



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

CHANGES TO RAFT PROGRAM

Beginning October 1, 2021, the Revised RAFT Program will be structured as follows;

1. Newly recruited members will receive three free months of membership before his/her Form 1187 is sent to the USPS for processing and the deduction of pay period organizational dues.
2. Individual recruiters will receive \$15.00 for each RCA or ARC recruited and \$50.00 for each Regular or PTF recruited from the National Office.
3. To receive this payment the recruited new member must sign an 1187 Dues Withholding Authorization form and stay on the USPS employment roles for a period of three months after the State Secretary or the

National Office processes the Form 1187. It is recommended that the 1187 be mailed to the State Secretary-Treasurer's office for processing.

4. The recruiter should list their full name, EIN, and address on the new members 1187 that is being submitted to qualify for the incentive payment. Please place this information in the upper right hand corner of the 1187. Incentive payments will not be made if this info is missing.

All recruiter earned payments will be processed once a quarter based upon the eligible submitted 1187's.

USPS has stated that they are proactively hiring to prepare for peak season. Please try to recruit these new employees in your office. They get three months of free membership and are on their way to becoming an informed carrier. You can get some extra money in your pocket and the union gets a new member. It's a win all around!

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Reports**

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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 IMSantas#1Elf!!

The password will be
changed to the above on
November 30, 2021.

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

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Cover Photo

Iron Mike Overlooking the 2021 Field of Honor by Vicki Gray

Located on the parade field at the Airborne and Special Operations Museum in Fayetteville, NC. Since 2005, the city of Fayetteville and the Museum have displayed flags on the *Field of Honor*. Each flag comes with its own story and displays a tag identifying both the person who sponsored the flag and the flag honoree. This living display of heroism flies as a patriotic tribute to the strength and unity of Americans, and honors all who are currently serving, those that have served, and the men and women who have made the ultimate sacrifice for our nation's security and freedom.

Flags are displayed through Veteran's Day and removed on November 15th.

President
Brenda Gibbs



Thank You RCAs

Thank you to all the RCA's who have worked so hard to help us keep the Postal Service going. You have worked long hours and long weeks. You signed on for a part time job with the opportunity to become a regular rural carrier, but many of you are working overtime on a weekly basis. Many of you are making multiple trips to deliver packages and mail, just as the regular carriers are. Many of you are working a route plus more on a regular basis. We see you and we Thank You for all that you have done and are still doing for our craft.

There is a bill in congress that will help you in the future (when you retire) to increase your benefits in retirement. It is H.R.4268 and is called The Federal Retirement Fairness Act. It provides for those noncareer employees who are not paying into their retirement to be able to later buy back the time that they worked and make payment for that time to gain a larger check during retirement. You all deserve this. You have put in a lot of hours these past two years.

There are only 15 cosponsors so far. None of these are from North Carolina. Contact your Representative today. Go to our website at www.ncrlca.org and click on the PAC LEGISLATIVE tab. Scroll to the bottom of the page and you will find the link for each Representative and a copy of a letter you can download requesting them to cosponsor H.R.4268. All you do is fill in their name, sign your name and email it to them.

Regular rural carriers should get involved in this also. It could cover time before you became a career employee as well. Who doesn't want a larger check when they retire?

NRLCA Social Media

The National Rural Letter Carriers Association now has an official *Facebook* page, a *Twitter* account and *Instagram*.

Have you checked them out yet? On October 4th, one of our own was featured. Elissa Gonzalez from the Wake Forest Post Office was featured in the NRLCA member spotlight for Hispanic Heritage Month.

Elissa Gonzalez is an Area Steward and is very active in our North Carolina Rural Letter Carrier Association. She not only attends her local district meetings, but attends our State Convention, South Atlantic Conference, and the NRLCA National Convention as well.

But there's more. Now there's NRLCA on *YouTube*.

Don't forget to check it out as well. On September 22nd, 2021, NRLCA President Ronnie Stutts updated us on Contract Negotiations, RRECS and RCAs. Have you seen it yet?

Thank you!

This is my last article as your State President. I want to thank my family, your state board, my coworkers, and YOU for all the support you have given me since my election in 2018. We have made a lot of progress, but there is so much more to be done. We need everyone's help as we move forward.

YOU are the union. Know your rights, know your contract, contact your congressman, read your magazines, and check the websites regularly. Get the NRLCA app so you know when a new MOU has been signed Whenever there is a meeting, do your best to be there. Simply put, **KNOW YOUR JOB AND STAY INFORMED!**

You ELECT! You DECIDE! You CHOOSE!



YOU ARE THE UNION



Chaplain's Message

Jesse Ray Farmer Jr.,
Chaplain

God's Masterpiece

Read Ephesians 2: 8-10 "God saved you by his grace when you believed. And you can't take credit for this; it is a gift from God. Salvation is not a reward for the good things we have done so none of us can boast about it. For we are God's masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago."

My grandson may be the singer in my family. If you want a birthday song ballad, *Baby Shark*, *Rain*, *Rain Go Away*, etc. you just say the word and he will start singing in his beautiful little toddler voice. One of my favorite songs he sings though are his prayers at mealtime and *Jesus Loves Me*. This simple song reminds me of the beautiful picture of why we are here and why Jesus came; because He loves us.

Over the last few years of serving as the North Carolina rural carrier chaplain, I have been able to experience encouragement from fellow carriers and have been honored to be present in the midst of tremendous trials and losses.

My goal was to shepherd and comfort when needed and appreciate the opportunity to be allowed to connect to such a wonderful community.

In my previous devotions we have discussed how to work through sorrow, defeat and the pain this life has brought. We have spoken of joy and peace through these trials. His love and his promises will never fail.

One of the most valuable legacies I can leave you with is the power and presence you can have from the true master that made us. You are not alone in this world and nothing you can do alone can perfect the broken person that we are.

When we breathed our first breath on this world, our fate was sealed that we would be in need of a helper and a healer. Not all of us have had the way paved for us with families deep in church and feeding us the gospel at every dinner conversation. Some of you have grown up hurting, searching, and relying on

your own strength to be good enough for God.

Thankfully, He gave us the opportunity to have a relationship with him no matter where we come from or what we have done. He has always had you in His sight because He made you. His desire has always been for us to love and want Him in return.

Prayer: "Dear God, I know that I have been born into this sinful life. . Thank you for sending your son Jesus to pay the price of sin on the cross. I want to turn from my old life of sin and turn towards a life with you living within me. Change my heart and make me a new person on this day forward. Amen"

If you are in need of prayer please feel free to reach out to me via text at 252-939-6826.



Obituaries

Brantley Small Vann, Jr., 93, of Fayetteville, North Carolina, passed away peacefully at home, surrounded by family on August 27, 2021.

Brantley was born in Fayetteville, NC, on October 19, 1927, to the late Brantley Small Vann, Sr. and Ada Snipes Vann. He was drafted into the Army during his senior year at Fayetteville High School. Following his honorable discharge, Brantley completed high school and graduated from Presbyterian Junior College in Maxton, NC. While in Maxton, Brantley met Jewel Prevatte. Brantley and Jewel married and were lovingly devoted to one another for 67 years.

An adventurer, Brantley rode his 1948 Cushman motor scooter as far north as Illinois and south as Florida, as a young man. He explored educational and technical training in both Indiana and Florida before becoming a rural mail carrier for the United States Postal Service in Fayetteville. He retired after 43 years of service in 1995.

Brantley enjoyed sports, especially playing tennis, and his dedication to the game continued well into his 80's. Later in life, pickleball became one of his favorite pastimes. He was an avid Carolina Tar Heel basketball and football fan.

(Continued on page 6)

Brantley developed many special friendships through the years, including those at First Presbyterian Church of Fayetteville where he served as Deacon and was an involved member for over 70 years.

Brantley modeled a life of integrity, faith in action, a love for learning, devotion to family, humility, selfless love, and an “even keeled” calm demeanor. He will always be lovingly remembered by those who were lucky enough to have had him in their lives.

He is survived by his wife, Jewel; three children: Mark Vann (Angie), Tracy Fletcher, and Rose King (Gardner); six granddaughters; and three great-granddaughters.



Anthony "Tony" Byrd, age 58 of Newland, NC, went home to be with the Lord September 22, 2021. He was a son of the late Foster and Anarose Greene Byrd.

Tony was employed with the United States Postal Service as a mail carrier. He was a member of Bethel Baptist Church in Spruce Pine and also a member of Bakersville Masonic Lodge #357 AF&AM. He enjoyed camping, watching western movies, and especially spending time with his family.

Survivors include: his wife; Selina Byrd, two daughters; Ariel Thomas (Travis), and Danielle Byrd, one son; Elijah Byrd, one sister; Rosemarie Janke (Siegfried), one brother; Gaylene Byrd, one grandson; Mason Thomas, one granddaughter; Brynlee Thomas.

Barry Alexander Corriher, 74, of China Grove entered the Church Triumphant on Sept. 26, 2021. His beloved family is devastated by his sudden and unexpected death.

Born March 5, 1947, Barry was the son of the late Crawford Hale Corriher and Edith Beaver Corriher.

He was a lifelong member of Mt. Zion United Church of Christ. Barry was a 1965 graduate of South Rowan High School. He served in the U.S. Army from 1966 until 1969, and attended Western Carolina University.

He worked for Fiber, then spent the majority of his career with IBM in Charlotte as an integration manager. After he left IBM, he worked for Salisbury Fire Appliance for eight years. He was a life member of Bostian Heights Fire Department, serving since 1978. He was assistant chief for 13 years. When he retired from the fire department, he served on its board of directors until his death. He was the department's Firefighter of the Year in 1985.

