

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

Volume 37

Issue 6

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May—June 2021

State Convention Is On!

November 11 & 12, 2021

We will have our State Convention at the Koury Convention Center in Greensboro, NC.

It will be a two day event taking place on Thursday, November 11 and Friday, November 12.

Officer elections will take place on Friday with nominations beginning on Thursday.

Local district meetings will be held in August or September to elect local officers and delegates to the State Convention.

More information is inside this issue and hotel reservation information is on the back page.

Inside This Issue

Convention Changes
New Steward List
Member of the Year
Guidelines

2021 National Convention Canceled

New Location and Dates for the 2022 National Convention

The National Board has announced that due to safety concerns the 2021 National Convention in Orlando Florida has been canceled.

Delegate elections will cease and the Post Office box for national delegate elections will be closed. Ballots will not be mailed to the members.

See page 9 for the official announcement from your National Board.

The 2022 National Convention has been scheduled for September 6-9 in Orlando, Florida.

North Carolina Rural Letter Carriers' Association

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

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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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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 **Im4safeT!**

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

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

Cover Photo

North Carolina's State Flower
The Dogwood Tree Blossom.

Photo from Debra Bennett

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Mother's Day is May 9, 2021

President
Brenda Gibbs



Many Changes In Place

So much has happened since our March/April issue.

New Postal Districts

Effective April 10th, 2021 the National Steward System (NSS) has realigned the districts so that they are in line with the new postal districts. We are no longer two districts consisting of Mid Carolinas and Greensboro; instead, we are now North Carolina.

We now have one District Representative, Bethany Small. Jeff Essick is still with us as a Full Time ADR. A listing of the current full and part time ADR's along with the Area Stewards is available on the website along with their contact information.

We have also been removed from the Southern Area with Shirley Baffa as our National Regional Officer (NRO). Thank you, Shirley for everything you have done in your short time with us. We are now in the Atlantic area with Dennis Conley as our NRO. Welcome home Dennis.

National Convention Canceled

The National Board has announced that the National Convention scheduled for Orlando, Florida in August has been canceled. When the State board members were asked for their input over 80% of the states

had suggested canceling the National Convention until next year.

State Convention

Your State board members have been busy trying to secure a location for our State Convention this year. We are pleased to announce that we will be holding our 2021 State Convention at the Koury Convention Center in Greensboro, NC. It will be an abbreviated version; November 11 and 12, 2021.

There will not be a program for the Juniors since most of them will be in school during this time, but the Auxiliary will meet. We will be holding elections for officers and we will be voting on constitutional changes. Any resolutions will be postponed until our 2022 State Convention. There is already a backlog of resolutions at the National level. We will resume our District meetings toward the end of the summer. Exact dates will be announced at a later time.

Changes to Your State Board

Effective April 7th, 2021 Scott Deal resigned from his position on your State Board. After much consideration, we have selected Renee Johnson to fill out the remainder of his term. Scott has actively worked with our state legislature to make our jobs safer on the local level. He has been involved in safety meetings, both in the Greensboro district and the Mid Carolina district. We will greatly miss him and wish Scott the greatest success in his new passion.

Renee Johnson can be reached at 336-984-2368 or by mail at 383 Clint Johnson Road, Wilkesboro, NC 28697-7243. Welcome aboard Renee!



Memorial Day *May 31, 2021*

Pay tribute to the U.S. men and women
who died during military service by
observing a national moment of
remembrance with a minute of silence at
3:00 PM local time.

Photo from Arlington National Cemetery,
Memorial Day 2019



Chaplain's Message

Jesse Ray Farmer Jr.,
Chaplain

Are You Ready?

READ: 1 Thessalonians 5:2

Recently my daughter's family was planning a trip to Disney. As you know the 9+ hour voyage in the car can be pretty treacherous for kids, especially if they are very young.

After careful contemplation and some advice from their wise parents, they decided to leave very early in the morning after midnight in hopes that the children would stay asleep while they are carried to the car. The parents knew the hour they had to plan to wake and were prepared. The children, however, awoken in shock in a very different location than when they laid down that night before.

Are you prepared as if this was your last day on earth? Last minute? Last second? The passage in Thessalonians was not written to frighten us but to prepare us.

The scriptures lay out the simple plan of salvation in hopes that all will be prepared. Christ made a way for us to bypass the condemnation of hell by dying on the cross in payment for our sin (Romans 5:8).

In 1 Peter, Paul shares that "through him (Christ) you believe in God, who raised him from the dead and glorified him, and so your faith and hope are in God." We have a living hope that surpasses all the trials of this world. Whether we are taken out of our sleep with a heart attack or the day the Lord returns, we are called to be ready!

Prayer: "Dear Lord, thank you for making a way to spend eternity with you by sending your Son, Jesus, as a sacrifice for our sins. Amen"

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



Obituaries

No Obituaries were submitted for this issue.



POLIO VACCINE STAMP

This first class letter stamp was issued on January 15, 1957 for only three cents. It features a woman holding a shield with a "Caduceus" along with two children. The children represent those who benefitted the most from the vaccine. The caduceus is a symbol of healthcare and medicine and is the emblem of the U.S. Medical Corps. The caption, "Honoring Those Who Helped Fight Polio" is across the top.

The stamp symbolizes the struggle against the crippling disease Poliomyelitis, usually just called Polio. Since the poliovirus is easily transmitted, epidemics were very common in the first decades of the 20th century. Treatments were limited to quarantines and the infamous "iron lung," a metal coffin-like contraption that aided breathing for those whose lungs were damaged by polio.

