. Madison Cawthorn (R-NC11)

Rep. Ted Budd (R-NC13)

"No work is insignificant. All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence."

–Dr. Martin Luther King Jr.



PAC CHAIR

Robert Gurganus

New Prizes!

Hi everyone! It's your old pal Porkchop here. As I write this I, like you, am working long days doing my job delivering the US Mail for our (hopefully) grateful customers. This past year has been a trial for all of us, but even with the obstacles that the pandemic and clueless new PMG have placed in our way we've made it through. As spring approaches I can't help feeling optimistic about the future of the USPS and our craft.

Thanks to your continued support of the NRLCA PAC, this may be the year that we are able to achieve the legislative goals that we've long targeted for the good of both our craft and our employer.

I have some exciting news about our PAC! For every month from February to July, 10 lucky PAC contributors will be randomly selected to receive an NRLCA-branded Yeti cup, and one lucky contributor will win a prize such as a iPad Mini or Yeti cooler. (I'll bet many of you are reading the rest of this article barefoot, because I just KNOCKED YOUR SOCKS OFF!) If you're a sustaining donor, you're automatically entered every month. That's still ANOTHER reason to fill out the form included in this issue and become a sustaining PAC donor.

In addition to this National PAC raffle I just mentioned, we in North Carolina are having our own drawings. We have two great prizes. A \$250.00 Visa Gift card will be available to all that donate. You will get one entry in the drawing for every \$5.00 that you donate to PAC from now through June. Plus, we have a \$150.00 Visa Gift card that will be just for our sustaining donors.

We will draw the winners at the State Convention. (If we do not meet this year I will draw the winners on June 30th). Make sure you get those donations in the be eligible!


We are in the best position in years to get things like the buy back of sub time for retirement and postal reform passed in congress. Your contributions make that possible.

I pray that all of you are safe and healthy during these strange days. As I write this, no decisions have been made about future meetings but most assuredly we will all gather again one day and that will be a happy day for me. I hope that some of you who haven't been able to attend in the past will be able to join with us for future meetings.

I'm looking forward to seeing old friends and making new ones- the things we have and WILL achieve together through the strength of our union will set a strong path for the carriers who follow after us just as those who came before did for us.

Please take a moment and become a sustaining donor- it's more important than ever. Thanks for taking the time to read this and God bless our union!

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)

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

Signature: _____ Date: _____

Name (print): _____

Employee ID Number: _____

State: _____ Zip Code: _____ Phone Number: _____

Please attach a voided check

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

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

Scott Deal
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

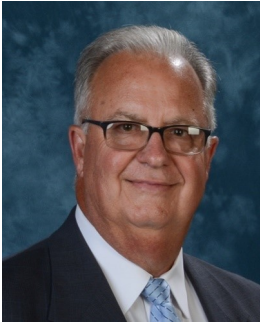
Elaine Althoff*
Bonnie Arsenault*
Robert Barron*
Cynthia Beheler*
Debra Bennett*
Samantha Boggs*
Dianne Boone
Stacy Bright*
Inez Buchanan*
Doug Byrum
Michael Caudill*
Joanne Church*
Sally Corriher*
Samanta Cullifer*
Jennifer Davis
Chris Derrick*
Phillip Fulwood
Vicki Gray*

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*
Georgia Kline
Cynthia Klamer*
Kara Kluttz
Christine Laney*
Karen Lawrence*
Melissa Liverman*
Crystal McIntyre*
Sabra Morris*
James Morrison*
Gail Naillon
Reginald Neal
Kenneth Peeler
Donna Parker*
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*
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 Reavis
Joshua Rigeffsky
Clarence Rogers*
Kenneth Sheats
Mike Shue
Cynthia Simmons
Phillip Simmons
Michelle Vance*
Andrea Wickinson
Susan Wilkinson
Art Young



Provident Guild Representative

Dale Sain

Did You Know?

1) The PROVIDENT GUILD is a Non-Profit, Fraternal organization, created and operated by Rural Carriers, for our membership and Auxiliary Members to give their survivors an amount of READY CASH for those days when routine procedures of the courts and legal action tie up our estates after death.

2) The GUILD is NOT an insurance. Rather, it is a Fraternal Death Benefit Fund which guarantees you at least 30 times your annual dues and, depending on the number of claims in any given year, can pay you up to 100 times your annual dues.

3) There are no physical examinations - No assessments - No commissions - No high salaries.