Barry was a member of the North Carolina Rural Letter Carriers' Association Auxiliary, holding a variety of offices including president, vice president and board member. In 2013, he was Member of the Year.

On Sept. 25, 1965, he married Sally Beck Corriher. Because they married so young, they waited one year before they told their parents. They celebrated their anniversary the day before he died. Barry and Sally are the parents of three sons, Mark Alexander Corriher (Stacy), Jason Reid Corriher (Julie), and Adam Thomas Corriher (Stewart Clement). They have eight grandchildren and nine great-grandchildren. Barry is also survived by his brother Lanny (Carolyn) Corriher, and his sister, Carol C. King, along with a number of nieces and nephews.

In quarters, assignment complete. We have the watch."

Keith Wayne Wagner, 65, of Thomasville, passed away on Tuesday, September 28, 2021 at the Novant Health Thomasville Medical Center. He was born on July 5, 1956 in Davidson County, NC to Wayne Elwood Wagner and Margaret Ann Darr Wagner. He retired in February 2020 from the US Postal Service, where he worked for close to 40 years as a rural mail carrier. He was a member of Fairview United Methodist Church and loved collecting antiques.

He was preceded in death by his parents.

Surviving are his sisters, Kathy Saintsing and husband Lynn and Beverly Davis and husband Barry, a brother, Wendell Wagner; nieces, Brandy Saintsing, Bridget Saintsing, and Anna Davis; nephew, Ben Davis and wife Lauren; best friend and antique shopping buddy, Ron; and his 4 beloved cats, Sister, Uncle Jolie, Freida, and Ozzie.

December is USPS Motor Vehicle Safety Month

The 2020 Postal Bulletin accentuated the importance of vehicle safety by dedicating the entire month of December to its awareness. Now is the time to revisit a few statistics to remind us how important it is to ourselves and our loved ones that we return home every evening whole and free from avoidable injury.

During peak season, the workload will be heavy. If there are corners to be cut, it should not be at the cost of our safety. Please do not allow pressure to deliver packages promptly to override what you know you should do to remain safe.

According to the National Safety Council, more than 38,000 people died in motor vehicle crashes in the United States in 2019 — that's over 100 fatalities per day. The three most common causes of fatalities on the road were alcohol, speeding, and not wearing seat belts. Many of these crashes occurred during the workday or the daily commute, and employers directly or indirectly bear the cost of these accidents, whether they occur on or off the job. Accidents have far-reaching financial and psychological effects on employees and their families and their coworkers and employers. Similarly, when USPS employees are involved in motor vehicle accidents, the United States Postal Service, like other employers, absorbs those costs, and employees' personal lives and finances are often adversely affected.

To highlight the importance of driving safely, the Postal Service has designated December as "Motor



Safety

Renee Johnson



Vehicle Safety Month.” Historically, December is when the Postal Service experiences an increase in accident activity. Winter weather, newly hired temporary workers, and the workload associated with increased parcel volumes contribute to this rise in motor vehicle accidents.

Basic safe driving practices can greatly reduce the risks associated with a motor vehicle accident. Focusing on motor vehicle safety provides the following benefits:

- ◆ Saves lives and reduces the risk of life-altering injuries.
- ◆ Protects both human and financial resources.
- ◆ Guards against potential financial liabilities associated with employee accidents.

Many accidents are caused by distraction or haste when inexperienced employees drive unfamiliar vehicles in unfamiliar territory or when experienced employees fail to follow established safe driving procedures.

Today's technology tempts us to make phone calls, send texts or emails, and update social media while driving — all actions that contribute to distracted driving.

For example, data for the fiscal year 2020 shows:

- ◆ Postal Service employees had over 26,000 motor vehicle accidents in FY 2020. More than half of all motor vehicle accidents involved employees with less USPS driving experience.
- ◆ Over 11,000 USPS motor vehicle accidents occurred when the vehicle's line of travel was straight.
- ◆ Almost two-thirds of USPS motor vehicle accident fatalities involved employees not wearing seatbelts.

Motor Vehicle Safety Month aims to keep our employees and those with whom they share the road safe.

Retirement

Brian Hamlett



The Thrift Savings Plan

We talk about funding our retirement with the “three legged stool” analogy, with the three legs being pension, Social Security, and Thrift Savings.

The Thrift Savings Plan is our equivalent to a 401K retirement savings plan. Your contributions are matched as shown in my last article. It allows you choices in how your money is invested by letting you choose from different funds with varying levels of risk and return. It also gives you a kind of “set it and forget it” option with the Lifecycle fund options.

There are five funds in which you can choose to invest your contributions. They are the G fund, F fund, C Fund, S Fund, and I Fund. Each fund has its own level of risk and possibility of return.

Here’s a general breakdown of each fund. Information is current as of 10/16/2021.

It’s a generally accepted principle of retirement investing that as you get closer to retirement, you lower the potential risk to your investment. Earlier in your career, the potential reward that comes with higher risk investments can be a smart move. The risk of losses early on, when your investments have years that they could rebound from those losses, aren’t nearly as devastating as when you are only a few years from retirement. Moving your money from the higher risk funds to lower risk will help protect your money that will be vital in retirement. You can do this yourself by contacting TSP on a schedule you

set and transferring money between accounts.

Another option is the Lifecycle Fund (L fund). With this option, you select your retirement window in 5 year increments. Early on your money is invested in higher risk options but as your retirement date gets closer the TSP will automatically move your money to more conservative options. This way you don’t have to manage the mix of investments and still benefit from riskier investments early

on.

As always, there’s no way to guarantee the same performance as is listed above. Investment carries the risk of loss and you should research the plans available and judge the risk for yourself. That being said, the TSP has a low cost and is the only way to receive the full benefit of the match from the USPS.

A stool with one leg will fall.
A stool with two legs requires a delicate balancing act.
A stool with three legs provides the greatest **stability**.



Fund	Risk Level	Return (YTD)	Total Expense Ratio*	
G	LOW	0.99%	0.049%	Government Securities Investment fund
F	LOW-MEDIUM	-1.40%	0.06%	Fixed Income Index Investment Fund
C	MEDIUM	15.90%	0.051%	Common Stock Index Investment Fund
S	MEDIUM-HIGH	11.66%	0.068%	Small Cap Stock Index Investment Fund
I	HIGH	8.56%	0.055%	International Stock Index Investment Fund



RCHBP
Elaine Althoff

OPEN SEASON Nov 15–Dec 13

OPEN SEASON ~ Monday, November 15
through Monday, December 13, 2021

By the time you receive this article open season will be starting, I just want to give you some updates from my last article.

I hope you compared the great benefits and premiums the Rural Carrier Health Benefit plan has to offer to your current health plan. In some cases, you could save as much as 25% on your premiums compared to plans with similar benefits. The Rural Carrier Benefit Plan Brochures are being mailed out so be sure to check it for a full listing of all benefits and further information. You can also do this by logging on the RCBPhealth.com and select “Official Plan Brochure” and to help you better understand the benefits and resources available to you and how to access them.

It is important that you review your benefits and select the best options for you and your family’s needs. As I say every year, **“If you do plan to make coverage changes, check that your current physicians participate with your new insurance company as well.”**

Thank you for being a member of RCBP.

DO NOT RELY ON THIS ARTICLE ALONE

SEE YOUR “Official Plan Brochure”
for all benefits and details about specific
definitions, limitation, and exclusions.

Making changes to your FEHB Coverage:

Open season is the only time you can make changes to your plan unless you have a *Life Qualifying Event* outside of open season.

Please review 2022 premiums closely. Some plans have a Self Plus One option that is more expensive than Self and Family. Even if you are only covering one other person, you still have the ability to select Self and Family coverage over Self Plus One.

Active rural letter carriers make changes through PostalEASE or by calling HR Shared Services Center (HRSSC) at 877-477-3273; select Option 5 when prompted. (Expect delays due to high volume calls) You can also log onto LiteBlue, go to My HR, click on Health Benefits and go to the Checkbook’s Guide to compare plans.

Health insurance changes made by active rural carriers during Open Season will take effect on January 1, 2022. The 2022 premium rates will be reflected in a carrier’s paycheck on January 21, 2022.

Retired carriers and annuitant’s make changes through the Office of Personnel Management (OPM) at 888-767-6738. Or by mail to US Office of Personnel Management Retirement Operations Center, PO Box 45 Boyers PA 16017-0045.

They have created one easy-to-use place for retirees, survivor annuitants, and their families to find top support content, like FAQ’s, step-by-step guides to using online tools, and more at www.opm.gov.

If you are newly Retired you must maintain NRLCA membership to be eligible for the RCBP. **When you retire you must rejoin the NRLCA by filling out a new 1187R.** Make a copy for your files and mail a copy to the NC State Secretary.

It is important to report the death of a retiree or survivor annuitant promptly to OPM’s Retirement Service’s office. You can report a death online (<http://rsreporting.opm.gov/AnnuitantDeath>) or you can call 888-767-6738.

This is also the same time to make changes to, add, or cancel your dental, vision and other insurance products through FEDVIP by visiting www.benefeds.com/education-support/dental-vision

Retirees who make health insurance changes will have those changes effective on January 1, 2022.