Although children, especially infants, were among the worst affected, adults could also be stricken. The most famous is probably President Franklin D. Roosevelt. In 1921, at age 39, FDR was left partially paralyzed (from the waist down) when he was struck with polio.

Polio was the most frightening public health problem facing America after World War II. During the early 1950s, polio rates in the United States were over 25,000 annually. In 1952, an epidemic year, there were 58,000 new cases reported in the United States, and more than 3,000 died from the disease.

The first effective polio vaccine was developed in 1952 by Jonas Salk and a team at the University of Pittsburgh. At the time, most vaccines used live viruses, which were dangerous. Dr. Salk chose to use an inactivated (killed) virus as a safer alternative. In April 1954, clinical trials using his vaccine began in elementary schools in the U.S. Nearly two million American schoolchildren participated in the trials. In April 1955 the vaccine was declared safe and effective. It became a standard part of childhood immunizations around the world.

The annual number of polio cases in the United States fell from 35,000 in 1953 to 5,600 by 1957. In 1961 only 161 cases were recorded in the U.S. The heartbreaking evidence of polio: children with deformed limbs and wheelchairs, crutches, or leg braces have become an image of the past.

Safety

Audrey Solomon
Vice President



Executive Committeeman Scott Deal has resigned from the postal service. We regret his loss to our craft and to our Association. We will miss him. We wish him the best and thank him for his service.

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

SPRING AND SUMMER MAINTENANCE

Hello everyone. It is warming up. I know COVID is still on everyone's mind, but we have other things out here we need to think about. As I said before, it is warming up and new safety measures come into play: Some things to think about are:

Children out playing.

Wasp, bees or ants in mailboxes and cluster boxes

Lizards on or in mailboxes

Snakes hiding in grass, mulch, or laying across steps

Customers bushes growing all over the boxes

Dogs running loose in the yard

Ticks in grass or on bushes

Overheating of vehicles

Water hoses laying across walkways or drive-ways

Heat and humidity and the strain on our bodies

This is just a list of some of the things to be aware of.

Please if you are allergic to bee stings, do not forget your EpiPen (this is also a good time to update your prescription).

We know children will be in the yard playing and leaving toys everywhere, therefore; **WATCH OUT FOR THE CHILDREN.** Usually this is also when you find loose dogs. The dogs will protect that child so beware.

Everyone should have the heat related injury card, please review it and remember to hydrate, hydrate, and hydrate again. If you start feeling sick, get to a safe area, pull over and get out of the vehicle. Go in a store or get under a shade tree.

Backing is still done only if necessary. If you do need to back up, check to make sure nothing is behind you and use your horn as a warning.

Do not back into a roadway or street. If you must go down a driveway, turn around before dismounting. This way you are already facing out to leave when you return.

Please keep vehicles maintained. While speaking with VMF the other day, I was shocked to hear him tell me a story about an LLV. He was working on one vehicle while another was going past. He heard a strange noise coming from the vehicle and knew it was the brakes. He stopped the driver and asked, "Why had he not written it up?". The driver turned and said, "This is not my vehicle so why should I care." This is your safety we are talking about, if you hear or smell something strange **Write it up!** Your life is important. You may get back without the vehicle breaking down but think of the next person that will drive that vehicle.

BE SAFE AND REMEMBER SAFETY STARTS WITH YOU

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.

Retirement

Brian Hamlett



Am I Ready to Retire?

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

The Federal Employee Retirement System (FERS) was put in place January 1, 1987 as a replacement for the Civil Service Retirement System (CSRS). The CSRS provides a larger pension, with the employee paying in a larger contribution to the pension. Most CSRS employees are not eligible for Social Security as they did not contribute to it. FERS retirement however uses a three-part approach, referred to as the “three-legged stool”, to provide income throughout your retirement years.

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



You want to retire, but are you eligible?

CSRS Optional Retirement

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

AGE	YEARS OF SERVICE
62	5
60	20
55	30

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

FERS Minimum Retirement Age (MRA)

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

FERS Immediate Retirement

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

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

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

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

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

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



RCHBP

Elaine Althoff

It's OKAY To Not Be OKAY

During the past year with the Pandemic, we have all had to alter the way we go about our daily routines in some fashion.

I have tried not to write about the Pandemic for a few reasons. Overload was my first reason. Like many of us, we sat glued to the television during the early days watching the death tolls rise. Then jump on the computer read and see it again. It consumed us. It got to the point where we had to just unplug ourselves from all the sadness. Now you're not sleeping well. It caused and still does cause a lot of anxiety for many. Then you get depressed and the cycle just keeps going.

I had to stop and reset. I couldn't deal with the numbers accelerating to the totals they were going to. Then we started losing our patrons, family members, friends and co-workers, to this. I didn't understand why people weren't doing what they could do to slow or stop this Covid freight train.

Then the numbers started going down. We thought we had this under control then just to be hit with another cycle of the anxiety and depression kicking back in.

We started to hear of patrons and people we know catching Covid-19 and then other personal life events that send you into a whirlwind.

At this point I knew for my own sanity I need to start to delete. Delete negative energy. Delete negative people. Just started to delete.

I'm at a point now where I see how much more I

still need to delete in my life but I feel great. I need to work on me, take time for me, and do the things I need to do for my health and well-being.