4) This low cost protection does not decrease, nor can it be cancelled when you reach age 65.

5) You can become a GUILD member until you reach age 56. After that age, you cannot enter the program BUT you do remain in it as long as you pay your GUILD dues annually.

6) Claims are to be filed within 30 days after death. The claim form together with a copy of the death certificate are to be mailed directly to the Secretary-Treasurer. If death certificate is not available within this time please advise the current Secretary-Treasurer.

IT NEED NOT BE HANDLED BY A LAWYER

7) Upon receipt of forms listed in item #6, an IMMEDIATE RELIEF CHECK for 30% of the maximum payment is mailed to the beneficiary. The balance of settlement is mailed in August, following our Board meeting which is held during the NRLCA Convention.

8) Your GUILD dues are payable in advance. The Provident Guild Secretary-Treasurer will mail you a dues notice during the month of May for the following year. These are then payable by June 30th.

9) Members joining later in the year pay only a portion of the full year's dues. The fiscal year runs from July 1st to the next June 30th. Those who become members during July, August and September pay full dues. During October, November and December, you pay 75%; January, February and March, 50%; and those joining in April, May and June pay only 25%.

10) The entrance fee of \$2.00 is payable when joining during any part of the year.

“Fraternalism at Its Best”



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

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

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

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

Name _____

Address _____

City _____

State _____ Zip code + 4 _____

My Date of Birth _____

Spouse Date of Birth _____

Mail to:

DALE SAIN

6289 Nobby Lail Rd

Connelly Springs, NC 28612-7425

ANNUAL
DUES
CLASSES
\$10 To \$50

IT'S A FACT

MAXIMUM
BENEFITS
\$5,000

THE NATIONAL RURAL CARRIERS' PROVIDENT GUILD

WHAT... The Guild is a Fraternal NON-PROFIT Death Benefit Department.

WHO... Open to all Regular, Substitute 73, PTF, RCA Rural Carriers and their spouses, who are under 56 years of age.

DUES..... Your choice of benefit classes, ranging from \$10 to \$50.

The available classes depend on your age at time of application.

Available if you are.	Annual Dues Class	Maximum Benefit	Minimum Benefit 30% Max.	Immediate Relief Payment 30% Max.
Have not reached age 56	\$10	\$1,000	\$300	\$300
Under 50	15	1,500	450	450
Under 45	20	2,000	600	600
Under 40	30	3,000	900	900
Under 35	40	4,000	1,200	1,200
	or 50	5,000	1,500	1,500

Your benefits **DO NOT** decrease, as you grow older. The class you chose remains in effect as long as you pay annual dues.

The President and Secretary-Treasurer are bonded in sufficient amount to cover the funds in their hands at any one time

Contact any PROVIDENT GUILD OFFICER; State Association or Auxiliary Officer for details.

You can secure an application from them, or write to North Carolina Provident Guild Representative:

DALE SAIN

6289 Nobby Lail Rd

Connelly Springs, NC 28612-7425

Phone 828-461-5057

Auto-Home Insurance

Tracy Greer



Allstate Acquires National General

I want to start off by hoping all of you had a great Christmas, New Year, and are staying healthy and well!

It seems we are going through a lot of changes and National General is not exempt from that. Before you panic, I will cut to the chase. National General has been acquired by Allstate and is officially an Allstate company.

I know your going to have questions as did I. In a very brief conversation with Linda Foran, our National Account manager, I have been assured nothing is changing and it is merely an acquisition. We can con-

tinue to expect excellent rates, great staff and customer service that is second to none! If you do have questions, please feel free to contact me.

With all that being said, go ahead and give them a try. It is a great time to check your current insurance rate and get a quote. Or if you have a quote make the change. You will still receive a \$10.00 visa gift card just for receiving a quote.

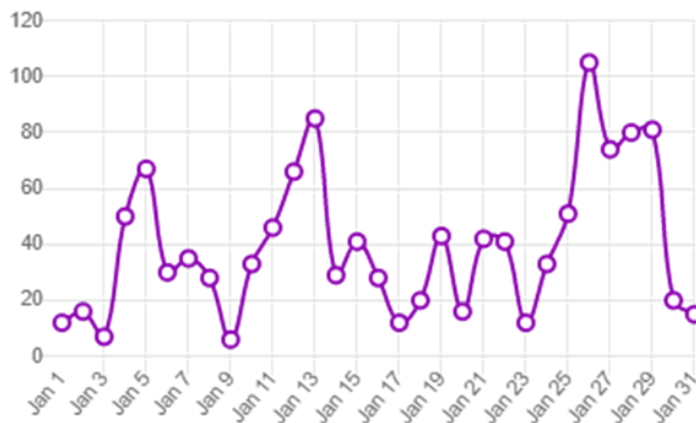
For the month of March, there is a competition going amongst the states to see which state gets the most number of quotes. I would love to see North Carolina show the Nation that we are number one!