The USPS Health Benefits Plan is available to eligible **non-career employees** (RCA Health Plan). This plan is underwritten by United Healthcare. It is the only health care plan available to RCAs at this time. RCAs can typically enroll, change, or cancel coverage during this time. More information can be

(Continued on page 10)

found at the USPS LiteBlue site under “My HR, Benefits” or visit www.liteblue.usps.gov/uspshbp or call HRSSC for more information 1-877-477-3273; select option 5 when prompted. Premiums are paid biweekly.

Also available to RCAs through the NRLCA are Dental, Vision (Administered by Careington International), Life and Disability plans. There are closed plans available only to members of the NRLCA. (Not Insurance)

Do not rely on this information alone. See your Benefit plan brochure for a full listing of all updated benefits and plan rates. All questions related to this plan, eligibility and enrollment are handled by HR Shared Services or via LiteBlue.

New for 2022 ~ OPM has agreed upon and released the following enhancements

- ✪ Added coverage for enhance lenses-typical after cataract surgery.
- ✪ Enhanced Transform Diabetes program to be available to more members.
- ✪ Increased Wellness Incentive maximum from \$250 to \$400 per year per qualified individual.
- ✪ Greatly improve wellness program to offer PayFlex debit card for members to use wellness dollars.

- ✪ Additionally, we are actively pursuing benefits and programs to enhance the experience for our retired members in the RCBP.

(Please be advised that the benefit changes are not final. You should read your FEHB Plan Brochure before making any decisions or changes to your health insurance.)

Visit Us Online

Visit the RCBP website at www.rcbphealth.com and check out the “Healthy Living” section! It contains everything you need to know to keep your family on track with their wellness check-ups and screenings. You can also find information on wellness programs and services available to you just for being a member of the RCBP!

Please be advised that the benefit changes are not final for 2022. You should read your FEHB Plan Brochure before making any decisions or changes to your health insurance.

Keep a watch on the NRLCA website (www.nrlca.org), the OPM website (www.opm.gov), and watch for future mailings announcing the 2022 RCBP premiums.

I wish everyone a Safe Peak Season, Happy Thanksgiving and a Merry Christmas!

Stay Healthy, Stay Safe and Be Kind.

Sources: RCHBP, OPM, NRLCA, LiteBlue, HR

North Carolina Armed Forces Veterans Club

Veterans Day is Thursday, November 11th

Veterans Day is a federal holiday in the United States and is observed annually on November 11.

It is for honoring our military veterans, that is, persons who have served in the United States Armed Forces.

It also coincides with other holidays including Armistice Day and Remembrance Day, which are celebrated in other countries, that mark the anniversary of the end of World War I.

Major hostilities of World War I were formally ended at the 11th hour of the 11th day of the 11th month of 1918, when the Armistice with Germany went into effect.

At the urging of major U.S. veteran organizations, Armistice Day was renamed Veterans Day in 1954.

Please take a moment to remember and honor our veterans for their service and their sacrifice to our country.



Legislative Update

If you watch the evening news on television or listen to the radio, it sounds like there is a lot of fighting going on in the Capitol, and there is. However, there is still work being done.

H.R. 4268: “The Federal Retirement Fairness Act of 2021” continues to gain cosponsors. The gain is not as good as I would like to see. No NC members of Congress have signed on to this bill. I have sent my member of Congress three letters and he still is not on board. We have until the 2022 election to get this passed. We cannot wait until the last minute. There are pre-written letters on the National Website and on the NRLCA app. The letter is also available on the PAC/LEGISLATIVE page on the State Website.

This bill has been introduced into several sessions of Congress. It has always been presented as a Bi-Partisan Bill. Rep. Derek Kilmer (D-WA) and Rep. Tom Cole (R-OK) have been the sponsors for years. How many times are you willing to do something if you cannot make any substantial headway? Write to your member of Congress and ask your spouse to do the same. The passage of this bill has the potential to make a significant difference in your retirement. Isn't that worth taking the time to write a letter? There are currently fifteen cosponsors. We need 218 for any chance of bringing this bill to the floor.

H.R. 3287/S. 1663: “The United States Postal Service Shipping Equity Act.” This bill authorizes the mailing of alcoholic beverages by certain entities in accordance with the delivery requirements otherwise applicable to a privately carried shipment. The authorization applies to an entity (including a winery, brewery, or beverage distilled spirits plant, or other wholesale, distributor, importer, or retailer of alcoholic beverages) that has registered with, obtained a permit from, or obtained approval of an application from the Department of the Treasury. There are 31 Cosponsors in the House and two in the Senate, none from North Carolina.



Legislative Representative

Van Heath

H.R. 3076/S. 1720: “The Postal Service Reform Act of 2021” has eighty-four cosponsors in the House including Foxx, Manning, Hudson, and Butterfield. There are twenty-seven cosponsors in the Senate including both NC Senators. The bill requires the Office of Personnel Management to establish the Postal Service Health Benefits Program for USPS employees and retirees and provides for coordinated enrollment of retirees under this program and Medicare. The bill repeals the requirement that the USPS annually prepay future retirement health benefits.

H.R. 3077: “The Postal Service Improvement Act” has five cosponsor including Rep. Kathy Manning. This bill requires mail-in ballots for federal elections to meet certain design and tracking requirements and revises authority to provide parental leave to postal employees.

H.R. 695/S. 145: “The USPS Fairness Act” has 275 Cosponsors in the House including Adams, Price, Ross, Butterfield, and Manning. There are ten cosponsors in the Senate, neither of our Senators. This bill repeals the requirement that the U.S. Postal Service annually prepay future retirement health benefits.

I look forward to seeing everyone at the State Convention in Greensboro. Come on out and join us. It has been a long time since we were able to get together.

"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

???????

Donor team you're stepping up and leading our craft towards a brighter future.

Looking forward to seeing you all at the State Convention. Together we can make a difference!

Hello everyone! It's your old pal Porkchop. I hope that you're all healthy and getting into the postal groove for the coming avalanche of Christmas mail.

As I write this things are getting rolling for the NCRLCA State Convention. I'm looking forward to gathering together with you all again and hearing from you on how things are going in your office. It's really like getting together with family and catching up-hoping that we have a good turnout.

The past two years have been tough for PAC due to the pandemic, and it's unfortunately come at a time when we really needed to be in a position to wield our powers to affect legislation the most. I want to say thank you to all of our Sustaining Donors who have really made a difference for our entire workforce! Now is the perfect time to join them in helping us all move forward by becoming a sustaining donor yourself. By becoming a member of the Sustaining

PAC


SILENT

AUCTION

at our State Convention

Please bring your items for
donation to the
State Convention

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

	<p>I hereby authorize my bank to deduct from my checking account the monthly sum of: (circle one)</p> <div style="display: flex; justify-content: space-around; align-items: flex-end;"> \$50 \$25 \$15 \$10 Other: \$_____ </div>				
<p>Signature: _____ Date: _____</p>					
<p>Name (print): _____</p>					
<p>Employee ID Number: _____</p>					
<p>State: _____ Zip Code: _____ Phone Number: _____</p>					
<p>Please attach a voided check</p>					
<p>Send to NRLCA-PAC 1630 Duke St, Floor 2, Alexandria, VA 22314</p>					

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.

State Convention Will Be Different This Year

Secretary/Treasurer

Vicki Gray



Our Convention will begin on Thursday, November 11 and will end Friday November 12.

It will take place at the Koury Convention Center. The address is 3121 W Gate City Blvd, Greensboro, NC 27407.

The National office has advised us that since the local district meetings were unable to be conducted, any member, in good standing, attending may be seated as a delegate; provided they have checked in at registration prior to the Credentials Committee final report (See Notice on page 15).

The number of delegates allowed for each district are listed in the chart on page 15. We will seat up to the number of allowable delegates for each district.

We have scaled down our agenda to fit into just two days. First of all there will be no activities the day before the Convention. There will not be a Memorial Service this year. This was a difficult decision for your board to make. We will honor all of our departed members at a future convention.

Registration will begin at 7:00 on Thursday morning. The Convention will open at 8:30.

We will have no outside vendors and limited guest speakers. We will miss our usual guests and vendors but believe this it is the best call to make.

Our National Officer, Executive Committeeman

Dennis Connelly will not be in attendance. He will talk with us through a virtual meeting.

There will be no National Constitution changes or Resolutions heard. We will consider any State Constitution changes presented to our Constitution Committee.

There will not be a PAC auction this year. We are going to have a silent auction set up during the convention. If you have a donation for the silent auction please bring it. PAC donations are down this year because of the lack of meetings. We need your donations for PAC.

The Armed Forces Veteran's club will hold their meeting during our lunch break on Friday. They will be electing officers for the year.

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

We will be serving all attendees lunch at no cost to you on both Thursday & Friday.

Officer elections will take place on Friday.

Nominations will be opened on Thursday, and remain open until elections take place on Friday.

Friday may be a long day, please be prepared for that.

Notice of Elections for State Officers

Elections will take place on November 12, 2021.

Place: Koury Convention Center,

Address: 3121 W Gate City Blvd,
Greensboro, NC 27407.

The following positions will be elected:

President (one year term)

Vice-President (one year term)

Secretary/Treasurer (two year term)

Executive Committeeman (three year term)

Executive Committeeman (unexpired two year term)

Nominations will open from the floor on Thursday, November 11, 2021. They will remain open until the elections are held on Friday, November 12, 2021.

Important Notice to Members

Due to this past year's continued extenuating circumstances impacted by the COVID-19 Pandemic, some local meetings could not be held and delegates could not be elected.