We get so used to doing for everyone else and dropping what we are doing. Taking time from our family, time to rush to do what others need or want at their command. At some point you lose yourself; rushing around for folks that only care about themselves and what you were going to do just for them; and drop everything to deal with them and when you hit almost bottom, DELETE.

No one was there to hold my hand and say "It's okay to not be okay". But it is! I'm telling you it is okay to not be okay. There is help out there. Use it! They want to help you. They are trained to help you.

Never be ashamed to seek help.


If you are or someone in your family is suffering from severe depression, anxiety or if you have or suspect they have suicidal thoughts, contact the USPS Employee's Assistance Program (EAP) toll free hotline: 1-800-327-4968 or TTY: 1-877-492-7341.

Counselors provide confidential emergency, urgent care intervention for Postal employees and family members.

A few others numbers to keep on hand are the Substance Abuse and Mental Health Services Administration National Helpline, 1-800-662-4357 or TTY: 1-800-487-4889. It is also confidential, free, 24-hours-a-day, 365 days a year.

The National Suicide Prevention Lifeline number is 1-800-273-TALK(8255).

Please, please reach out if you need assistance!



Employee Assistance Program

USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust

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

The USPS EAP is here for you and your family.

No matter what life throws at you, we are here to help. When challenges start to feel overwhelming, it's important to reach out for support. No matter your concerns, your EAP has tools and resources available to help you face obstacles head on, with greater success.

Official Convention News

State Convention Set for November

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

It will take place at the Koury Convention Center in Greensboro. 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. Constitution change form is included in this issue on

Secretary/Treasurer

Vicki Gray



page 11.

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.

Our Member of the Year selection must be made prior to this year's convention. We must select and report our selection to the National Board by June 30. Please send you nomination for Member of the Year in soon. Guidelines for nominations are on page 13.

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 take place. Officer nominations will be

(Continued on page 10)

2021 National Convention Canceled

From the NRLCA website
Rural Letter Carriers:

The National Board recently conducted a ZOOM teleconference with the state presidents.

We shared information on the current COVID 19 situations across the country.

We asked that they go back and share this information with their state boards and poll them on their opinion to conduct our national convention this year in Orlando, Florida.

It was clear that the over-whelming majority of the state boards thought it best to cancel the 2021 national convention this year.

Please be assured that the decision to cancel the national convention this year was not taken lightly, and your National Board is regretful that we are unable to return to business as usual.

The safety and health of our carriers must be top priority!

Thank you for serving the American people during this difficult time.

Stay safe!

Your National Board

The complete four page [Cancellation Announcement](#) can be seen on the nrlca.org website.

Also included in this announcement from the National Board was the following:

We will be holding a Zoom meeting for the membership with more information in the coming weeks. Please stay tuned to the website for more updates.

Finally, we look forward to seeing many of you for a safe and productive National Convention in 2022. We are pleased that the Rosen Shingle Creek Hotel in Orlando, Florida will welcome our National Convention delegates and guests for the 2022 National Convention, which will begin on Tuesday, September 6 and conclude on Friday, September 9.

If conditions permit, we also hope to be able to attend some of the postponed state conventions or other meetings later this calendar year.

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 on this page for rules regarding your announcements.

Candidate Announcements for State Office

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

Mail candidate announcements to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390, or email to mailto:ncrlcasectreas@gmail.com

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

District Meetings

District meetings for the election of officers and state delegates will take place in August and/or September. Watch your mailbox for your invitation.

Meetings will be posted on the calendar page on our website as they are scheduled.

Members that are not 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 secretary will add them to the nominations.

Don't forget to also pre-register as a delegate to the State Convention. See page 12 for registration form.

If local officers need help finding a space large enough to accommodate their meeting because of current restrictions they should contact their State Board representative for help.

Virtual Meetings In the Future?

Your State Board 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 an in person meeting.

Please reach out to your State Board if you are interested in having a virtual meeting. We need to know how many of you would be interested in using this type of platform.

So far we have received very little response to this option. We may abandon this idea if we do not hear from you.

NRLCA 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

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 for this award.

Member of the Year will be selected by June 30, 2021.



North Carolina Armed Forces Veterans Club

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

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

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

Please send membership dues to Mike Shue, 325 Ed Weavers Road, Salisbury, NC 28146-8570.

ARMED FORCES WEEK

From Mike Shue

Most of us know about Veteran's Day, where we honor those who served in all branches of the military, on November 11th each year, and Memorial Day, the last Monday in May, where we remember those who paid the ultimate price in the service of their country. But how many know about Armed Forces Week? This is the week leading up to the third Saturday in May where we honor all past and present members of all branches of the military on Armed Forces Day. In some parts of the country, there are parades, military displays, public tours of installations and facilities, and the like.



Following is a brief history of each branch of service.

