



DISTRICT MEETINGS CANCELED STATE CONVENTION IS STILL ON

Unfortunately, due to the recent upsurge in COVID numbers across the state of North Carolina and with increased concerns over the Delta variant, your NCRLCA Board has decided to cancel all Local District Meetings. Your Local District Officers will remain in place until we can safely organize a business meeting to conduct elections.

The State Convention is still set for November 11th & 12th. The State Convention **will not** be canceled unless a new group size limit is imposed. The Koury Convention Center has enough room for us to spread out and be “socially distanced”. There will be hand sanitizer stations in multiple locations throughout the hotel and the Convention Center. Masks are required at this time but that could change by November.

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Seminar**

RRECS Update

Buy Back Bill

Since the local district meetings were unable to be conducted, any member attending may be seated as a delegate provided they are in good standing and registered, on site, by 5:00 p.m. Thursday, November 11, 2021. (See Page 16).

Please check the [NCRLCA.org](https://www.ncrlca.org) website for any updates. You may also reach out to any member of your State Board if you have any questions or concerns.

Thank you for your patience as we all try to make the best of this situation.

We hope that everyone of you remain Safe and Healthy!

North Carolina Rural Letter Carriers' Association

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

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| | | | | | |
|------------------------|----|-----------------|----|----------------------|----|
| Roanoke Chowan | 7 | Alamance | 1 | Tri-County | 25 |
| Burke/Caldwell/Catawba | 9 | Cumberland/Hoke | 20 | Five County/Person | 28 |
| Smokey Mountain | 11 | Wake | 24 | Johnston | 34 |
| Durham/Orange | 12 | Piedmont | 50 | McDowell/Mt Mitchell | 36 |
| Caswell/ Rockingham | 14 | Union | 54 | Mecklenburg | 38 |

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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 **U+MeRUnion!**

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

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

Cover Photo

Fall Barn
by Matthew Paulson

Barn located in Ashville, NC.
Taken during the peak of the
beautiful fall foliage season.

{Edited to fit}

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President
Brenda Gibbs



District Meetings

As I write this article, our District Business meetings have begun. While the District officers were busy scheduling and preparing for these meetings, indoor mask requirements began in some areas. We felt that the risk to our rural carrier members was too great so we decided that effective Wednesday August 18, 2021, we would **stop having our district meetings**.

Currently Guilford, Durham, and Orange counties along with Raleigh and Boone are requiring masks to be worn inside all public spaces. Wake and Buncombe Counties along with Charlotte are expected to join this list later this week.

The district officers will remain in their positions until spring when we hopefully will be able to have our annual Spring Business meetings once again.

Those members wishing to be delegates will be seated as delegates at the State Convention provided they are a member in good standing and are registered by 5:00 p.m. Thursday.

My apologies to the District officers who have worked so hard to put these meetings together. A special thank you to Bethany Small and her team for their participation.

State Convention

We will be holding our State Convention on November 11 and 12, 2021. This year's convention will look very different from past conventions.

Guilford County has already begun requiring everyone to wear a mask indoors, so don't forget yours. We will have hand sanitizer stations at all meeting room entrances. We will have enough room for everyone to be socially distanced.

Our usual social events will not be held this year. The meet and greet, the Memorial Service and the PAC auction have been canceled. We will not have any vendors tables this year.

Our PAC auction will be replaced with a silent auction. If you have a gift basket or other item for the silent auction, please bring it. Robert Gurganus

(Porkchop) will be announcing the winners of our PAC contest that ran from March thru June 2021. One winner will receive a \$250 Visa gift card and one winner will receive a \$150 Visa gift card.

We have not forgotten those that we have lost since June of 2019. We are having a plaque made in remembrance of those members and plan to hold a proper Memorial Service including them at the 2022 State Convention.

The National Office will not be accepting any Resolutions or National Constitutional changes this year. After the 2020 State Convention was canceled, they requested that we send all National Resolutions to them for consideration in the Contract Negotiations.

We are inviting all members to come out for our 2021 State Convention. We will have a National Officer as a guest speaker, either in person or by zoom.

We will hold elections for our State Officers. The positions of President (one-year term), Vice President (one-year term), Secretary/Treasurer (two-year term) along with an unexpired two-year Executive Committeeman position and the three-year Executive Committeeman position are all up for elections at this convention.

Members must still submit the pre-registration form for North Carolina State Delegate to Vicki Gray if they wish to be a paid delegate. Please mail the form (on page 17) to arrive in advance of the State Convention if you wish to be a paid delegate.

We are looking forward to seeing everyone and having our State Convention this year. We must do so safely.





Chaplain's Message

Jesse Ray Farmer Jr.,
Chaplain

God's Perfect Recipe

Always be joyful. Pray continually, and give thanks whatever happens. That is what God wants for you in Christ Jesus. 1 Thessalonians 5: 16-18

A joke I heard recently about a snake who went to an optometrist to get some glasses. The optometrist fitted him for the perfect pair and the snake was amazed and replied, "Wow! I can see perfectly!". The snake left the office happy as can be. The next day, the snake returned depressed. The doctor asked, "Why are you so upset? Can't you see well with the new glasses?" The snake replied, "When I got home and could see better, I realized I've been dating a garden hose this whole time."

Life has been filled with ailments and disappointments since the beginning of time. The scriptures are filled with stories of trials and tribulations. Adam lost his son Abel through murder. Abraham and Sarah battled infertility for over 80 years. Daniel was thrown into a lion's den. Paul's sight was taken from him and later he's beaten and tortured.

Through all of these trials, they were faithful and learned to have joy through the Lord. They prayed without ceasing and kept a daily walk with the Lord.

These days have been some of the hardest for many families. Along with isolation and sickness taking over our world, we continue to have our daily battles with finances, health, and relationships.

When our outcomes to our prayers do not turn out like we wish, one of the most difficult reactions is to be thankful. How does God expect us to be thankful for "whatever happens"?