In an effort to provide all members their most fundamental right to participate in the unions affairs, those members attending the State Convention will be seated as delegates provided:

1. They are a member in good standing.
2. They register, on site, by 5:00 p.m. Thursday, November 11, 2021.

North Carolina Membership Totals & Delegate Strength

District	District Name	Members	Delegates
1	ALAMANCE	86	15
2	ALBEMARLE	108	18
3	BRUSHY MOUNTAIN	170	29
4	ALLEGHANY-ASHE	53	9
5	PEACH BELT	61	11
7	ROANOKE-CHOWAN	62	11
8	SOUTHEASTERN	287	48
9	BURKE-CALDWELL-CATAWBA	214	36
10	FOOTHILLS	148	25
11	SMOKY MOUNTAIN	135	23
12	DURHAM-ORANGE	117	20
14	CASWELL-ROCKINGHAM	80	14
16	CENTRAL CAROLINA	127	22
20	CUMBERLAND-HOKE-SOUTH HARNETT	242	41
23	SEA LEVEL-SOUTH WAYNE	218	37
24	WAKE COUNTY	405	68
25	TRI COUNTY-NORTH 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-NORTH 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-SOUTH PITT	344	58
54	UNION COUNTY	125	21
57	WATAUGA-AVERY	71	12
	North Carolina Total	5355	



Auto-Home Insurance

Tracy Greer

Planning Ahead

It is hard to believe another Fall and winter is here. We are trying to get all our projects finished for the cold season ahead and we forget the simplest things in preparation for Winter. Having an insurance claim can affect your premium, cost time, are inconvenient, and in many cases those deductibles aren't cheap either.

I want to take a moment and remind of you some important steps to keep your family safe and avoid an insurance claim.

1. Disconnect those water hoses
2. Clear all obstructions in front of heaters
3. Make sure heaters not in use are turned off
4. Test your smoke detectors
5. Have your heating systems inspected and maintenance performed
6. Close foundation vents

These simple steps save you money, hassle, and keep your family safe. It is also a great time to make sure your insurance policies are up to date and compare rates. Call the NRLCA Insurance Marketplace today for your no obligation quote, \$10.00 gift card, and savings!

1-888-325-7727

Call Today



Webmaster

Renee Johnson

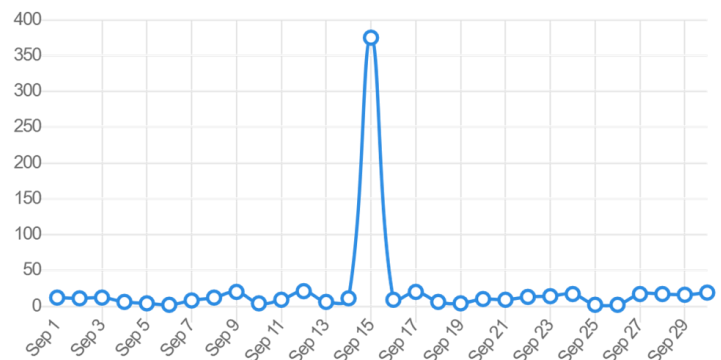


September Website Traffic

For the month of September, traffic to the website remained steady with a mid-month spike. There were 670 users and 736 sessions with a total of pageviews of 1313.

The spike coincides with the posting of information regarding the Relief Day Work List and Amazon Sunday Work List.

Remember to send in those milestones so that we can put them up on the website.



South Atlantic Conference

January 22-24, 2022

Hello North Carolina Rural Carriers! I hope this finds everyone doing well and staying safe. I am still receiving questions about area realignment by the USPS. It has raised some questions about our area conferences. I want to let you all know that North Carolina is still in SAC. I look forward to seeing you in November at our State Convention and in January at our SAC Conference.

Be sure to bring your mask with you to SAC. As of now, the hotel lobby is requiring all to be masked. Thank you for cooperating.

Reservations are now open! The South Atlantic Conference will be held at the Sonesta Atlanta Airport North on January 22-24th, 2022. The address is Sonesta Atlanta Airport North, 1325 Virginia Ave., Atlanta, GA 30344. This location is the same with a new hotel name. If changes of the conference are required due to COVID issues, they will be announced on the NCRLCA website. Please find below the reservation information and a letter from SAC President, Kim Harrell.

If you have any questions, or need assistance making your reservation, please give me a call or send me an email.

Hope to see you there!

Derek Harpe
NC SAC Board Member
336-940-7826
Shirtsandmore@yadtel.net

SOUTH ATLANTIC CONFERENCE

January 22-24, 2022

To make reservations call **833-435-0620** and ask for the South Atlantic Conference Group or use the Group Code 011822SATL

NOTE:

- Parking is \$7.00 per car, per day
- Check-in Time: 3PM
- Check-out Time: 12 Noon
- If you need to cancel or change your reservation it must be done 24 hours prior to your date of arrival

An Online Booking Link is posted on the NCRLCA website.

SAC Officer
Derek Harpe



Letter from SAC President Harrell

Preparations are currently underway to hold the South Atlantic Conference. The dates for the conference are January 22-24, 2022. Remember, the hotel has changed its name to Sonesta, but same location. The room rates are \$99 plus tax. A deposit of \$50 on check-in is required for incidentals which will be returned at checkout. Parking is free for hotel guests and the rate for non-guests is \$7 per each exit. The cutoff to make your room reservation is January 9, 2022. The room rate is available for three days prior and three days after. The number to call for reservations is 888-233-9527 please ask for the SAC group.

Because of Covid plans are a little difficult to prepare at this time. Preparations must be made on the restrictions that are in place as of today. We are looking into the possibility of some speakers being zoomed into the conference. Social distancing, if needed, will have to be looked at. I'm sorry to inform you that Atlanta Postal Credit Union will not be holding their annual meeting during our conference this year. They will be sending out information to their members when and how they are holding their meeting. They are planning to be at SAC, not sure yet in what capacity.

Your board is holding zoom meetings and trying to work on the agenda for the conference. As travel is limited, seminars could also be limited. More information on these will be available at a later date. Your board is even looking at the possibility of postponing the conference for a few months, if things in January are still restricted. It is our plan and hope that the conference will be held as we all know and love it. But in today's times things can change rapidly. Your state board member will keep you and your state advised of any and all changes.

Stay safe,
Kim Harrell, SAC President

Hi All!

I want to let you know that I will be having a drawing for a free Provident Guild membership for those that enroll before or during our State Convention.

Please see the charts below to realize the benefit of becoming a Provident Guild member. An application is on the next page.

I hope to see you soon!

Provident Guild Representative

Dale Sain



This table was designed to show you that you will never pay in more than you will receive from Provident Guild.

Remember the Provident Guild is not an insurance policy, but a death benefit.

Dues Category	Starting At Age	Cost Per Year	Years to 75	Total paid in at 75 years old
\$ 10.00	51	\$ 10.00	24 years	\$ 240.00
\$ 15.00	46	\$ 15.00	29 years	\$ 435.00
\$ 20.00	41	\$ 20.00	34 years	\$ 680.00
\$ 30.00	36	\$ 30.00	39 years	\$ 1170.00
\$ 40.00	25	\$ 40.00	50 years	\$ 2000.00
\$ 50.00	25	\$ 50.00	50 years	\$ 2500.00

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.

***Please note** that the maximum benefit amount listed in the above chart is an estimate. Your benefit amount will most likely be less than this estimate.

PROVIDENT GUILD APPLICATION

PLEASE FILL PRINT LEGIBLY WITH INK

ALL QUESTIONS MUST BE ANSWERED

DEATH BENEFIT DEPARTMENT, National Rural Letter Carriers' Association and its Auxiliary

Date _____

APPLICATION FOR MEMBERSHIP

CIRCLE CLASS DESIRED

\$10 \$15 \$20
\$30 \$40 \$50

For Class: _____

+Entrance Fee \$2.00

*Amount Enclosed: _____

Mail at Once To
RURAL CARRIERS' PROVIDENT GUILD
Diane Cox
4780 Stony Creek Rd
Urbana, OH 43078-9454
Phone 419-501-2213

ACTION OF ADMISSION
BOARD

Not to be filled by
Applicant

Those who submit applications during:

July, August or September need to pay a full year's dues;
October, November, or December submissions need to pay 75% of a full year's dues plus entrance fee;
January, February, or March submissions need to pay 50% of a full year's dues plus entrance fee;
April, May, or June submissions need pay the entrance fee plus 25% of a full year's dues plus the upcoming full year's dues.

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

1. Name _____
First Middle Last Phone Number

2. A. Home Address _____
Street County
City State Zip Code

B. Mailing Address if different from residence _____
Street
City State Zip Code

3. Date of Birth _____
Month/Date/Year Age

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

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

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

7. 1st Beneficiary _____
Name Address Phone Number

2nd Beneficiary _____
Name Address Phone Number

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

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

Signature of Applicant

North Carolina District Representative

Bethany Small

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

Bethany.Small@nrlca.org

Full Time Assistant District Representatives

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Jeff.Essick@nrlca.org

Eddie Moss

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864-504-1712

Eddie.Moss@nrlca.org

Kelly Kenny Futch

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(910) -818- 4843

Kelly.Futch@nrlca.org

Gail Naillon

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Gail.Naillon@nrlca.org

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919-508-7636

Ralph.Fernandez@nrlca.org

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Tabitha.Benfield@nrlca.org

Phillip Fulwood

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Johnny Hopper

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Renee Johnson

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Georgia Kline

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Crystal McIntyre

336-617-1102
Crystal.McIntyre@nrlca.org

Lisa Talini-Zamora

336-749-3445
Lisa.TaliniZamora@nrlca.org



North Carolina District Representative

Bethany Small

Christmas Pay

It's hard to believe that another Peak Season is upon us, but it is! I think that many of us were hoping that 2021 would be a far better year than 2020, but in terms of working conditions, that was not really the case. Many offices continued to see an increase in parcels volumes as more of our customers turned to online ordering and delivery services to acquire their purchases. We are expecting that November and December will continue that trend and Postal Management is projecting a record-setting parcel volume in the last quarter of the 2021 calendar year.