ARMY- Began as the Continental Army on June 14, 1775. Current number of personnel is around 492,000 active duty and another 336,000 reservists including the National Guard. Theme song- "As Those Caissons Go Rolling Along"

NAVY- Began as the Continental Navy on October 13, 1775. Current number of personnel is around 379,000 active duty and 101,000 reservists with 490 ships of which about 300 are combat-ready, the remainder being reserve ships, support vessels, or in various states of repair or construction. Theme song- "Anchors Aweigh"

AIR FORCE- Began as part of the US Army on August 1, 1907 and became a separate branch of the military on September 18, 1947. Currently has about 329,000 active duty personnel with 176,000 reservists and Air National Guard with 5,000 aircraft. Theme song- "The Wild Blue Yonder"

MARINE CORPS- Began as the Continental Marines on Nov. 10, 1775. Currently has around 182,000 active duty personnel and 38,000 reservists. Theme song- "From the Halls of Montezuma"

COAST GUARD- Began August 4, 1790 as a revenue and customs service. Began January 28, 1915 as the Coast Guard we know today. Active duty personnel number 41,000 with 38,000 reserve and auxiliary personnel. Has about 243 coastal & ocean-going vessels and 1,600 smaller boats. The Coast Guard operates under the Department of Homeland Security in peacetime and under the Navy as needed. Theme song- "Semper Paratus" (Always Ready)

Be sure and take a moment to remember all those serving and who have served on Armed Forces Day, May 15th this year.

More New Legislation



Legislative Representative

Van Heath

Since the new Congress was sworn in way back in January, much legislation has been placed on the agenda. The latest bill that I wish to mention is H.R. 2337 known as the **Public Servants Protection and Fairness Act**. This is the first bill that we have seen in some time that deals with the Windfall Elimination Provision (WEP).

The WEP; which affects federal retirees in the Civil Service Retirement System (CSRS), significantly reduces earned Social Security benefits of retirees who also collect a pension from their civil service employment (and during which they did not pay into Social Security).

The Public Servants Protection and Fairness Act would offer much-needed financial relief to our members and the more than 1.9 million Social Security beneficiaries affected by the WEP penalty.

Key provisions of the Public Servants Protection and Fairness Act:

- **Individuals turning age 62 before 2023:**

Under the bill; individuals receiving WEP-reduced Social Security benefits based on their own work record would receive a rebate of \$150 per month.

- **Individuals turning age 62 in 2023 or later:**

These individuals' WEP penalty would be subject to either a new formula or the current formula, whichever is more beneficial. The new formula would calculate benefits based on the proportion of a worker's career earnings in Social Security-covered jobs to total earnings in covered and non-covered jobs.

If you or someone you know believes that they may be affected by the WEP, please contact your Representative, and ask them to cosponsor the Public Servants Protection and Fairness Act of 2021.

Remember, there are still other issues that we need to get Congress to act on:

Maintaining 6-day Delivery

Maintaining Service Standards

Retiree Health Benefits Pre-Funding

RCA Buy Back Bill

As for the Service Standards, our current PMG has spoken a great deal about loosening time standards for when mail is delivered. \ If this can move forward, then you can look for six-day delivery to come back to the forefront. If it is not important for a first-class letter to arrive in 2-3 days; then why is it important to deliver six days a week? It is not.

There is more information on each of these topics on the NRLCA.org website. We have an excellent Legislative Team working in the National Office; BUT, when we all speak up for ourselves and our employer, we can get things done.

It now appears that we will be returning to normal or will have by the time you read this. I look forward to seeing many of you at District Meetings and at our State Convention. It is important that we all attend our District Meetings this summer and fall. There is a lot that your State Officers and Stewards need to talk about, and I am sure we all have lots of questions as well.

"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

Become A Sustaining PAC Donor

Hello everyone! Porkchop here. As I write this the cancelation of this year's National Convention has been announced, and while it saddens me that we won't be able to gather this summer I feel that the National Board made the right choice. I'm really looking forward to seeing you all in this fall in Greensboro for our State Convention.

There is nothing like getting together with fellow rural carriers and discussing the issues of our craft. I've never left a union meeting without picking up some knowledge that helps me do my job better when I return back to my route.

Over the next few years we have a great opportunity to get legislation favorable to our union passed in congress and signed into law. That's why your contributions to PAC really matter now more than ever. We need your PAC donations!

I hope you'll take a moment to fill out the form printed in this issue and sign up to be a sustaining donor- together we are a mighty force for good!

Our contributions along with our phone calls and letters let our representatives know how we feel about the issues that are important to our jobs and to our members.

I hope everyone reading this is safe and happy and I look forward to seeing you in Greensboro!

Congratulations to North Carolina's Crystal McIntyre & Sally Corriher!

Crystal won the February Grand Prize of an iPad and Sally 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 cups and one will receive a larger gift. NRLCA PAC will announce new gifts each month until July 31.

Upcoming Grand prizes are:

March ~ Yeti Hopper Flip Soft Cooler

April ~ \$250 Visa card

May ~ Apple Watch

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

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*
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Sally Corriher*
Samantha Cullifer*
Jennifer Davis
Chris Derrick*
Phillip Fulwood
Vicki Gray*
Claire Glass
Robert Greenwood

Robert Gurganus
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Donna Parker*
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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
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Auto-Home Insurance

Tracy Greer



How Does FREE Money Sound to You?

You read that right, FREE MONEY!!!

There is no doubt about it we all like saving money and who doesn't like free money? Many companies offer free money and there always seems to be a catch. With National General there is no catch.

All It takes is a 10 minute phone call to receive a quote and that call could save you lots of money on your insurance premiums and for your time you will receive a \$10.00 visa gift card. They will not hassle you to switch or call you every day. You will receive a follow up call at some point and that's it.

It doesn't matter if you are an ARC, RCA, regular, or retired; or even if you have an existing policy. You receive the same great service and discounts for being a member of the NRLCA.

You may ask what National General has to offer and I can help you with that!