Go ahead and call 1-888-325-7727 and mention **code RRP** for your free \$10 gift card and get a great rate today.

On a personal note, I miss y'all! I hope that we can have our spring meetings and our State Convention. Stay safe, get those quotes and I hopefully I will see you soon!!

January 2021 Visitors & Page Views

Much like everything else, our website had its ups and downs in audience and page views for the month of January, but overall, we are reaching more people. Stats reveal an 87% increase in new visitors for the month, up 373 new users.



January 2021 Page View Graph

January 3 had the lowest pageviews with only 7.
January 26 had the largest amount of pageviews with 105.
January 13 was second largest with 85.
Average pageviews per day was 40.

Webmaster

Renee Johnson



Total page views were up 26% from the previous year.

As we go forward, we are considering ways to use the website for opinion polls or other interactive methods of gathering input from our members. For example, how many of you would attend a district meeting this year? A State Convention? A National Convention? A Fall Booster?

We plan to have our first poll online in March. I hope to report those results here in our next issue! Please check it out and take the quick poll.

Let me or any board member know if there is something you'd like to see on the website.

I certainly hope there is a whole lot of good news to report soon, especially concerning turning the corner with COVID-19 and resuming our meetings.

North Carolina District Representatives

Mid-Carolinas

Bethany Small

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

Bethany.Small@nrlca.org

Greensboro

Jeff Essick

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William.workman@nrlca.org

Richard Schoonmaker

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GeorgiaKline52@gmail.com

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Tabitha Benfield

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Johnny Hopper

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Renee Johnson

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Steven Kim

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kimsteven61@icloud.com

Crystal McIntyre

336-617-1102

Amy Russo

585-590-9243

romancing1@hotmail.com

Lisa Talini-Zamora

336-749-3554

Jared Hall

803-389-7664

Jaredhall24@gmail.com



Mid-Carolinas District Representative

Bethany Small

Do You Need Help?

It is no secret that the last several months, if not the last year, has been a very difficult time for the majority of the world. During this time, those who are considered “essential” have suffered an even greater burden that doesn’t appear to have an end in sight.

Greensboro DR Jeff Essick and I recently spoke about the tribulations that are affecting each of our districts and we discovered that many of the carriers are facing similar challenges. We realized that while we are busy addressing the disciplinary and contractual issues that the carriers are facing, many of our rural brothers and sisters are dealing with personal issues that are impacting their mental and physical well-being. That being said, there are programs that the Postal Service offers that may help you in dealing with the struggles.

I have been surprised to learn on various occasions over the course of my time with the USPS that many carriers do not know about the **Employee Assistance Program**. This program, that is often referred to as EAP, is described on www.opm.gov as ‘a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems.

EAPs address a broad and complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders.

EAP counselors also work in a consultative role with managers and supervisors to address employee and organizational challenges and needs. Many EAPs are active in helping organizations prevent and cope with workplace violence, trauma, and other emergency response situations. EAP can be reached by calling 1-800-EAP-4YOU or 1-800-327-4968.

The first 6 EAP visits are free to employees and if additional appointments are needed, they can coordinate with you and your insurance provider for continuing care.

EAP counseling is **completely confidential!** No one ever has to know that you are in contact or receiving treatment or services of any kind. I personally needed help after the passing of a family member and EAP was there for me in my time of need, so I am certain that they can help you too.



Family Medical Leave Act, or FMLA, is another program designed to help employees who are themselves or have immediate family members dealing with chronic or ongoing health issues. According to www.dol.gov, FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees are entitled to:

- Twelve workweeks of leave in a 12-month period for:
 - the birth of a child and to care for the newborn child within one year of birth;
 - the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
 - to care for the employee’s spouse, child, or parent who has a serious health condition;
 - a serious health condition that makes the em-

(Continued on page 29)



USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust 

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

(Continued from page 28) *Mid Carolinas DR*

ployee unable to perform the essential functions of his or her job;

- any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;"

or

- Twenty-six workweeks of leave during a single 12-month period to care for a covered servicemember with a serious injury or illness if the eligible employee is the servicemember's spouse, son, daughter, parent, or next of kin (military caregiver leave).