But what happens when a child is diagnosed with terminal cancer or our loved one dies from COVID complications? Through these battles, God is present

and shows compassion. Lamentations 3:31-33 says "For men are not cast off by the Lord forever. Though he brings grief, He will show compassion, so great is His unfailing love. For He does not willingly bring affliction or grief to the children of men." Hold steadfast to the promise that He will never leave us no matter what we may face.

Romans 8: 39 tells us "nothing above us, nothing below us, nor anything else in the whole world will ever be able to separate us from the love of God".

When we are faced with trials, do we turn toward God in faithfulness? If so, He will reward us with a life of joy and contentment with whatever we may face.

Prayer: *"Dear Lord, let us constantly seek you in prayer. No matter what happens, I pray that I will find joy and contentment with this life and all of the struggles that may come. Thank you for always having enough love for me when I need it the most."*

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

Obituaries

No obituaries were submitted this month.





Vice President
Audrey Solomon

On Monday, May 24 at 2 pm, State Presidents and Vice Presidents were invited to a zoom meeting with Paul Swartz. The two hour power point presentation was very informative. It detailed how to hold zoom and teleconferences with Congress. The bills that have been presented on behalf of the Postal Service in both the House and the Senate.

Postal Reform is front and center in both chambers. Whether we get it passed is still up in the air.

We were given the opportunity to include the entire State Board in setting up appointments and sitting in on the meeting. This made the process a little easier.

We gave each Board Member and Legislative Representative members from their districts to contact. Because we only had 3 weeks to get this done, it worked out amazingly well. We did not have to use a lot of LWOP to get this done. We set the calls on the days when we were already off doing New Hire Orientation.

Brenda Gibbs, Van Heath, or I set in on the calls with the other Board Members to ensure each legislation issue was discussed and to give the Board Member guidance on holding the meeting. We felt this was great experience for the Board Members.

2021 LEGISLATIVE SEMINAR

We have 13 Representative for North Carolina; we were able to speak with 12. Unfortunately, Representative Hudson (District 8) never responded to our requests for a meeting with him.

Both Senator Tillis and Senator Burr responded and both are sponsors of S. 1720, Postal Service Reform Act of 2021.

All members we spoke with agreed with Postal Service Reform but you know we will need your help also to keep Congress moving forward. Keep in touch with your Senator or Representative to let them know this is needed to keep the Postal Service moving forward.

Representative Virginia Foxx spoke to us personally. She is backing Postal Reform and was the first to sign on to HR 3076 Postal Reform Act of 2021. Representative Alma Adams has written an article on Postal Reform in the Harvard Law School Journal on Legislation. It is an interesting reading.

However, again we still need your support on keeping these Congressmen and Congresswomen on track for Postal Reform. Please call, write or email your representative and let them know how you feel regarding these issues..

STAY INFORMED @ CONGRESS.GOV

Be Safe Under the Sun

The USPS chose July as UV Safety Awareness Month, but we don't need to limit our focus on sun and skin protection to one month out of the year.

For most of us, July and August turn up the heat and humidity, and we are less likely to linger in the harmful rays than in autumn's more pleasant days.

Here are some tips from the USPS website.

Ultraviolet (UV) radiation is emitted naturally by the sun, as well as through artificial sources, such as

tanning beds and different forms of lighting. It has some benefits — such as providing vitamin D — but it also poses many health risks.

Invisible UV rays can damage anyone's skin in 15 minutes, causing sunburn, skin aging, eye dam-



Safety
Renee Johnson

(Continued on page 7)

age and skin cancer, the most common cancer in the United States.

To reduce your risk:

- Apply sunscreen regularly, even on cloudy or cool days.
- Seek shade under an umbrella, tree or shelter for relief.
- Wear clothing to cover skin exposed to sun, including long-sleeve shirts and long pants, hats with brims all the way around, and sunglasses.
- Limit your time in the sun, especially between 10 a.m. and 2 p.m., when the sun's rays are more intense.

Sunscreens use a sun protection factor (SPF) number that indicates their effectiveness for blocking UV rays. Higher numbers offer more protection.

Everyone should use a broad-spectrum sunscreen with SPF 15 or higher.

Read sunscreen labels for proper application instructions and apply sunscreen liberally to all uncovered skin.

Reapply at least every two hours and use more often if you are swimming or sweating. No sunscreen is completely waterproof or blocks all UV radiation, so reapply and take other precautions, such as wearing protective clothing.

Remember the sun is out all year, and we are out there under it. Take the steps to protect yourself all year long.

Also, don't forget to check your skin periodically for changes that could be early signs of skin cancer.

Stay safe out there!

UV Safety Awareness Month



Ultraviolet (UV) radiation is emitted naturally by the sun. Invisible UV rays can damage anyone's skin in 15 minutes, causing sunburn, skin aging, eye damage, and skin cancer.

To Reduce Your Risk:

- Apply sunscreen of SPF 15 or higher regularly. Reapply at least every two hours.
- Seek shade under an umbrella, tree, or shelter for relief.
- Wear light-colored and light-weight clothing to cover exposed skin.
- Don't forget to protect your eyes. Wear sunglasses with UV protection.
- Limit your time in the sun. The sun's rays are usually more intense between 10 a.m. and 2 p.m.

Sources: www.cdc.gov, www.fda.gov

Retirement

Brian Hamlett



Should I Retire Now?

“I’m ready to retire.” But you should ask yourself some questions, regardless of your age.

- What is the best time for me to retire?
- How much do I need to retire?
- How will things change with a monthly paycheck instead of biweekly?
- If I stay longer, will I receive more?
- Do I have the passwords to access my information?
- Do I have my paperwork organized?

Carriers sometimes find it confusing preparing for retirement. As most active carriers are FERS employees, this article will focus on the three parts that make up FERS retirement.

The first part is the FERS pension. This is based on your “High 3” salary years and then multiplying it by your years of service then by your percent factor. The “High 3” is not necessarily the high 3 calendar years but your highest base salary over 36 consecutive months (not including overtime or higher level pay).

Your percent factor is 1% if you are younger than 62 years old and 1.1% if you are 62 years or older (with 20+ years of service).