1. National General has been insuring the craft for over 68 years.
2. They understand the Federal Tort Claims act which means you are not charged a commercial rate.
3. The FTC act covers you on the route from damage or injury to someone else.
4. They can insure all the vehicles in your home, RV, motorcycle, ATV, or any insurance need.
5. All carriers are eligible even retirees.

With our meetings canceled it is hard to address your questions and inform you of these programs. I am always available to talk with you, so feel free to call, text or email. Remember I am a working carrier just like you, so leave a message if I do not answer.

You need to make sure, your insurance company knows you deliver mail which could increase your premium.

Call National General at 1-888-325-7727 to receive your free, no obligation quote and mention code R/RP to receive your \$10.00 gift card.

RURAL CARRIER MILESTONES



Steve Rogers delivering his route from his LLV in Winston-Salem days before retiring after serving on it for 30 years.

Steve Rogers Retires

Steve Rogers was hired by the USPS in July of 1983.

He delivered his last letter on March 31, 2021.

Steve has carried the same route in Winston-Salem since the mid-80's. That is over 30 years and almost all of his career.

Steve says it never felt like a job to him. He loved the people he served and he will cherish the friendships and memories he made.

Steve also served as our North Carolina PAC Chairman. He did an exceptional job raising money from our state. So much so that Steve received the Outstanding PAC Chair Award from President Ronnie Stutts at our National Convention in 2019.

Congratulations on your milestone Steve. Thank you for all your hard work and dedication. We wish you a long and enjoyable retirement filled with happiness.

Webmaster

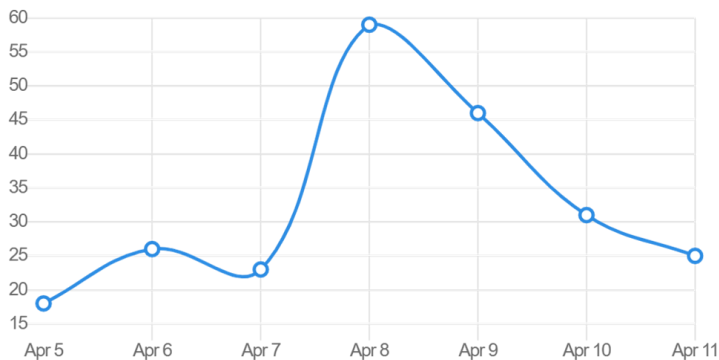
Renee Johnson



News You Can Use From the Website!

The graphs have gotten good response. Sometimes measuring results for virtual activities can seem daunting, but this breaks down the traffic into clearly defined bites.

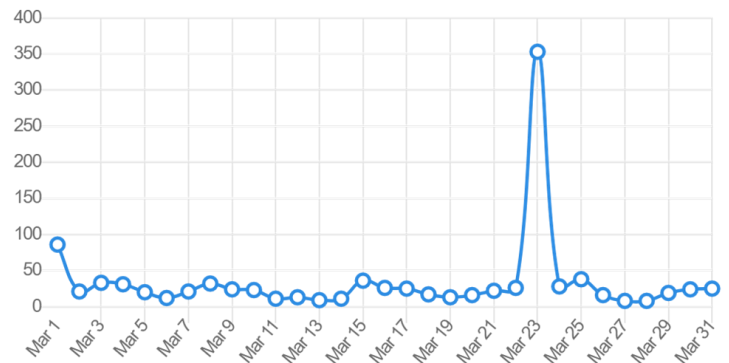
We can pull up weekly, monthly, or yearly results. For instance, the chart below is for a single week in April where we experienced 92% growth in new visitors.



During the month of March, we experienced an 89% growth in new visitors while maintaining 11% in

returning visitors. Total users were up 38%, while total pageviews declined by 25%. The category receiving the most clicks was Events, which had both the NC Junior Auxiliary Scholarship form for easy access and the State Convention poll for member response.

One of the ways in which your board uses this information is to see what leads to a spike. For instance, we can see that March 23 and April 08 both experienced sudden peaks. Glancing back through



the News and Events categories, we can observe which posts directly preceded the interested clicks, such as **COVID-19 MOU EXTENSION** on March 20, 2021, and **NSS ALIGNS WITH NEW USPS DISTRICTS** on April 08, 2021.

We are all doing our best to get the word out about the NC Junior Auxiliary Scholarship, and the Member Poll. The current result of the poll is as follows:

Total responses as of April 14, 2021: 16.

Of these: 2 do not normally attend the State Convention, or 12.5%.

14 normally attend, or 87.5%

2 would not feel safe attending this year, 12.5%

2 are unsure about attending, 12.5%

12 feel safe about attending, or 75% of those who have responded.

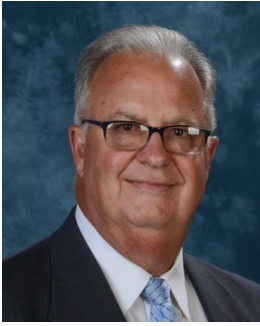
For further clarification, one of the two who did not normally attend would attend this year.

The other respondent who would not feel safe attending does not attend under normal conditions.

The two who are unsure are regular attendees.

As always, let us know what you are interested in discovering through the website. You can email me at NCRLCAwebmaster@gmail.com. We welcome all suggestions although we are limited by the National guidelines as to the kinds of things which are appropriate to post under the heading of North Carolina Rural Letter Carriers Association.





Provident Guild Representative

Dale Sain

No one wants to think about it, but we are all going to pass on from this world at some point. To help your family at that difficult time, be sure you have all your documents in order. Also, make sure you let your family know where these documents are kept. A will, a letter of instruction and any trust documents are a must have.