Rural Craft Overtime

There are 2 types of overtime in the rural craft; FLSA overtime and Christmas Overtime.

FLSA overtime is applicable throughout the year when more than 12 hours is worked in a day and when more than 56 hours are worked in a week.

You might be wondering 'how is Christmas overtime different?' Let's go over the basics!

Per Article 9.2.K of the National Agreement 'the Christmas period begins on the first Saturday of December (December 4th this year) and terminates as specified in the Employer's Christmas Postal Bulletin.'

As an RCA with Designation Code of 74, 78 or a PTF with a Designation code of 76, not much will change in terms of how you will be paid. An RCA or a PTF will be paid the evaluation for each route worked during a week provided their total weekly work hours do not exceed 40 hours. If your total work hours for the week exceed 40 hours, then you are compensated straight pay for all hours up to 40, and then time and half (overtime) for all hours worked after 40.

An RCA with a Designation code of 79 (assigned to an auxiliary route), is paid for actual hours worked during the Christmas Overtime period. Any work hours in excess of 40 are paid at the overtime rate.

A regular carrier (Designation Code 71, FLSA Code B) can earn Christmas Overtime under two circumstances:

1.) Christmas Assistance – This is assistance provided by the regular carrier on his or her relief day. All hours worked as assistance to the relief carrier on the relief day are entered into the 'Xmas Assist Work Hours' block in timekeeping.

Examples of Christmas Assistance are:

- * A regular carrier comes in on his or her relief day and helps the replacement carrier case the route.
- * A regular carrier comes in on his or her relief day and carries part of his or her regular route.
- * A replacement carrier carries part of a regular route due to heavy Christmas volume.

The following are **NOT** examples of Christmas Assistance:

- * A regular comes in on his or her relief day, and cases and carries his or her regular route.
- * A regular carrier works 2 hours beyond the daily evaluation of his or her regular route.
- * A regular carrier performs any work while assigned to an H or M route.

Remember that regular carriers can only perform Christmas Assistance on their relief day, therefore only Regulars on J and K routes are eligible for Christmas Assistance Overtime.

2.) Hours worked in excess of the route's evaluation - This is based on the total actual work hours for the week, not on individual days. For example, if your route is a 45K with a daily evaluation of 9 hours, overtime would be paid for all weekly hours over 45. In this instance, the daily work hours are not considered, but rather the cumulative total at the end of the week. A regular Carrier will not have compensation taken away if their weekly work hours are less than the routes evaluation.

During the Christmas Overtime period, since the regular is being paid actual timethere is no additional compensation for a second trip.

X-Days

Other differences include how we are paid for work on a relief day and how and when we use our X-Days.

During the period from the beginning of the Guarantee (October 9, 2021) through the last day of the Christmas overtime period, any X-Days earned on a DACA 3 must be used in the same pay period as it was earned. If the X-Day is not taken in the same pay period that the relief day was worked, then the carrier is paid a DACA 5 and there is no X-Day earned.

No banked X-Days that were earned prior to the beginning of the guarantee periods can be used from the beginning of the Guarantee through the end of the

(Continued on page 22)

Christmas OT period.

Second Trips

Another consideration is the Second Trip. Under normal circumstances, a second trip is performed after you serve the route and is paid as 2 minutes per mile, actual mileage (daily miles over 40 on POV) and actual loading time. During the Christmas Overtime period, since the Regular is being paid actual time and they are on the clock from the moment they sign in until the moment they sign out, there is no additional compensation for a second trip. This doesn't mean that you won't be doing second trips, it means that you are already on the clock for the second trips so the actual 'second trip' compensation factors are not applicable.

The Christmas Period is very chaotic and stressful for all postal employees. While I understand that we need to get the mail delivered, please remember that you are responsible for your safety. Please do everything with intention and keep your safety and the safety of those around you in mind at all times.

Fatigue is a major contributor to workplace accidents and the conditions during this time of year increase the likeliness that we will be distracted or unable to pay attention to our surroundings like you usually would. Do your best to eat healthy meals, get as much sleep as you can and drink lots of water.

We are understaffed and I know that many carriers out there feel like they must speed up to get everything done. Please remember your physical limitations! Be safe and until next year, I wish you all a very happy and safe holiday season!

May the new year bring health and happiness to you and your family. Be safe!



Guidelines on Gifts to USPS Employees

The Standards of Ethical Conduct for Employees of the Executive Branch ("Standards"), which are codified in Title 5, Code of Federal Regulations, Section 2635, cover all Postal Service employees, including letter carriers. The "gifts from outside sources" portion of the Standards specifies that Postal Service employees may not accept or solicit gifts from prohibited sources (including Postal Service customers) or gifts given to them because of their official positions. While postal employees are never permitted to accept cash (in any form, and any amount, as explained below), there are a number of exceptions and exclusions to the general gifts rule. Postal Service employees may accept the following items:

- Snacks and beverages that are not offered as part of a meal.
- Perishable items worth less than \$20 (i.e., flowers, chocolates, cookies, etc.); if the items are clearly worth more than \$20, employees should share them with others in the Postal Service workplace.
- Items with little intrinsic value (i.e., greeting cards, plaques, pens, coffee mugs, etc.).
- Items with a market (retail) value of \$20 or

less.

- Gifts motivated solely because of a personal relationship.
- Gifts for which the employee has paid market (retail) value.
- Gifts paid for by the Postal Service.

Postal Service employees may not accept cash—in any amount or form (bills, change, checks, money orders)—from an outside source in connection with doing their job. This prohibition is referenced in Title 5, Code of Federal Regulations, and Section 2635.202(c) (4) (ii). It is derived from a criminal statute (18 U.S.C. § 209) that prohibits an employee from receiving—for services provided as a government employee—any contribution to or supplementation of his or her salary from any source other than the government. While many Postal Service customers have traditionally thanked their letter carriers with gifts of cash during the holiday season, this practice puts employees at risk of violating federal law.

If you need more information, please contact the U.S. Postal Service Law Department's Ethics Hotline at 202-268-6346 or email ethics.help@usps.gov.



Assistant District Representative

Gail Naillon

What an honor it is to be able to share with you what Bryan Hudgins means to me. There is absolutely no way I could possibly put on paper all the wonderful things this man has done for so many people while serving as a steward. His knowledge, expertise and compassion for the steward system is unmeasurable.

I knew the day was going to come that Bryan was going to hang up his hat, call it a day and retire. Nonetheless, I still wasn't prepared for the hole that he was going to leave in the steward system.

On September 30, 2021 I got up early and called Bryan just to tell him I wanted to be his last day, first call. After a few seconds he chuckled and told me I was! That day felt strange and a little sad knowing that it was the last day he would be available for work calls. The next morning, I was in my office working and I looked at my ringing phone and saw Bryan Hudgins on caller ID. I couldn't answer that phone fast enough! He informed me he was checking on me as a civilian and not as a co-worker. We both laughed and I could hear the happiness in his voice knowing his work was done and he could spend his days with his wife, sons and grandsons. I could never thank him enough for all the help he has given me over the years and what his friendship has meant to me.

Some of the things that I most admired about Bryan was his calmness and his way of playing the "devil's advocate". Many times I would have my mind made up on how a grievance should go. I would call him for his advice and before the conversation was over, he would have me looking at the situation from a different angle. That would send me back to the drawing board to rethink my position and my next avenue to take. He was definitely a teacher and he was always prepared for whatever came his way.

The man was a genius at getting Step 2 settlements!

I used to think that he had a magic wand when hearing Step 2's. After tagging behind him one time for a Step 2 meeting it was apparent that his

preparation was thorough and concise for the settlement offers that he brought to the table. Many carriers in this state have benefited by his depth of involvement that is required to reach a fair and reasonable settlement.

Bryan's dedication to detail set the bar high and his years of mentorship with the steward system has left us in a better position to face any challenges that lie ahead. I could never thank Bryan enough for always answering the phone for me and answering my questions and sometimes just being there for me to vent.



Bryan Hudgins, former Assistant District Representative and Area Steward.

One thing I noticed through the years of the many phone calls that I had with Bryan was that he never said "good-bye" at the end of our conversation. He always ended it with "check ya later". So today I am ending this article and sending Bryan a



from all of us and best wishes! And we will "Check Ya Later"!

Steward Annual Reports

Bethany K. Small District Representative

This end-of-year report covers my Union activity from June 20, 2020, through June 19, 2021.

I served as the District Representative of the Mid-Carolina's District during the period above until I began serving as the North Carolina District Representative on April 10, 2021.

To say that 2020 and the first half of 2021 was strange, would be an understatement. While it was, and it continues to be a joy to be the District Representative of Mid-C and now North Carolina, it has not come without its challenges. The Steward System in the great state of North Carolina now has 4 full time ADRs, 3 part-time ADRs, 14 Area Stewards, 105 Local Stewards with 4 awaiting training. The merging of the Greensboro and the Mid-C districts was difficult for many of us, and there are still lingering uncertainties as many Postal positions and the delineation of duties under PMG Dejoy's restructuring plan are still unknown.