For example, if your base pay were \$65,000 annual-

ly and you retire at 60 years old with 22 years of service your annual FERS pension will be \$14,300 or \$1,191.67 monthly. Don’t forget to deduct for your Federal and state taxes, health and life insurance premiums, and survivor benefit reduction (if applicable).

The second part of three is your Social Security benefit, which will depend on creditable years and the amount of money you’ve earned in your lifetime. Go to www.Socialsecurity.gov to learn more about this payment and access and even use their retirement estimator to get your personalized benefit estimate.

There’s also a special benefit for *qualifying* FERS employees retiring before turning 62, commonly referred to as “the bridge”. It will supplement a portion of the missing SS benefit for those retiring younger than 62 until they are eligible to draw Social Security. Contact HRSSC or the Liteblue page to determine eligibility.

The Thrift Savings Plan (TSP) makes up the third portion of FERS retirement. It is based on your contribution and how you manage your contributions.

The USPS matches your contributions up to a set percentage. To get the full match, you should have at least 5% of your pay going into your TSP. Employees get an automatic 1% whether they contribute or not. Matching contributions are listed in the chart below.

Your contributions above 5% are not matched but contribute to your total TSP investment.

My next article will discuss some of the different options available in the TSP program.

| Your Contribution | Automatic Contribution | USPS match | Total Contribution |
|-------------------|------------------------|------------|--------------------|
| 0% | 1% | 0% | 1% |
| 1% | 1% | 1% | 3% |
| 2% | 1% | 2% | 5% |
| 3% | 1% | 3 | 7% |
| 4% | 1% | 3.5% | 8.5% |
| 5% | 1% | 4% | 10% |



RCHBP
Elaine Althoff

PLAN 2021 OVERVIEW

OPEN SEASON WILL BE HERE BEFORE YOU KNOW IT.

Each year, Open Season runs from the Monday of the second full workweek in November through the Monday of the second full workweek in December.

While the 2022 FEHB premiums are made public in October every year, at the time this article was prepared the new rates had not been published. Please check the NRLCA web site, The OPM website, and your mailbox for the announcement of the 2022 Rural Carrier Benefit Plan RCBP premiums!

If you are not a Rural Carrier Benefit Plan member, compare us to your current plan.

Rural Carrier Benefit Plan (RCBP) is a closed plan. What that means is it is only for Rural Letter Carriers and their families. And you must be a member of the NRLCA to enroll.

One of the best benefits for all RCBP members, is the 100% cancer coverage. Does your current plan offer that? Massage Therapy and Chiropractic Benefits and low drug copays are a few other benefits.

The RCBP member app, Aetna Health and CVS Caremark apps are great tools to have and you can see everything right on your phone. No more searching frantically at the doctor's office for your insurance card. View co-pays, out-of-pocket costs, and more importantly real-time information immediately, right on your phone.

Let me touch on a few new programs added in 2021 and a couple of others available to all Rural Carrier Benefit Plan members:

- **Sleepio**, added this year, is an online sleep improvement program designed by sleep experts that can help you fall asleep faster, stay asleep longer, and feel better the next day. This is offered at no cost to RCBP members and their covered dependents. To learn more about Sleepio, visit www.sleepio.com/RCBP.

- **DialCare**, rolled out in January and is a new virtual/telehealth Partner. This partnership was formerly with AmWell. DialCare is dedicated to providing our members with modern, convenient access to health care, no consult fees and no limits on the number of consultations. To learn more about DialCare, call 833-795-7783 or their website: www.rcbp.telemedsimplified.com.
- **PinnacleCare**, is one of our longstanding partners. PinnacleCare provides expert medical guidance when a RCBP member or their covered dependents when faced with a new or worsening diagnosis or a serious or complicated medical condition. If you have a serious diagnosis or recommendation for surgery, need a specialist or just a new doctor for routine care, call 888-442-7380 or go to www.PinnacleCare.com/support
- **TrestleTree**, you may already be familiar or received a call or two from one of their longstanding partners at TrestleTree. TrestleTree, specializes in health coaching and provides a wide range of services for our members. Your dedicated health coach Lori can guide you to make the most of your RCBP coverage and help you navigate the healthcare maze.

Open Season will be here before you know it. So, time to ask yourself:

- Do I/we need to get insurance this year? Maybe you were on your Spouse's insurance and they changed/lost their job. Don't go uninsured.
- Do I/we need to upgrade or down grade our plan from Self, Self Plus One or Self and Family? Did you get married, divorced or have a baby this past year?
- Do I/we need to add Supplemental Insurance such as Vision, Hearing or Dental? Do you just need your two-yearly cleanings or do you need cosmetic work?
- Do I/we need to add Life or Disability Insurance?

Now is the time to start looking at the coverage you currently have and ask yourself, "Am I using it to the fullest? Do I/we even need to make changes to my/our

(Continued on page 10)

current plan?”

If the current plan is working for you, and you don't need to change anything, you don't need to do anything, your coverage will continue as is and you're done. But, if you do plan to make coverage changes, check that your current physicians participate with your new plan as well.

Are you planning on retiring soon?

Keeping Health Insurance coverage into retirement has a few requirements to remain eligible.

You must be enrolled in a Federal Employee Health Benefit Program for ***five years immediately before*** retiring. For the RCBP you must also either pay your retiree dues in cash or fill out Form 1187-R for retired dues withholding.

Form 1187-R can be obtained from our state secretary. Complete this form as soon as possible after you retire, making sure to include your CSA number and forward it to the State Secretary. Dues will be deducted once a month from your annuity check.

The dues withholding form 1187 that you signed when you joined the union as a carrier does not transfer into retirement. You must make other dues arrangements (*cash or Form 1187-R*) when you retire.

Will your spouse have health insurance if you pass away before them?

Surviving Spouse Health Insurance Coverage also has two requirements:

- Elect a Survivor Annuity Benefit
- Be Enrolled in Self Plus One or Family Coverage when retiree dies
- The premium is deducted from Survivor Annuity Benefit. (*You must maintain NRLCA membership to be in the RCBP.*)

Make some time to sit down and review all that is afforded to you and make your adjustments as needed for you and your family needs.

Stay Healthy, Stay Safe and Be Kind.