This list of the *25 Documents You Need Before You Die* is courtesy of the Wall Street Journal.

I have taken the liberty of adding #26, the Provident Guild Death Benefit Fund.

The Provident Guild is here to immediately help your family when that times comes. We are ready with some quick cash for your family as soon as we are no-

The 25 Documents You Need Before You Die

tified of your death.

Please consider joining the guild today.

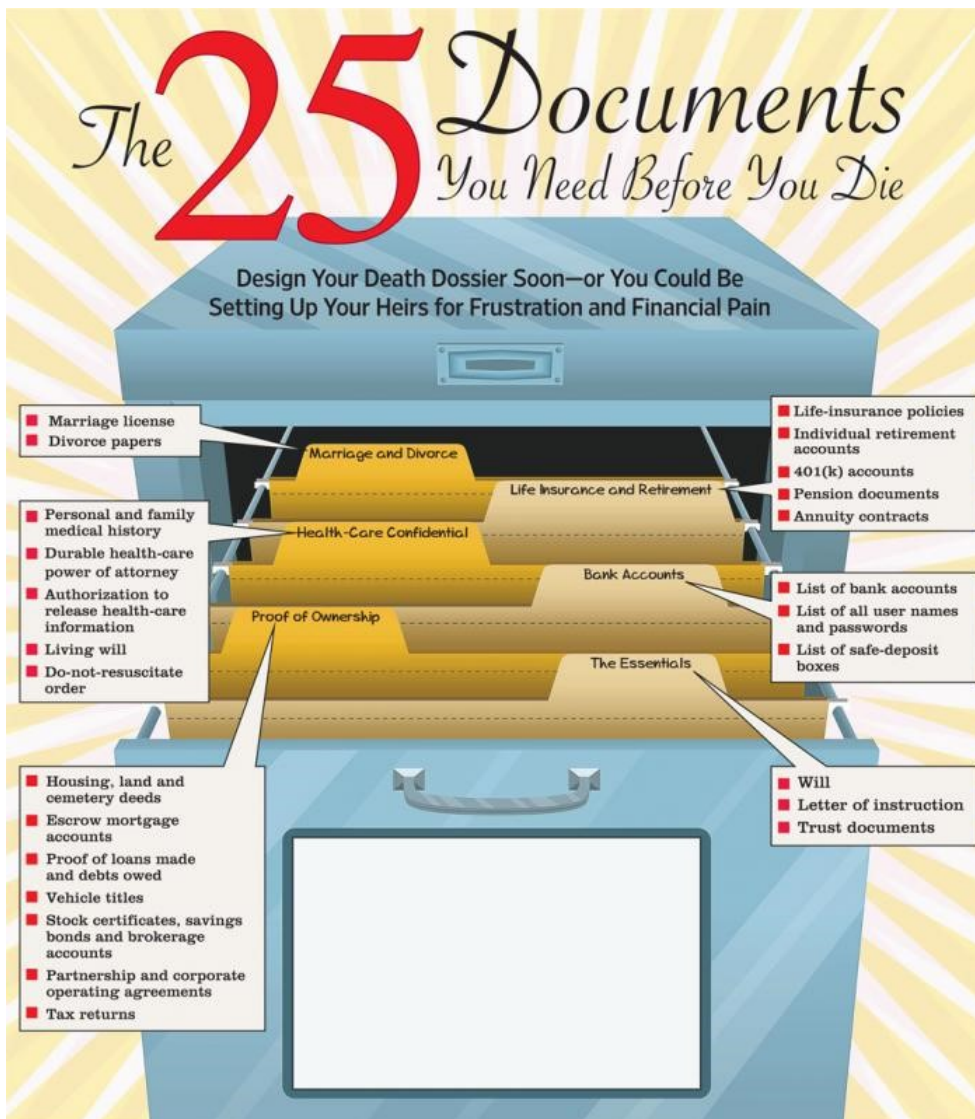
Let me know if you have any questions My contact information is on page 2.

The 25 Documents to have prepared

1. Marriage license
2. Divorce papers
3. Personal and family medical history
4. Durable health care power of attorney
5. Authorization to release health care information
6. Living will
7. Do-not-resuscitate order
8. Housing, land, and cemetery deeds
9. Escrow mortgage amounts
10. Proof of loans made and debts owed
11. Vehicle titles
12. Stock certificates, savings bonds, and brokerage accounts
13. Partnership and corporate operating agreements
14. Tax returns
15. Life insurance policies
16. IRAs
17. 401(k) accounts
18. Pension documents
19. Annuity contracts
20. List of bank accounts
21. List of user names and passwords
22. List of safe deposit boxes
23. Will
24. Letter of instruction
25. Trust documents

PLUS

26. Provident Guild Death Benefit Fund



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Bonnie Arsenault

910-545-7139

Elissa Gonzales

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Tabitha Benfield

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Johnny Hopper

828-212-3536

Phillip Fulwood

910-443-7110

Crystal McIntyre

336-617-1102

Steven Kim

828-513-7773

Lisa Talini-Zamora

336-749-3445

Amy Russo

585-590-9243

Nathan Darden

252-619-1588

Renee Johnson

336-902-2292

Mike Leonard

336-225-9622



North Carolina District Representative

Bethany Small

Change Has Begun

The merging of Mid-Carolinas District and the Greensboro District is well underway and the National Steward System has changed a bit.