I drove 5,381 miles in this period with 4,191 miles in my POV and 1,190 in a rental vehicle. I rented vehicles for 3 days and stayed overnight on 2 occasions. I conducted 3 ADR/Area Steward Training sessions via Zoom and 4 evening Steward meetings via Zoom.

During the last 12 months, I have attended 23 Investigative Interviews and processed 188 Step 2 grievances, most of which has been done telephonically or via videoconferencing. Of the 188 grievances, 5 were appealed to Step 3, of which 2 were moved to Area Arbitration. Of the 188 grievances, 42 were Disciplinary in nature, 123 were Contractual and there were 23 Class Actions. Of the 42 Disciplinary grievances, there were 9 Emergency Placements, 10 Letters of Warning, 4 7-Day Suspensions, 7 14-Day Suspension and 12 Notices of Removal.

On a personal note, thank you to the North Carolina RLCA State Board for their confidence and continued support. I would also like to thank Executive Committeemen Shirley Baffa and Dennis Conley, both of whom I have had the pleasure of serving under during these last 12 months. Thank you to the NRLCA National Board for their faith in me as a Steward and as a District Representative. With the merging of the Greensboro and Mid-Carolinas district, the NSS in the state of North Carolina has had some hurdles to

overcome, but the ADRs, Area Stewards and Local Stewards have truly come through for the carriers in this state. I would also like to thank Jeff Essick, Eddie Moss, Gail Naillon, Kelly Futch, Brenda Prevatte, Ralph Fernandez, and Cliff Workman who probably hear from me more than they would like, but who always give this association their all. Thank you to the Stewards who have taken on the challenge of the Area Steward position, I am grateful for your dedication and hard work. Thank you to the Local Stewards who continue to fight the good fight in their offices each and every day, I appreciate you. My deepest gratitude to Regional Representatives Bridget Boseak, Debbie Williams and Terry Miner, all of whom have covered North Carolina in the last year.

Thank you to my amazing partner Matthew for his never-ending patience, love, and support.

And lastly, thank you to the Rural Carriers in the great state of North Carolina. You show up every day for your customers and keep going through everything that this last year has thrown at you. It is an honor to work for you and the rural craft.

Sincerely,
Bethany Small

Jeff Essick Assistant District Representative

This report includes my activities as Greensboro District Representative from June 20, 2020 through April 9, 2021 and as Assistant District Representative for the NC District from April 10, 2021 through June 18, 2021.

As District Representative, it was my responsibility to do Payroll for the Area Stewards every two weeks. At each month's end, Expense Vouchers for all had to be completed and sent to the National Office. Labor-Management meetings were held via Zoom and telephonically to discuss issues with Greensboro District Management. I attended weekly District COVID Telecoms to discuss the case updates, statistics and any safety concerns. In September, I attended via telephone, 3 management Mail Count Trainings for the Article 9.2.C.11 Special Mail Count.

The past year was a trying time due to COVID. It

(Continued on page 25)

was also a time when stewards, for varying reasons, decided to call it quits. The Greensboro District lost 2 P-T ADRS who decided to resign, had another one retire, experienced several local stewards that decided the duties were too much for them personally. A great deal of my time was spent coordinating coverage for the offices left vacant by these changes.

I scheduled and conducted Local Steward Training, along with ADRs Caudle and Naillon, in Wilkesboro, Jonesville, Durham, Mocksville and again in Durham. Conducting trainings while practicing social distancing was a unique challenge. No Enhancement Trainings were held due to the pandemic.

I traveled a total of 5,144 miles on union business and required no nights of lodging. I met telephonically and in person with local management on several occasions for Labor-Management Meetings. I was present, mostly via telephone at 11 PDIs. PDIs were down in my area, apparently due to COVID-19 related absences where several PDIs were scheduled and the carriers were "no-shows". Attendance has been a definite issue during the pandemic.

When it comes to communicating and gathering information with district personnel, the changes the new PMG is making by reducing district staff is currently affecting the ability to conduct business as usual. These changes have created a host of delays in working with issues at the district level. I'm sure after things settle down a bit and we know whom we are going to be working with, we will see some sense of normalcy return.

A total of 29 grievances at Step 1 and 67 at Step 2 were heard during this period. (Step 2 grievances were down this year, which I attribute to the local stewards resolving their grievances at Step 1). Six grievances were appealed to Step 3. I currently have two Step 1 grievances pending a hearing. As Assistant District Representative for what was the Greensboro District, it is my responsibility to hear the Step 2 grievances for this area and appeal any denials to Step 3. Six Step 2 Appeal grievances are pending and will be heard as soon as they can be scheduled.

I wish to thank GOD first for everything. I must also thank my wife, LeAnne. I am very fortunate to have her continuing support and her willingness to sacrifice our time together to allow me to perform my duties. I would not be able to do this job without her loyalty and assistance. She is my constant companion and my attitude coach.

I wish to thank all those who have taken on the task of being a steward. I appreciate their hard work and dedication which allowed me to fulfill my obligation as the District Representative and now as Assistant

District Representative. As always, it has been an honor and a privilege to serve this association and to be a part of such a vital function of the NRLCA.

Respectfully submitted,
Jeff Essick

Gail Naillon **Assistant District Representative**

This end of year report covers my Union activity from June 20, 2020 through June 19, 2021.

During the last year I taught one new local steward training class in Durham, NC.

I drove 10,692 miles in my POV.

During the last 12 months I either attended in person or via telephone 196 Pre-Disciplinary Interviews. I processed 250 grievances. Of the 250 grievances, 249 were adjudicated at Step 1, 1 was appealed to Step 2 and adjudicated at Step 2. Of the 250 grievances, 192 were contractual and there were 2 class actions. There were 56 disciplinary grievances which consisted of 37 Letter of Warnings, 9 Seven Day Suspensions, 1 Fourteen Day Suspension, 8 Notice of Removals and 1 Emergency Placement.

I would like to thank the NC State Board for their continued support through this last year. I would also like to thank the National Board especially Executive Committeeman Dennis Conley and Shirley Baffa for their support and confidence during this last year with all the changes that have taken place. I want to thank Bethany for her leadership and guidance, I look forward to working with her in the years to come. As for all the other Assistant District Representatives, Area Stewards and local stewards, you guys will never know how much I appreciate each of you for always being willing to assist me when needed. I thank each of you!!!

Special thank you goes out to every rural carrier in this state for all their hard work during this crazy pandemic that has put so much more work on you, but you stayed the course and proved that we are the greatest craft the United States Postal Service has ever known!

Lastly, I want to thank Scott, my amazing husband for his never-ending patience, love and support that he gives me daily that keeps me going.

Sincerely,
Gail L. Naillon

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Kelly Kenny Futch **Assistant District Representative**

This report covers my Union work from June 20, 2020 through June 19, 2021.

I served as a PT ADR until April 24, 2021. I became fulltime and my route is being carried by my extremely hard working and very capable RCA James. After carrying the same route for almost 30 years tears were shed on the last day. The decision was difficult, but I believe with the help of the NSS, I can continue to make a difference for the Rural Carriers in the 284 and 285 zip codes.

During this year, I participated in 50 PDIs, either in person, by phone or ZOOM meeting.

I processed 41 grievances. 38 were contractual. 6 were sustained at step 1, 11 settled at step 1, 11 settled at step 2. Within the 38, 5 grievances pertained to denied COVID leave. All 5 carriers were paid. 3 grievances were discipline. I had one notice of removal. This grievance was heard at step 2. DR Bethany Small had the RCA returned to work with full back pay. I had 1 class action settled at step 2 concerning RCAs being required to carry city mail.

I had one workplace environment meeting with District. I want to encourage all my carriers if given the opportunity to speak with District about your management, please do. If all the carriers stand up together against bad management, change can happen. I realize it takes courage to speak up, but if everyone speaks up District will hear us.

Due to COVID my travel was limited. I had one overnight trip in November, along with Bethany, Jeanette, and Eddie to Charlotte to meet with the then Acting District Manager. I left the meeting knowing management's expectations was not in line with our contract. I also knew Bethany was going to stand up for the North Carolina Rural Carriers. I drove 3,774 miles in my POV. I did not rent a car this year.

I would like to take this opportunity to thank the NC Board and the NRLCA for offering this fulltime position. Thank you, Bethany for believing in me and I recognize the responsibility. We are experiencing change that may or may not be for the better. A new District Manager, POOMs, Post Masters and Supervisors are in place. The one constant is our contract. With all the changes our contract is still binding. We will continue to demand contract compliance from our managers. I

know all my carriers are very tired and working under an insane amount of stress. Thank you for

working so hard. Your efforts do not go unnoticed. We hear your concerns and complaints.

If your office does not have a local steward and you think you would enjoy representing those carriers, please consider calling for a local election. We need eyes and ears in every office.

I am looking forward to being able to gather as a group. Until then, stay well and safe.

Respectfully submitted,
Kelly Kenny Futch

Eddie Moss **Assistant District Representative**

This end of year report covers my duties for the NRLCA Association from June 20, 2020 through June 19, 2021. This has been a different reporting year due to all the Covid related restrictions that were imposed upon us all. That being said it has been my honor and privilege to serve as the Assistant District Representative for the Mid Carolinas and later the newly named North Carolina District. I want to thank the District Representative, Bethany Small, for all of the knowledge and advice she is always so willing to share with me. Her unconditional support enables me to better serve the rural carriers of the North Carolinas District to the best of my ability. I also want to thank Dennis Conley for the support and advice he willing shares with me when needed.