SAC Officer

Derek Harpe



Hello North Carolina Rural Carriers.

I hope this finds everyone doing well and staying safe.

The area realignment by the USPS 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 SAC.

Below is the letter from SAC President Kim Harrell with the SAC information for 2022.

Stay Safe and God Bless!

The South Atlantic Conference is still being held at this time. Please be aware that this could change in the upcoming months. Your states liaison will keep you in the loop if things change.

Also, some news, the hotel has changed its name to Sonesta. The room rates are the same \$99 per night plus tax. The number to call for reservations is 1-404-768-6660.

The dates of the conference are January 22-24, 2022. The room block should be opening soon.

More information will be included in the newspaper closer to the date along with any restrictions the hotel might have in place.

Take care and fingers crossed we will be able to see you in January.

Kim Harrell

SAC President

RRECS Update

(from the August 2021 issue of the *National Rural Letter Carrier Magazine*)

A three-step pilot test of the mapping of rural routes and data collection processes is underway on 1,000 routes in 300 offices across 44 districts nationwide. The first step, which was mapping of these test routes by the assigned carriers and a Unit Facilitator from each location, has been completed. The mapping process plotted delivery points for all rural routes and reviewed the line of travel between plotted delivery points.

The second step is collecting additional MDD duties associated with RRECS through activity scans (such as recording loading time, service talks, and time spent on end-of-shift duties). Volume data and other information collected is then used to calculate “test” evaluations on these routes. These evaluations will not change compensation or affect evaluations—this is only a complete test of the RRECS systems and processes.

The final step of the pilot test is to utilize the RRECS Delivery Point Manager (DPM) and Line of Travel Manager (LTM) mapping systems with a larger user base to establish a set of parallel RRECS evaluations (without impacts to compensation) and to execute a deployment plan that can be scaled up.

The NRLCA will analyze the data and results from the pilot test, then the remaining routes will be mapped and additional data will be collected for at least three months. Finally, evaluations will be established using the previous 52 weeks of volume data.

We understand that it has been some time since rural routes have undergone a mail count; however, none of us saw the pandemic coming and this has caused a year-long setback with mapping routes and moving forward with RRECS. The USPS and the NRLCA have agreed to no further mail counts, with the exception of special counts under the old time standards.

I know it is frustrating waiting for the RRECS process to be completed, and your National Board is very concerned about the length of the time it is taking. To assist us with expediting the process, the NRLCA has enlisted the help of Dr. Ken Mericle, who was an original member of the RRECS engineering panel. We look forward to having complete data to analyze to prepare for the final nationwide roll-out of the system.

As most of you know, the NRLCA has a filed a national level grievance to pay rural carriers who worked over their weekly evaluation during the pandemic. If no resolution is reached, this case will be the next one scheduled for national arbitration.

Happy Halloween



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.



Legislative
Representative

Van Heath

Retirement Buy-Back Bill

H.R.4268 - To amend Title 5, United States Code, to provide that civilian service in a temporary position after December 31, 1988, may be creditable service under the Federal Employees Retirement System, and for other purposes.

On June 30, 2021, Representative Derek Kilmer (D-WA) reintroduced a bill that has been looked at in the last few congresses. As in the past, it was cosponsored by Representative Tom Cole (R-OK) making it a bi-partisan bill. It has gained little traction in past sessions of Congress due to the lack of cosponsors. If we want to see action on this bill, we need to contact our members of Congress as a group, otherwise it will continue to languish. I have thought for years that if ten percent of our members were to write to Congress, we could get this bill passed into law. Sadly, most people think someone else will do it.

Question number one that always comes up when this bill is talked about is “How much will it cost me?” That question cannot be answered until the bill is passed and OPM works on it. The cost per individual will depend on how much you worked and when. At some point, OPM will be able to tell every carrier what it would cost them. You would then have to decide if it is worth it to you. It will be an individual decision, but at least you would have that choice.

Talk this bill up amongst your coworkers and family members. The more letters we write the greater our chance of getting this bill passed. Remember, if you are an RCA today or if you are Regular, you started your career as an RCA. Passage of this bill

COULD have the potential to make a big difference to your quality of life when you do retire as well as **WHEN** you will be able to retire.

On the NCRLCA website there is a page titled “**PAC LEGISLATIVE.**” At the bottom of that page is a link titled “**DOWNLOAD YOUR HR-4268 LETTER HERE.**” Click on that link, download the letter, date it, personalize it and sign it. Add a note as to how it will affect you or your loved one. Address it to your member of Congress. Addresses in both Washington and locally are available on the National and NCRLCA webpages, as well as ‘congress.gov.’

As I write this in mid-August, there are six cosponsors. We need 218 for a chance of passage.

Congress will not continue to reintroduce this bill forever. We must do our part to get it passed.

“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

PAC Needs Your Support

Hello everyone- it's your old pal Porkchop here. I hope you're all doing well.

As I write this the weather is crazy hot and the mail flow is exceedingly heavy here and I'm sure also at your office. I'm looking forward to cooler temperatures arriving with the fall as the mail volume continues to rise.

Remember just a few years ago when management was trying to cut out Saturday delivery? Now many offices deliver parcels on Sunday as well!

It just goes to show you that our USPS leaders don't have all the answers and that they should value the input of those of us who actually do the work.

This is the time to become a sustaining donor! Your contributions make it possible for us to get into the offices of the people who can help us get what we deserve for all of our years of hard work, namely the ability to buy back our RCA years.

If we've learned anything over the past few years, it's that when it comes to influence, contributions open the door.- our PMG is living proof of that.

I hope you'll take the time to fill out the form included in this publication and help our craft move forward. Thanks for reading this and I look forward to seeing you at the state convention this fall!

CONGRATULATIONS

to North Carolina's

CYNTHIA KLAMER

Cynthia won a 20 oz NRLCA Yeti Tumbler in the
2021 NRLCA-PAC Fundraiser.