I would like to start off this article by introducing myself to those who don't know me. My name is Bethany Small and I have accepted the position of District Representative of the North Carolina District.

I am a rural carrier out of the Shallotte office, South Brunswick Station since 2007. I began my Union carrier as an RCA in 2008. I have had the pleasure of learning from many amazing mentors during my time with the NRLCA, some of whom I am still working with today. One thing that my experience has taught me is that our Craft is comprised of some of the most talented, intelligent and capable people I have met in my life. I know that there are carriers out there who will one day join our team and become a mentor and teacher to the Stewards who accept the challenge of representing our craft. I am a proud rural carrier and I look forward to continuing to learn and grow with all of you in the coming years.

During this transition process, the North Carolina stewards have also changed and that list and contract information can be found in this edition of the NC State paper and it is on the NCRLCA.org webpage. I will do my best to supply our State Board and website with current lists as we go forward so that there will be updated information available to everyone when needed.

I would like to welcome Kelly Futch to the Full Time ADR position. Ms. Futch has been tirelessly serving her area as a Part-timer but she will be expanding her role with the NRLCA now as a Full-Time Rep. I am also very excited to announce that we now have 14 Area Stewards state-wide, most of whom were certified in that role in the first few months of 2021.

I want to take this opportunity to thank each and every one of you out there who stand up for yourselves and your co-workers, whether that is done as a steward

or a conscientious coworker. I believe that the merging of the Mid-Carolinas and the Greensboro district is an opportunity for us to grow as a Union and to grow as a state.

My hopes for the North Carolina district include an expanded and strengthened Steward System, empowered employees and managers who are fair, competent and reasonable. I believe that it is possible, if not necessary, to improve upon the conditions under which the carriers of North Carolina currently work. I believe that we have a long road ahead of us as there is a lot of work to be done, but a long journey cannot be finished without taking that first step.

That being said, I am calling on carriers around the great state of North Carolina to join me in this journey. I have said this before and I will say it again, **What we allow is what will continue.** You don't have to be a steward to forward the cause. You can join your local districts' board, you can attend meetings, you can tell a new-hire about the Union, and you can file a grievance when the contract is broken. Whatever you may be capable of will be helpful.

My hopes for the North Carolina district include an expanded and strengthened Steward System, empowered employees and managers who are fair, competent and reasonable.

For those of you who may need assistance from a Representative, I ask that you please contact your Local or Area Steward first. If you are unsure who to contact, you can also reach out to the ADR who is geographically closest to you. All of the office assignments will have been posted on the state website by the

time of this publication.

The Union is here to help, please reach out to us if you need too!

Relief Day Work List

The Relief Day Work List (RDWL) signup has wrapped and the new list should be posted in offices now.

Those on the RDWL will be utilized after all available leave replacements and prior to requiring anyone not on the RDWL. The Relief Day Work List is the name of what is often incorrectly referred to as the "Overtime Desired List or ODL". These terms refer to the city craft. In accordance with Article 8.5 of the National Agreement:

"the relief day work list at each delivery unit shall be established twice during the guarantee period. The relief daywork list will be posted for a two-week period. Each time the new relief day work list is established it shall supersede the previous list. All regular carriers, regardless of route

(Continued on page 24)

classification, desiring to work their relief days shall place their names on the relief day work list.”

If you become a regular carrier after April 30th (the last day to sign up for this RDWL), then you will have to wait to sign the list until the next opportunity in the fall prior to the beginning of the new guarantee period.

If you are not on the RDWL, you will be compensated with a DACA 3 for working your relief day.
You are not entitled to a DACA 5 .

This new list will go into effect on May 8th and carriers should be worked in order of seniority on a rotating basis. If you have leave (including an approved X day) adjacent to your relief day you will not be required to work. If you would like to work that relief day adjacent to your leave, you must indicate this desire in writing to your manager prior to the relief day.

Article 9.2.C.5.f outlines how relief days are paid. When a carrier on the RDWL works their relief day, they have 3 options as to how they are paid:

***An X day** (a day for working a prior relief day): to be immediately scheduled by **mutual** agreement between the carrier and the Employer. The scheduled X day must be within the next 12 weeks. A leave slip (PS Form 3971) will be completed for the mutually agreed X day and the scheduled X day will be given the same consideration as approved annual leave.

***DACA 3:** Compensation at 50% of the Carrier's daily rate of pay, in addition to receiving an X day within twelve (12) weeks as **scheduled by the Employer**. This means that it is up to your manager when you get your X day. We are not entitled to have our wishes honored. As per the Andrea Wilson letter dated January 29, 2001, Management must provide three (3) working days' notice to a regular carrier when assigning an X day.

***DACA 5:** Compensation at 150% of the carrier's daily rate of pay. The carrier will not receive an X day.

If you have signed up for the RDWL and later find that you no longer wish to be on it, you can remove your name at any time.

You will be required to work your relief day if you requested to remove your name from the list if you have already been scheduled to work the upcoming relief day. Your request will be effective for any future, unscheduled relief days.

If you are not on the RDWL, you will be compensated a DACA 3 for working your relief day and will be required to work by juniority, not on a rotating basis. This means that if regulars carriers not on the RDWL are needed to work their relief day, the most junior available regular carrier will be required to work each time.

Sunday/Holiday Parcel Delivery

In accordance with the MOU for the Sunday/Holiday Parcel Delivery Work List, this list should also have been updated during the same time period as the RDWL.