You can print FMLA paperwork for yourself (380-E) or a family member (380-F) from www.dol.gov or you can request a set be mailed to you from your manager. FMLA paperwork generated by the USPS will have a pre-assigned case number and will be time sensitive so if you don't have the ability to immediately take that to your health care provider you may choose to print the paperwork at home.

It is also important to familiarize yourself with the benefits that your insurance plan offers, you may be surprised to learn what is available to you. Many of us put ourselves last in line when caring for our families.

During stressful or traumatic periods, it is imperative to prioritize yourself so that you will have the time, the energy and the resources to care for those around you. Remember that you are useless to those who depend on you if you have nothing left to give of yourself. Restorative behaviors can help you reduce your stress and increase your patience.

As always, we are here to help in any way that we can. Please make an effort to use these resources if you are in need of help, if you are starting to feel overwhelmed or like you have too much on your plate.

Remember that there is help available, if you don't know which way to turn, reach out to your steward and we can point you in the right direction. Until next time, I hope each of you are well. Thank you!

Greensboro District Representative

Jeff Essick



Check Your

Greensboro District Steward Changes

Recently, the NRLCA National Board made some Area Steward appointments in the Greensboro District. I hope you will join me in congratulating each of them. The appointees are:

Elissa Gonzales, Area Steward (919) 559-7539
Johnny Hopper, Area Steward (828) 212-3536
Renee Johnson, Area Steward (336) 902-2292
Crystal McIntyre, Area Steward (336) 617-1102
Lisa Talini-Zamora, Area Steward (336) 749-3554

To find which steward is assigned to your office, please go to NRLCA.org and input your Zip Code. Please contact your District Representative if you can't find your assigned steward or need further assistance.

Also, I must mention that ADR, Daniel Caudle has now retired. He is no longer able to assist you with advice or questions related to grievances or Labor Relations issues.

PS Form 4003 and Edit Book

Wondering why you haven't seen any change in your evaluation or your "bank time" related to your evaluation after making changes in your edit book?

Put it back on management! Always follow up by asking management if they also updated your PS Form 4003 after each edit book change.

**Your 4003 is what
determines your pay,
not your Edit Book.
Make sure it is updated.**

The stewards are receiving a lot of calls related to edit book changes and updates as well as PS Form 4003 Line-of-Travel updates.

(Continued on page 30)

It is the carrier's responsibility to keep the edit book up to date and to submit it to management for input. It is management's responsibility to update and submit any changes to the 4003 when an addition or deletion is made in your edit book. In order to verify that your 4003 was updated after you make a change in your edit book, please ask management to print you a copy of the updated 4003 for inclusion in your route book. By getting and viewing the updated copy, you can verify that the number of boxes, etc. and insure they match what is in your edit book.

Remember, if management doesn't give you a copy of the 4003 or provide you with sufficient proof of an update, you must file a **timely grievance** in order for us to resolve any disputes related to 4003 changes. When management tells you "they are working on it" then within 14 days of them telling you that, you need to file a grievance!

We hear stories constantly where the carrier is told every time they inquire, "I'm working on it". The next thing you know, so much time has passed since management failed to process a 4003 change, it often results in little if any chance of us getting the necessary changes back-dated to the date you first turned in the updated edit book. Therefore, you aren't going to be properly compensated for the correct evaluation.

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 only, 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 by following proper procedure. Management must fill out sections 3b & 3c.

NO TEXTING PLEASE

Texting is not an acceptable form of business communication.

The NRLCA does not want the employees of the National Steward System (NSS) texting.

This includes your DRs, ADRs, Area Stewards and Local Stewards

When needed, please CALL your assigned Steward or Representative.