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



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

\$50

\$25

\$15

\$10

Other: \$_____

Signature: _____ Date: _____

Name (print): _____

Employee ID Number: _____

State: _____ Zip Code: _____ Phone Number: _____

Please attach a voided check

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

Signing up for PAC Withholding from your paycheck

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

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

Steps for signing up Online:

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

Steps for signing up by Phone:

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

State Convention Will Be Different This Year

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

It will take place at the Koury Convention Center. The attached hotel is the Sheraton at Four Seasons. The address is 3121 W Gate City Blvd, Greensboro, NC 27407. Guest room rate for our group is \$129.00 per night. Reservations must be made by October 11th. The reservation phone number is 336-292-9161. Book Online at <https://book.passkey.com/e/50196979>

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 16).

The number of delegates allowed for each district are listed in the chart on page 16. We will seat up to the number of allowable delegates for each district. If more members attend than the allowed delegate

Secretary/Treasurer

Vicki Gray



strength, the late arrivals will not be seated as delegates.

We will scale 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 begin at 8:30 a.m.

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. We do not know if our National Officer will be in attendance or if they will visit 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.

Please send your Constitution changes to me by November 1st so they can be prepared for the Constitution Committee. A Constitution Change form is included in this issue on page 18.

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.

We will be serving all attendees lunch on both days.

The Armed Forces Veteran's club will be holding 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.

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

Don't forget to pre-register as a delegate. The form is on page 17. You will not be paid as a delegate if you do not send in this form.

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 | |

State Convention Pre-registration

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

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

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

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

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

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

Please send in as early as possible.

ARTICLE VI, Section 4

State Delegate Compensation

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

PRE-REGISTRATION FORM NORTH CAROLINA STATE DELEGATE

Please print clearly.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____

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

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

Signature of Member: _____

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



NCRLCA CONSTITUTION CHANGE

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

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

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

Explanatory paragraphs should be headed as follows:

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

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF/REASON FOR CHANGE:

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



Auto-Home Insurance

Tracy Greer

NRLCA Insurance Market Place & YOU!

I am sure most of you have heard of the NRLCA Insurance Marketplace, but there may be some that haven't. If you fall in either category this article is still for you. There are several great benefits of getting a quote or a policy from the NRLCA Insurance Marketplace. I am going to list those for you.

1. Great customer service and prompt attention.
2. Excellent rates!! It doesn't matter if you drive a POV or LLV on your mail route, you still receive a discount for being a rural mail carrier (active or retired).

3. They understand the tort claims act and how it benefits all parties involved if there is an accident.
4. Every quote or policy receives money from National General that helps fund our state.
5. They insure everything, even your home. Bundling saves you more money.

Take a moment to call and get a quote or refresh your quote today. You receive a \$10.00 gift card for your time and you can receive that once per year.

Call Now! 1-888-325-7727

You are eligible for substantial discounts on your home, RV, motorcycle and more, just for being an NRLCA member. Mention code R/RP for your exclusive NRLCA insurance savings and benefits!

What Difference Does A Union Make?

Union

1. Wages, benefits and working conditions are protected by a legal contract.
2. A contract spells out how much each worker earns.
3. Unions negotiate raises for every one. Members vote on it, and if they feel it's an unfair, they can vote it down.
4. If you are unfairly disciplined, unions provide due process to protect against unscrupulous supervisors.
5. If you don't like something at work you can work together with your union to change it.

Non-Union

1. Management can change wages, benefits and working conditions unilaterally.
2. No one knows how much anyone else earns. Disparate treatment/favoritism exists.
3. If you want a raise you must plead your case to a supervisor or manager.
4. If you are unfairly disciplined, you are on your own (at-will employee). You're subject solely to policy.
5. If you don't like something at work, you are at the mercy of management.

Provident Guild Representative

Dale Sain



Do you Know?

1. The PROVIDENT GUILD is a Non-Profit, Fraternal organization, created and operated by Rural Carriers, for our membership and Auxiliary Members to give their survivors an amount of READY CASH for those days when routine procedures of the courts and legal action tie up our estates after death.
2. The GUILD is NOT an insurance. Rather, it is a Fraternal Death Benefit Fund which guarantees you at least 30 times your annual dues and, depending on the number of claims in any given year, can pay you up to 100 times your annual dues.
3. There are no physical examinations - No assessments - No commissions - No high salaries.
4. This low cost protection does not decrease, nor can it be cancelled when you reach age 65.
5. You can become a GUILD member until you reach age 56. After that age, you cannot enter the program BUT you do remain in it as long as you pay your GUILD dues annually.
6. Claims are to be filed within 30 days after death. The claim form together with a copy of the death certificate are to be mailed directly to the Secretary-Treasurer. If death certificate is not available within this time please advise the current Secretary-Treasurer. IT NEED NOT BE HANDLED BY A LAWYER
7. Upon receipt of forms listed in item #6, an IMMEDIATE RELIEF CHECK for 30% of the maximum payment is mailed to the beneficiary. The balance of settlement is mailed in August, following our Board meeting which is held during the NRLCA Convention.
8. Your GUILD dues are payable in advance. The Provident Guild Secretary-Treasurer will mail you a dues notice during the month of May for the following year. These are then payable by June 30th.
9. Members joining later in the year pay only a portion of the full year's dues. The fiscal year runs from July 1st to the next June 30th. Those who become members during July, August and September pay full dues. During October, November and December, you pay 75%; January, February and March, 50%; and those joining in April, May and June pay only 25%.
10. The entrance fee of \$2.00 is payable when joining during any part of the year.

Happy fall to all my North Carolina rural carrier friends. I am including some important information for current and future Provident Guild members. When you need to file a claim please contact the National Provident Guild Secretary/Treasurer Diane Cox.

Address: Provident Guild Sec/Treas. Diane Cox
4780 Stony Creek Road
Urbana, OH. 43078-9454

Phone: 419-501-2213

"Fraternalism at Its Best"

"Are you preparing your family in the event of your death?"