Until next time, I hope that you all are doing well and staying safe.

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.



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 received or contract violation occurred	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.

PS Form 8191, March 2007

NORTH CAROLINA AUXILIARY OFFICERS

PRESIDENT

L.E. WHITE

1336 Schoolhouse Road
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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
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252-221-4683

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SECRETARY/TREASURER

LILY GRAY

424 Wapiti Dr
Spring Lake, NC 28390

CHAPLAIN

MADISON HALL

9028 Main Street
Godwin, NC 28344-8387

Scholarship Application Deadline is June 1st

Auxiliary News

From

Sue Kelly

Secretary/Treasurer

As we try to get some normality in our lives our National and State conventions are still scheduled. There has been a slight change in the place and time of the state convention. The meeting will be in Greensboro at the Sheraton Four Seasons on November 11 and 12 2021. Look for more information in this issue and on the website.

It is the time of the year for the Junior contest. All entries can be mailed to Auxiliary Secretary/Treasurer at the left of this article. All essays and posters must be on a letter -size manila folder. Each must have the following information legibly written on the back of the folder:

Name and address

Date of birth and age as of 8/1/2021

Name of parent or grandparent

State in which dues are paid

Entries with incomplete/incorrect information will be disqualified. All entries will be judged on originality, neatness, grammar and spelling.

Age 6-7 Design a poster:

How my Family Recycles

8-9 Design a poster

How Donating Items Helps Others

10-11 Design a poster

Make Your Home Poison Safe

12-14 Design a poster

Be A Volunteer

15-17 Write an Essay

Poison Proof Your Home

18-20 Write an Essay

How Volunteering Makes a Difference

Special Education: Design a poster

Items to Recycle

June 1st is the dead line for the North Carolina scholarship applications. Applications are available on the NCRLCA website, in the March-April magazine or contact one of the Auxiliary board members for more information.

Any child or grandchild attending college under the age of 22 by August 1st of the year they are applying would be eligible.

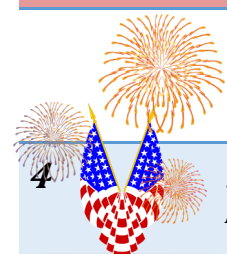
Hope to see all of you at the State Convention.

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

JUNE 2021

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5 PP13
6	7	8	9	10	11 Pay Day	12
13	14	15	16	17	18	19 PP14
20  Fathers Day	21	22	23	24	25 Pay Day	26
27	28	29	30			

JULY 2021

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3 PP15
4  Independence Day	5 Independence Day ~ Observed	6	7	8	9 Pay Day	10
11	12	13	14	15	16	17 PP16
18	19	20	21	22	23 Pay Day	24
25	26	27	28	29	30	31 PP17

Important Dates

May 9 Mother's Day
 May 31 Memorial Day
 June 20 Father's Day

July 4 Independence Day
 July 5 Independence Day Holiday observed
~~August 17-20 National Convention Canceled~~



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

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

State Convention ~ November 11 & 12, 2021

At The Koury Convention Center, Greensboro

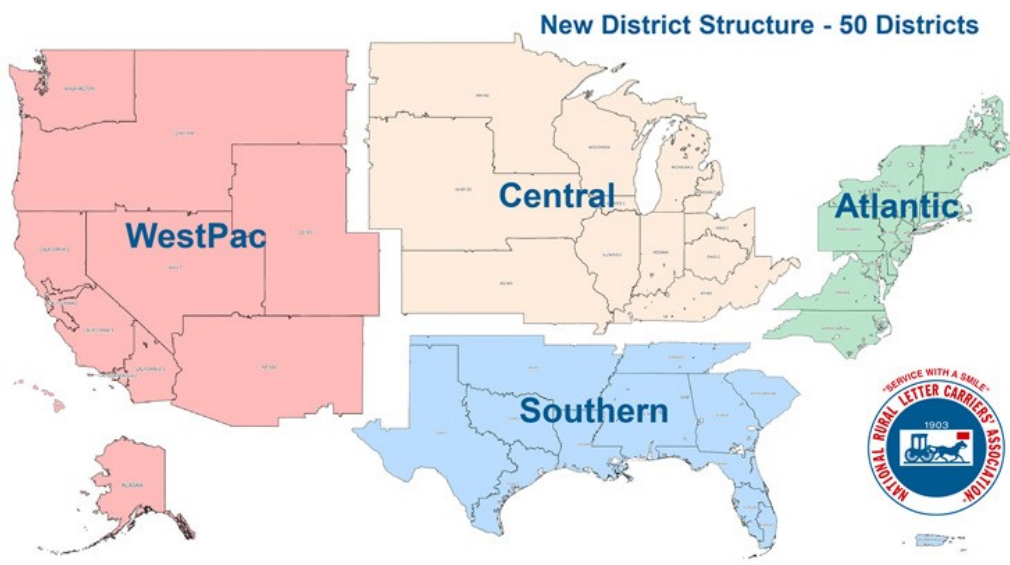
Hotel: Sheraton at Four Seasons

3121 W Gate City Blvd, Greensboro, NC 27407

Reservation phone number is 336-292-9161

Room rates ~ \$129.00/night

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



The USPS District structure has been realigned and merged from seven areas into just four under PMG DeJoy.

Cap-Metro, where we used to belong, no longer exists.

The Greensboro and Mid-Carolina Districts have merged to become one as North Carolina.

We are now included in the Atlantic District.