The duties and responsibilities of the Assistant District Representative are clearly defined by the NRLCA Constitution and are very much the same as last year. The North Carolina and South Carolina State Conventions were both canceled this year due to Covid-19. The National Convention and the SAC meeting were also canceled this year due to Covid-19. The District Meetings normally conducted by me were canceled due to Covid-19 and so were the trainings the National Office normally conducts. I did conduct several local steward trainings classes this reporting period. All were done under the guidelines set forth by the National Board.

During this report period the majority of my caseload was spent on the adjudication of Pre-Disciplinary Interviews, Grievances and Step 2 Appeals. This reporting period, I traveled 3088 miles in my POV and 16,729 miles in rental cars. I attended in person or telephonically 251 P.D.I.'s and processed 282 grievances. Of the 282 grievances 244 were contractual in nature, 30 were disciplinary and there were 8 class action.

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November December 2021

I want to personally thank the NRLCA National Board for the confidence they have shown in me and look forward to the opportunity to work with and serve the rural carriers in the North Carolina District under the leadership of the District Representative Bethany Small.

Respectfully Submitted,

Eddie Moss

Ralph Fernandez **Assistant District Representative**

This is a report of my Union Activity for June 20, 2020, to 19 June 2021 this year travel has been low due to restrictions on travel due to the pandemic, but I feel I have done my best to provide my duty fair representation to all. I have answered many calls had many 2–3-hour conversations with carriers. I have also tried to supply writing to the carriers from which we were discussing if I am given an email to send it. 20 PDIS, 30 grievances of which there were 8 settled, 17 sustained. 5 discipline grievances, 2 were appealed, and reduced at step 2, 2 of which were reduced from a removal to a 14day and the other from a removal to a 7-day, one 14-day reduced to a 7-day suspension and a letter of warning reduced to 6 months. I class action was sustained. I have also been assisting with putting grievances and PDIs done by other stewards, so we have accurate information in the database. I traveled 359 miles for union business.

Ralph Fernandez

Brenda Prevatte **Assistant District Representative**

This is my year end report that covers activity from June 20, 2021 – June 19, 2021.

Since COVID-19 we have not had many meeting in person, local, state national meeting canceled so my travel is very low I traveled 1,036 miles for Pre-Disciplinary Interviews and Grievances last year and that was at the request of the carrier and approval by the DR. I have attended either in person or by phone 58 Pre-Disciplinary Interviews, I have processed 57 Grievances of which 51 were Contractual, 1 Class Action, 5 were Disciplinary of the 5 Disciplinary they

were all Letters of Warnings.

I would like to take a minute to Thank North Carolina State Board for their continued support and confidence in me. I would like to Thank District Representative Bethany Small for everything she has done for our State and in all her support and confidence in me and keeping me together at times I thought I was falling apart. I would like to Thank Executive Committeeman Dennis Conley who has been there from the begging of me becoming a steward and helping me along the way and all the support though the years. Then a very big Thank you the National Board for all the time they give to the steward system and the rural craft, and the faith support they have in us. To my District #8 Southeastern you guys are the best I would like to Thank You for all the support that you give me all the time, they are always there when you need them. To the backbone of the steward system the Local and the Are Steward I would like to say THANK YOU, you guys' rock if it wasn't for you our jobs would be three times as hard so thank you again. Thank you to all rural carriers that have allowed me into your life and help you with you struggles and put your trust in me.

I would like to Thank my husband David for being by side and supporting me, and even bring me coffee when I needed it.

It's always an honor to serve the Rural Craft, I hope I can continue to do so.

IN GOOD TIMES and BAD TIMES

Sincerely,

Brenda Prevatte

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NCRLCA Dues for 2021-2022

Regular, PTF...Cash.....	\$741.00
1187...Bi-Weekly.....	\$28.80
Retired.....Cash.....	\$111.00
1187R...Monthly.....	\$9.25
73, RCA, RCR, ARC.....Cash.....	\$248.00
1187.....Bi-Weekly.....	\$9.62

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.

William “Cliff” Workman **Assistant District Representative**

Hello Union members,

For the 2020 – 2021 Fiscal year I have had 200 total grievances. I traveled 4,857 miles doing pre-disciplinary interviews with question-and-answer sessions with management and carriers. I have had 200 step 1 grievances and step 1 meetings with management. In those step 1 meetings I had 126 contractual grievances, 44 Individual disciplinary grievances and 30 class action grievances. I have 2 grievances that are still open at step 1. 1 grievance open at step 2. During the year I have had 183 pre-disciplinary interviews.

I have spent \$2072.30 in postage and \$640.34 in office supplies while working for the membership we strive to represent every day.

I did not attend any local, state or national conventions as they were all cancelled due to Covid-19.

The Covid-19 pandemic has greatly affected our craft and as an Assistant District Representative of your union I am very appreciative and proud to be able to represent our craft and the contract that the US Postal Service and the National Rural Letter Carrier Association mutually agreed to. We all know this past year has been very hard and trying for our craft and I look forward in continuing to represent you. I hope all of you a healthy and safe remainder of the 2021 year.

William “Cliff” Workman

Bonnie Arsenault **Area Steward**

This end of year report covers my Union activity from February 3, 2021 through June 19, 2021.

I was certified to serve as an Area Steward on February 11, 2021 after being trained through ZOOM on February 3, 2021.

I attended NRLCA ZOOM training in February and May of 2021. I went to Jacksonville to see the trial phase of the RRECS implementation.

I drove 104 miles in 2021 for Union business in my POV.

During the last four months (136 days), I have attended 1 Investigative Interview and processed 14

grievances. Of the 14 grievances, 3 were adjudicated at Step 1, 8 were appealed to Step 2. Of the 14 grievances, none were Disciplinary in nature, 14 were Contractual in nature.

I am thankful for the opportunity to work as an Area Steward and grateful for the help and support that Bethany Small and the ADRs have given to me. I would especially like to thank ADR Kelly Futch for helping me during this transition from Local to Area Steward. Without the help and support of more seasoned Stewards, I am sure that the path through these grievances would have been like a bumpy dirt road on an overburdened route. I tip my hat to every one of you dedicated ADRs and our knowledgeable District Representative.

As some may know, I lost both my brother and mother within a month of each other right after becoming an Area Steward. Thank you for your kind words and the cards that were sent. I am especially touched by the prayer shawl and card that Jesse Ray Farmer Jr., our Chaplain, and his wife sent during my time of grief. It warms my heart to know that I work with such a kind rural family.

Thank you to my husband Norman. His love and wonderful sense of humor have proven to be a great help to me on many difficult days. Also, to my children, Ben and Gwen, who have moved with their families far away. I am thankful for the tech support that they provided while they were nearby.

Finally, I would like to thank my Lord and Savior, Jesus Christ, who stabilizes and strengthens me in our constantly changing world. We do not know what the future holds for the rural craft, but we can know the One who holds the future.

Sincerely,
Bonnie Arsenault

Nathen Darden **Area Steward**

This report includes my activities as an Area Steward from March 12, 2021, through June 19th, 2021. I was appointed as an area steward on March 12, 2021.

During this time period I traveled a total of 394 miles. I attended 3 PDIs, handled 3 disciplinary grievances, and 2 contractual grievances in my area.

My area includes the following offices: Bath, Belhaven, Camden, Chocowinity, Edenton, Elizabeth City, Engelhard, Grimesland, Hertford, Jamesville,

(Continued on page 29)

Kittyhawk, Manteo, Moyock, Roper, Southmills, Washington, and Williamston.

I would like to thank The National Board, Bethany Small, Bryan Hudgins, and especially Jeff Essick for picking up the phone consistently, and taking the time to help me in assisting the carriers in my area.

Nathen Darden

Bryan Hudgins

Area Steward

This report covers the time frame of June 20, 2020 thru June 19, 2021. My activities included 22 PDIs and 42 grievances. Of the forty two grievances 36 were contractual, 4 were discipline and 2 class actions. Discipline included a 7 day suspension, 14 day suspension, emergency placement and a notice of removal. I traveled 2120 miles on Union business during the time frame.

Respectively submitted,
Bryan Hudgins

Renee Johnson

Area Steward

This end-of-year report covers my Union activity from the date of my appointment as Area Steward January 12, 2021, through June 30, 2021.

Due to Covid-19 restrictions, most of my activity involved teleconferences, emails, and Zoom meetings. I only drove 108 miles to attend an in-person PDI.

During the last 5 1/2 months, I have attended 3 Investigative Interviews and processed 7 grievances. Of those, 6 were settled at Step 1, and 1 was settled at Step 2. Of the 7 grievances, 4 were Disciplinary in nature, and 3 were Contractual. Of the 4 Disciplinary grievances, there was 1 Emergency Placement, 2 Letters of Demand, and 1 7-Day Suspension.

I would like to thank the National Rural Letter Carrier's Association Board Members, including NSS Director of Steward Operations, Susan Knapp,

as well as our North Carolina RLCA State Board for their confidence in my ability to grow in service to our great state. I would also like to thank North Carolina District Representative Bethany Small, the full-time ADRs, part-time ADRs, other Area Stewards, Local Stewards, and craft members, for their continued support and all they do for the betterment of the rural carrier craft.