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

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

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

Name _____

Address _____

City _____

State _____ Zip code + 4 _____

My Date of Birth _____

Spouse Date of Birth _____

Mail to: **DALE SAIN**

6289 Nobby Lail Rd

Connelly Springs, NC 28612-7425

ANNUAL
DUES
CLASSES
\$10 To \$50

IT'S A FACT

MAXIMUM
BENEFITS
\$5,000

THE NATIONAL RURAL CARRIERS' PROVIDENT GUILD

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

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

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

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

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

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

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

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

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

DALE SAIN

6289 Nobby Lail Rd

Connelly Springs, NC 28612-7425

Phone 828-461-5057

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

LABOR DAY COMMEMORATIVE STAMP

The Post Office Department released a commemorative stamp honoring the American worker on September 3, 1956. The First Day of Issue ceremony was, for the first time, preceded by a dedication ceremony. This dedication ceremony took place on September 1, 1956 in the White House Rose Garden with President Eisenhower attending.

The "Labor Day" stamp features a design from the "Labor is Life," mosaic mural at the AFL-CIO headquarters in Washington. The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) is the largest federation of unions in the United States.



The 3-cent stamp paid the postage on a one-ounce first-class letter at the time.

Labor Day is observed on the first Monday in September in celebration of the social and economic achievements of the everyday American worker.

The labor movement in the United States grew out of the need to protect the common interest of workers. For those in the industrial sector, organized labor unions fought for better wages, reasonable hours and safer working conditions.

The first Labor Day was celebrated on Tuesday, September 5, 1882 in New York City. A public parade of various labor organizations was organized by the Central Labor Union. This parade was a public demonstration of organized labor's solidarity and strength. The march was followed by speeches and a picnic in the park. 10,000 workers took unpaid time off to march in the first parade.

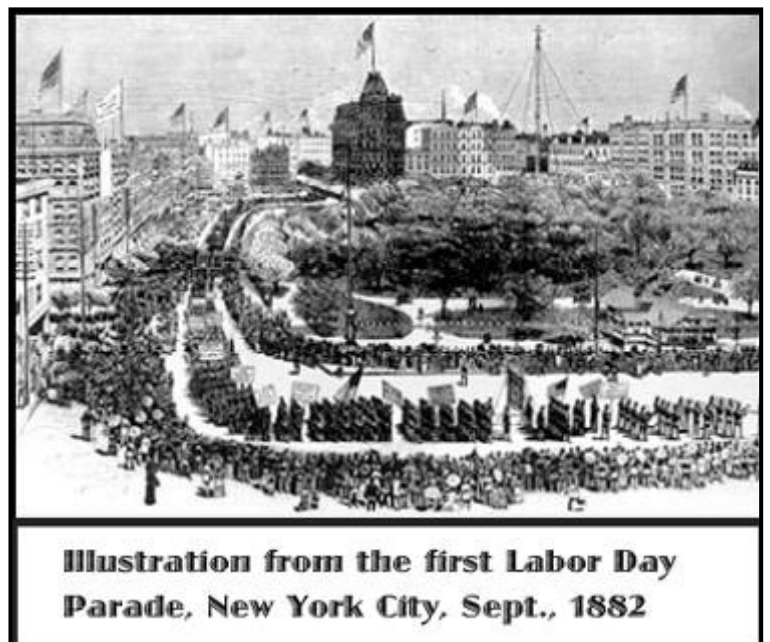
The idea spread and the next year Labor Day was celebrated in many cities across the US. By 1894, 23 more states had adopted the holiday.

In 1894, Congress passed a bill recognizing the first Monday of September as Labor Day. President Grover Cleveland signed the bill into law on June 28, 1894 making it an official federal holiday.

HAPPY LABOR DAY!

The Union Labor movement brought the American worker:

1. The right to organize in the workplace.
2. The eight hour workday.
3. The five day work week.
4. A minimum living wage.
5. Safe working conditions.
6. Workman's compensation.
7. Equal pay for equal work.
8. The abolishment of child labor.



1560 Pageviews During June and July

Webmaster
Renee Johnson



During the 61-day-period between June 1 and August 1, the NRLCA website experienced 1560 pageviews, an average of 25.6 views per day. The highest number occurred on June 29 with 106. This was followed by 62 on July 7, 57 on July 8, 56 on June 1, 53 on July 21, 49 on July 20, and a tie of 46 each for July 6 and 28.

Leading posts and events were NC District Steward Assignments, July/August Newsletter, State Convention Reservation Link, Retirement Buy-Back Bill, Statement of Juneteenth, Federal Retirement Fairness Act, and Upcoming Events.

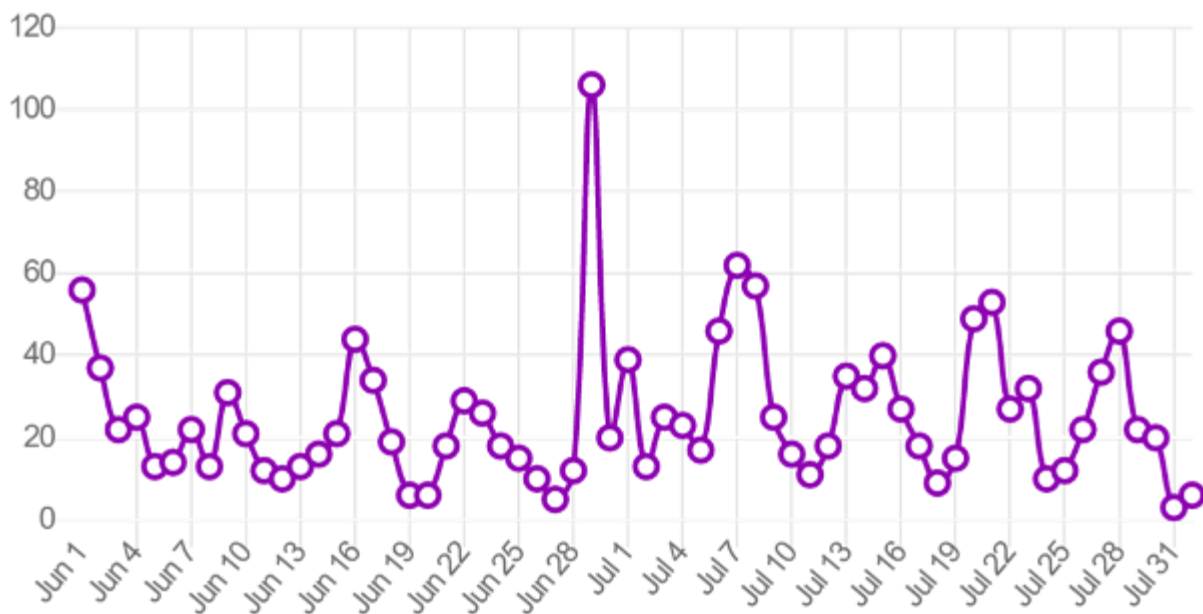
Wow, that's a lot of information, in addition to introducing potential additional benefits, for such a short period.