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-		1d. Telephone No. (include area code) Your Number for Steward to call if needed	
1g. Grievant's Mailing Address your route #			
2a. Post Office	2b. Branch/Station	2c. Telephone No. (include area code) POST OFFICE Number	
3a. Date of Incident	3b. Date of Step 1 Discussion with (Filing date) Supervisor's Initials	3c. Was Grievance Timely? (Explain) YES Supervi-	
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 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 RURAL LETTER CARRIERS'
AUXILIARY
SCHOLARSHIP APPLICATION**
(Please read guidelines on back before completing application)

NAME: _____ AGE _____ DOB: _____
ADDRESS: _____ PHONE: _____
CITY: _____ STATE: _____ ZIP: _____

PARENT/GRANDPARENT INVOLVEMENT

Name of Parent/Grandparent or Guardian: _____
Number of Years as Carrier: Which Local District: _____
Number of Years Active Membership in Association: _____
Number of Years Spouse Active in Auxiliary: _____
List Offices held in District or State Level of NCRLCA by Parent/Grandparent:

Number of Brothers and Sisters: _____ Ages _____
College Choice and / or Acceptance to: _____

Proposed area of Study _____
Status: Freshman ___ Sophomore ___ Junior ___ Senior ___

II. ACADEMIC ACHIEVEMENT

GPA _____ Class Rank _____ Number in Class _____

Special Recognition, Honors, Awards: _____

PARTICIPATION IN ACTIVITIES AND WORK

Juniors of NCRLCA: _____

School: _____

Community: _____

Church: _____

Work Experience: _____

(Continued on page 33)

IV. NEED: (Brief Explanation)

V. PERSONAL STATEMENT AND COMPOSITION: In your own words, explain why you wish to continue your education and include your career objectives: _____

VI. REFERENCE: Submit with this application a current copy of your High School or College Transcript, along with a current letter from the Advisor / Guidance Counselor / Teacher stating your academic standing, character and need verification.

VII. A scholarship check will not be issued to a winner until proof of full time enrollment in the chosen school has been verified by the Auxiliary Secretary/Treasurer.

PLEASE READ CAREFULLY: Application cannot be acted upon unless all items are either answered or designated not applicable.

****APPLICANT HAS NOT REACHED AGE 22 BY AUGUST 1, OF EACH YEAR APPLYING AND IS NOT MARRIED.**

****APPLICATION AND NECESSARY FORMS MUST BE SUBMITTED NO LATER THAN JUNE 1ST OF EACH YEAR.**

**Mail application to:
Auxiliary of the NCRLCA
Sue Kelly/ Secretary-Treasurer
4701 Main St
Linden, NC 28356**

**910-980-0820 or
910-890-2804**

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

Deadline June 1, 2021

For North Carolina Scholarships

Auxiliary News

*From
President L.E. White*

Hello everyone.

We are still plagued by the corona virus but people are now receiving the vaccine and the number of new cases seem to be declining in several states. As of now we are moving forward as normal for the state and national conventions but if they are canceled we will make adjustments at that time.

If you have a child or grandchild graduating from high school or still attending college they will need to have their scholarship applications completed and returned (all line items must be completed) by June 1st for the state scholarship. The national scholarship had to be submitted by March 1st. NC application is included in this issue, pages 32-33.

A lot of juniors that graduated from high school and college did not get to walk across the stage in a graduation ceremony and their diplomas were mailed to them. It was sad that their parents and grandparents did not get to participate in the achievements that they worked so hard for.

This has been a stressful year not being able to go places to join friends if fear of contacting COVID 19, especially if you or someone in your family has other health issues. If you know someone in a nursing home, hospital, or assisted living facility, send them a card to let them know that you are thinking of them. They may be confined to their room and the only way they get to see their family is through a window. It is hard for them to understand.

We would like to thank all first responders, doctors, nurses, teachers, military, policemen, and other essential personnel for risking their health to protect and help others during this trying time.

Be sure to register as a delegate for the state convention and hope to see you there.


Stay safe!



APRIL 2020

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

MAY 2020

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

Important Dates

April 4	Easter Sunday	June 19	Nat'l Delegate Ballots Counted
April 15	Tax Day	June 20	Father's Day
May 4	Last Day for Delegate Nominations	June 21	State Convention Opening Day
May 9	Mother's Day	July 4	Independence Day
May 11	Last day for District Meetings	July 5	Independence Day Holiday observed
May 31	Memorial Day		



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

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

**OFFICIAL ELECTION
 NOTICE**

A secret ballot election for the delegates of the North Carolina RLCA to the 2021 NRLCA National Convention to be held in Orlando, Florida from August 18 through August 21, 2021 will be conducted by mail.

Ballots will be mailed to all members on or before May 27, 2021. **For more information see page 12.**

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.