This has been a challenging time for all postal employees, especially the rural carriers as we have faced increased parcel volume due to the pandemic, a diminishing workforce, changes in our districts, as well as exposure to the potentially deadly virus while being considered essential workers and showing up day after day for our customers.

On a personal note, I would like to thank my husband, Tony. I couldn't do it all without having a firm foundation beneath me from which to ground myself when things get rough, and nothing was rougher than the pair of us going through Covid together.

I would also like to offer a special *thank you* to all the NC rural carriers who reached out to me during the past year with kind words, support, and prayers. You all mean more than you can possibly know. I am honored to be allowed the opportunity to serve you.

Sincerely,
Renee Johnson

Steven R. Kim

Area Steward

I served as a local steward from October 2019 to January 2021 and began serving as an area steward in January 2021. During this time I have attended 2 area steward training sessions, and attended 5 Investigative Interviews.

On a personal note I would like thank the NRLCA National Board for opportunity serving as an area steward. Also I would like to give an extra thanks to Bethany Small and Eddie Moss for all their support and help. And lastly I look forward to serving my fellow carriers of the rural craft as an area steward.

Sincerely,
Steven R. Kim

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Georgia Kline Area Steward

This end of year report covers my Union Activity from August 2020 through June 19 2021.

I began serving as the Area Steward in August of 2020.

I have attended 4 Steward Zoom meetings.

I drove 315 miles in this period in my POV.

During this period I have attended 62 Investigative Interviews/Pre-Disciplinary Interviews and processed 52 grievances.

Of the: 52 grievances all were settled at Step 1. Of the 52 grievances, 10 were disciplinary in nature, 33 were contractual and there were 9 Class Actions. Of the 10 disciplinary grievances, there was 1 Emergency Placement, 3 Letters of Warning, 1 7 day suspension, 1 14-day suspension and 4 notices of removal.

I would like to thank Ms. Bethany Small for her unending faith and support. Also thank you to ADRs Kelly Futch, Brenda Prevatte and Ralph Fernandez for always lending an ear and sharing their knowledge.

Thank you for giving me this opportunity to serve our craft.

Sincerely,
Georgia Kline

Crystal McIntyre Area Steward

This report covers my union activities as an area steward from June 20 2020, through June 19 2021.

During this time frame I have not traveled any miles on union business. Due to COVID-19 all union activities were conducted via telephone/email. I attended 6 PDI's. I also met by telephone for a total of 20 grievances. 18 grievances were settled at step 1 and 2 grievances were settled at step2. 16 grievances were contractual, and 4 discipline. I met on 3 LOW's and 1 7-day suspension.

As an area steward my area of responsibility includes the following offices; Browns Summit, Elon College, Gibsonville, Graham, Greensboro-Westside, Greensboro-Spring Valley, Greensboro-Summit, Greensboro-Main, Jamestown, Kernersville, Liberty, McLeansville, Pleasant Garden, Randleman, Stoneville, Summerfield, Trinity, Whitsett.

Respectfully submitted,
Crystal McIntyre

Lisa Talini-Zamora Area Steward

This report covers my Union duties for the NRLCA from July 1, 2020 through June 30, 2021.

I became an Area Steward on December 19, 2020, since that time I have driven 643 miles for Pre-Disciplinary Interviews, Grievances, and Labor/Management Meetings. I have processed 24 Grievances, of which, 18 were Contractual, 6 were Disciplinary, of those 11 were Appealed to Step 2. In addition to this I have attended 18 Pre-Disciplinary Interviews, either on the phone due to the pandemic, or in person, and have attended 6 Labor Management meetings in person.

My assigned area includes: Belews Creek, Boonville, Dobson, East Bend, Germanton, King, Lowgap, Madison, Mayodan, Mocksville, Pfafftown, Pilot Mountain, Pinnacle, Rural Hall, Tobaccoville, Walkertown, Walnut Cove, Westfield, plus 3 Stations in Winston Salem: North Point, Main, and Manor.

Please allow me to thank Jeff Essick and Daniel Caudle (Retired), for their patience and assistance while I transitioned into the position of Area Steward. Due to the heaviest mail holiday season I can remember, it was rather overwhelming trying to keep up with all that was entailed with creating the office space needed, organizing, and outfitting it to be a proper professional office to work in, while carrying mail full-time during a very hectic, COVID Christmas. With proper time scheduling and an abundant amount of support and knowledge from Jeff Essick, I was able to adjust to the new duties I had taken on. I would also like to thank Daniel Caudle for taking his time before retiring to show me as much as he could for me to step into this position as smoothly as possible. I cannot thank Jeff Essick enough for his continued support, and the wealth of knowledge, plus the experience he shares with me. I have learned so much from him and will continue to learn even more as time goes on.

I would also like to take a moment to thank Bethany Small, for answering my calls, and Ralph Fernandez for uploading documents for me into the database since I do not have a laptop from the NRLCA.

Lisa Talini-Zamora

Procedure to File a Grievance

(See Example PS Form 8191 on next page)

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

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

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

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

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

Management must fill out sections 3b & 3c.

Weingarten Rights

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

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

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

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

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

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

up his/her rights to a union representative.

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

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

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

Weingarten Rights

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

This is my right under the 1975 supreme Court decision.

Clip and save this card



USPS-NRLCA Joint Step 1 Grievance Form

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

5. Contract Provisions (Articles at issue)

DO NOT WRITE ANYTHING IN #5 OR BELOW.

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

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

DO NOT WRITE IN

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

THESE SECTIONS!

8. Management Contentions

(Sections 5-14)

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

FOR STEWARD

10. Union Contentions

USE ONLY!

11. Remedy Sought by the Union

YOU HAVE ONLY 14 DAYS TO FILE A GRIEVANCE.

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

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



GET A LETTER FROM SANTA FOR YOUR CHILD

NORTH POLE – The United States Postal Service is offering a service so children can receive personalized letters back from Santa Claus, complete with a North Pole postmark.

Here are the steps for your child to get a letter back from Santa:

1. Have your child write a letter to Santa and place it in an envelope addressed to: Santa Claus, North Pole.
2. Later, when alone, open the envelope and write a personalized response.
3. Insert the response letter into an envelope and address it to the child.
4. Add the return address: SANTA, NORTH POLE, to the envelope.
5. Affix a First-Class Mail stamp to the envelope.
6. Place the complete envelope into a larger envelope — with appropriate postage and address it to:

North Pole Postmark Postmaster
4141 Postmark Drive
Anchorage, AK 99530-9998



The USPS says “*Letters from Santa*” **must be received no later than Dec. 15** by the Anchorage, AK, postmaster Santa’s helpers at the Postal Service will take care of the rest!

Tips from USPS:

- To save paper, write Santa’s response on the back of your child’s letter. If you keep them together, your child will also be able to recall what he or she wrote.
- When responding as Santa, make the response as personal as possible by highlighting your child’s accomplishments over the past year, for example, helping around the house, receiving good grades in a particular subject at school or participating in community service activities.
- **Don’t forget to disguise your handwriting!**

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424 Wapiti Dr
Spring Lake, NC 28390

CHAPLAIN

MADISON HALL

9028 Main Street
Godwin, NC 28344-8387

Scholarship News 2021

Auxiliary News

From

Sue Kelly

Secretary/Treasurer

The NCRLCA Auxiliary would like to take this opportunity to say **congratulations** to all the winners in the 2021 scholarship program. The NCRLCA Auxiliary 2021 scholarship program has once again been a huge success.

The NCRLCA Auxiliary is proud that we could be a part in fulfilling each winning applicants educational dream.

New applications for the **2022 scholarship** program will be available **November 1, 2021**. All of the Auxiliary board members can assist you in obtaining these applications. We encourage each of you to apply. Remember that you have to apply to be considered.

The winners of the 2021 Scholarships are:


- | | |
|----------------------------|--------------------------------|
| 1. Colette Graham | Harriet Lineberger Scholarship |
| 2. Jameson Lee Perry | Charles Adams Scholarship |
| 3. Caraline Elise Laffier | Prennis Page Scholarship |
| 4. Christina Maris Sanchez | Leo Wagoner Scholarship |
| 5. William Austin Cook | Kay Carter Scholarship |
| 6. Wade Johnson | |
| 7. Andrew David Keel | |
| 8. Tyler M. Armstrong | |
| 9. Matthew Samuel Keel | |
| 10. Blayne A. Copeland | |
| 11. Tkaii Gaither | |

As we go into the next season of life remember to spend time with family and friends.



The Auxiliary was saddened to hear of our friend Barry Corriher passing away at the end of September. Barry was a inspiration to many. Barry was a long time member of the Auxiliary. He served our organization on the board in most positions more than once. Barry will be greatly missed.

*May we all have a Happy Thanksgiving,
Merry Christmas. and a Happy New Year!
Stay Safe!*

DECEMBER 2021

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

JANUARY 2022

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

Important Dates

November 11
November 11 & 12
November 25

Veteran's' Day Holiday
NC State Convention
Thanksgiving Holiday

December 25
January 1
January 17

Christmas Holiday
New Year's Day Holiday
Martin Luther King Jr. Holiday



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

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

HAPPY HOLIDAYS

From Your State Board

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

Important Notice to Members

Due to this past year's continued extenuating circumstances impacted by the COVID-19 Pandemic, some local meetings could not be held and delegates could not be elected. In an effort to provide all members their most fundamental right to participate in the unions affairs, those members attending the State Convention will be seated as delegates provided:

1. They are a member in good standing.
2. They register, on site, by 5:00 p.m. Thursday, November 11, 2021.