We're all excited about the prospect of seeing each other again and for the opportunity to support bills that

would benefit our craft.

If you haven't sent your request to your representative, download the form letter with HR-4268 and send it to your representative in Washington, D.C.

Check the **Events Column** for the day and time of your District Meeting and attend. It's a great place to learn more about your job and what is waiting on the horizon. It also offers you an opportunity to voice your concerns to the NC State Board Member, NSS District Representative or Assistant District Rep, and District Officers.



USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust

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



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

Jeff Essick

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

Jeff.Essick@nrlca.org

Eddie Moss

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

Eddie.Moss@nrlca.org

Kelly Kenny Futch

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

Kelly.Futch@nrlca.org

Gail Naillon

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

Gail.Naillon@nrlca.org

Part Time Assistant District Representatives

Brenda Prevatte

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

Brenda.Prevatte@nrlca.org

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Spring Lake, NC 28390-0155
919-508-7636

Ralph.Fernandez@nrlca.org

Cliff Workman

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

William.Workman@nrlca.org

Area Stewards

Bonnie Arsenault

910-545-7139
Bonnie.Arsenault@nrlca.org

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Nathen.Darden@nrlca.org

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Elissa.Gonzalez@nrlca.org

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Tabitha.Benfield@nrlca.org

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Phillip.Fulwood@nrlca.org

Johnny Hopper

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Johnny.Hopper@nrlca.org

Renee Johnson

336-902-2292
Renee.Johnson@nrlca.org

Georgia Kline

910-303-5243
Georgia.Kline@nrlca.org

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

Times Are Difficult

It's been a long couple of years since we last met in person, but here we are in the fall 'District Meeting' season! We are doing our best to make our way around the state to get back to business.

As I write this, I have attended one district meeting with many more planned, and I can say that it was truly a pleasure to mingle with some of the great carriers of North Carolina. We will continue to do our best to attend each District's meeting so that we can continue to share with the attendees' information and to address your questions. While we are travelling this fall, I ask for your patience as we will be away from our offices, in some cases for several days at a time.

While we know that there are many issues that the Rural Craft is dealing with, I must stress that the United States Postal Service is in a period of transition, and it is not 'business as usual.'

While the USPS Districts, nation-wide, have been realigned, North Carolina has been impacted in as much as 2 full (rather large) districts were combined into the new "North Carolina" district. The new North Carolina district is now the largest district in the United States. This has created redundancy with district positions and many of our co-workers in those support roles have applied for and taken other positions due to the possibility of not being selected for their current role within the new district.

That being the case, our ability to reach people at the District Office at the drop of a hat is greatly diminished as entire departments are non-functional and the staffing changes have created a bit of confusion. I am hopeful that as Headquarters rolls out its master business plan, things will fall back into place, and we will again be able to work closely with both local and district personnel within the new Postal structure.

We are currently asking a lot from those employees that are still left as they are tasked with covering various department roles and more territory than ever.

During our visits to the local district meetings, many people of course want to discuss the current working conditions. Many of us are very worried about what may be coming at peak season given the volume we are dealing with during what has historically been a much slower period.

We know that hiring will be pivotal to the success each office across the country has this holiday season, and the Union has been making a concerted effort at every level to encourage the hiring of RCAs and ARCs. Our workforce is exhausted, and without additional employees in the system going forward, coupled with a higher than usual parcel volume, this will inevitably lead to additional hardship within our craft.

The ongoing pandemic has put a tremendous amount of stress on the workforce, and I believe that every industry has experienced difficulties with hiring.

Our workforce is exhausted, and without additional employees in the system going forward, coupled with a higher than usual parcel volume, this will inevitably lead to additional hardship within our craft.

The Union is always looking for additional ways to assist in the hiring endeavor, but the USPS remains responsible for that task.

Other issues that have been raised by Stewards and Carriers are the Relief Day Work List, cutting routes, Edit Book updates and availability, Rural Leave Replacements working in the city craft, pay issues and the unjust denial of Annual Leave. Below is a brief overview of each of these topics:

- **The Relief Day Work List** will be up again for 2 weeks starting on September 18, 2021, and will be effective October 9, 2021, which is the first day of the 2021-2022 Guarantee period.
- **The Amazon Sunday work list** should also be posted during the same period, and it will also be effective on October 9, 2021.
- **Routes that are overburdened** (47k or 48K) should be cut by management as soon as practicable by management. There is not an entitlement for a route to remain in an 'overburdened' status. Routes that are overburdened and are being cut should not be cut lower than a 43K unless there is a

(Continued on page 27)

legitimate operational reason. This is true if the route is encumbered or not! Routes that are vacant and awaiting posting after an adjustment should also not be cut lower than a 43K. Remember that management should not be immediately cutting a route if the carrier is not making evaluation – there are several options that management should use prior to resorting to a cut. Management should be reviewing work methods with the carrier, exploring the option of a government vehicle, and taking DPS to the street to name a few. Only after other options have not worked, should management consider cutting a route.

- **Edit Books** have been a hot topic in the last year or so. Please remember to keep a separate record of the changes (additions/box closings and openings) that you make to your edit book. When your book is returned to you, confirm the changes that you submitted have been made. Make note of your box totals in the front of the edit book so that you can compare your changes to what AMS processed. If there is an issue with Edit Books going missing and new deliveries not being added, your records will usually enable us to get your Edit Book back-dated and you retro-actively compensated for the changes. Without records, we can still get the changes made but retroactive backpay is unlikely. Remember that you should see your Edit Books at least every 30 days. If yours has not been seen for more than 30 days – file a grievance. Your Edit Book should reflect what is on your PS Form 4003, which is the document that determines your pay! Don't delay in filing if needed!
- **RCAs and ARCs are Rural employees** and should only be used on rural routes and as auxiliary assistance on rural routes. We are finding that management is assigning Rural Leave replacements to city and clerk craft functions and then telling regulars that they must now take time off to satisfy their 2080/2240 commitments. This should not be happening! File a grievance if this is happening in your office or speak to your Steward

We know all crafts are short right now, but it is not the responsibility of the Rural Leave Replacements to make everything run smoothly in other crafts.

immediately.

- **Pay Issues**-When you experience pay issues, file a grievance right away! Most of our managers are willing to make things right, but sometimes things don't go as planned. We file grievances in these scenarios to preserve our timeliness and to ensure that we still have the right to adjudicate your issue should an adjustment not go through, or your office leadership changes, and you still don't have your money.

- **Annual Leave** should be approved in accordance with the Carrier's personal wishes provided a Leave Replacement is available. A leave replacement is available if they are being required to work in another craft, they are available if they are being required to run parcels, they are available if they are not otherwise on the schedule regardless of hours worked or

scheduled for the week, and they are available unless they have taken leave. We know all crafts are short right now, but it is not the responsibility of the Rural Leave Replacements to make everything run smoothly in other crafts. If there is an issue in your office – file a grievance!

I hope everyone is weathering these difficult times with as much grace as possible. Everyone is tired, burned out and over worked. Sometimes the most meaningful changes come after periods of great difficulty. We must continue to fight for the rights that were agreed to by the parties. The Postal Service has a responsibility to uphold their end of the bargain.

As I travel around the state of North Carolina, I witness first-hand the rural craft upholding our side of the agreement. Despite the fatigue, we must continue to push forward. There will be brighter days ahead.

Thank you to each of my fellow Rural Carriers for the hard work that you do and the miracles you pull off every day.

Have a wonderful Fall!!

**Steward Annual Reports
will be printed in the next
issue of the NCRC**

Procedure to File a Grievance

(See Example PS Form 8191 on next page)

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

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

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

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

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

Management must fill out sections 3b & 3c.

Weingarten Rights

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

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

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

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

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

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

up his/her rights to a union representative.

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

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

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

Weingarten Rights

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

This is my right under the 1975 supreme Court decision.

Clip and save this card



USPS-NRLCA Joint Step 1 Grievance Form

| | | |
|---|---|--|
| 1a. Grievant's Name (Last, first, middle initial) Your Name | | 1b. Grievant's EIN (Employee Id Number) Your EIN # |
| 1c. Grievant's Title, Designation Code, and Route No. REGULAR, PTF, RCA or ARC, 71,74,76, 78,79 or 70-5 Your route # | | 1d. Telephone No. (include area code) Your Number for Steward to call if needed |
| 1e. Grievant's Mailing Address Your COMPLETE address | | |
| 2a. Post Office | 2b. Branch/Station | 2c. Telephone No. (include area code) POST OFFICE Number |
| 3a. Date of Incident Date discipline | 3b. Date of Step 1 Discussion with (Filing date) Supervisor's Initials | 3c. Was Grievance Timely? (Explain) YES Supervisor's Initials |

4. Issue (Complaint)
ONE LINE in the form of a question.
Example: "Was there just cause for the Letter of Warning?" or "Did management violate the contract when ...?"
Include your Statement on a separate piece of paper to be given to your Steward. **This is not seen by Management.**

5. Contract Provisions (Articles at issue)
DO NOT WRITE ANYTHING IN #5 OR BELOW.
THESE WILL BE FILLED OUT BY THE STEWARD AND MANAGEMENT AT THE STEP ONE MEETING

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

DO NOT WRITE IN

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

THESE SECTIONS!

8. Management Contentions

(Sections 5-14)

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

FOR STEWARD

10. Union Contentions

USE ONLY!

11. Remedy Sought by the Union

YOU HAVE ONLY 14 DAYS TO FILE A GRIEVANCE.

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

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

NORTH CAROLINA AUXILIARY OFFICERS

PRESIDENT

L.E. WHITE

1336 Schoolhouse Road
Elizabeth City, NC 27909-9596
252-771-8180
LEWhite1951@roadrunner.com

VICE PRESIDENT

SUSANNE REAVIS

345 Harvey's Lane
Traphill, NC 28685
336-957-2004

SECRETARY/TREASURER

SUE KELLY

4701 Main St.
Linden NC 28356
910-980-0820 or 910-890-2804

EXECUTIVE COMMITTEE

CAROLYN WARD

3951 Virginia Road
Tyner, NC 297804
252-221-4683

PEGGY SIMMONS

5418 Seven Creeks Hwy
Nakina, NC 28455
910-770-3534

MIKE MOOSE

237 Northview Drive
Fayetteville, NC 28303
910-322-3917

CHAPLAIN

NORMA WILLIFORD

511 Old Goldsboro Road
Newton Grove, NC 28366-7759
Phone 910-594-0433

PROVIDENT GUILD

L.E. WHITE

1336 Schoolhouse Road
Elizabeth City, NC 27909-9596
252-771-8180

JUNIOR OFFICERS

PRESIDENT

ANAKIN HAMLETT

7668 NC Highway 62 N
Blanch, NC 27212-9257

VICE PRESIDENT

TAYLOR WARD

3951 Virginia Road
Tyner, NC 297804

SECRETARY/TREASURER

LILY GRAY

424 Wapiti Dr
Spring Lake, NC 28390

CHAPLAIN

MADISON HALL

9028 Main Street
Godwin, NC 28344-8387

Junior Contest Winners

Auxiliary News

From

Sue Kelly

Secretary/Treasurer

As we continue to go through these challenging times let's try and remember to encourage others that brighter days are coming. It is better to be positive than negative.

Even though we were not able to meet with the Juniors this year they were able to mail in their poster and essay entries for judging. The winners for the poster/essay contest are as follows:

- Age 6-7 **How my Family Recycles** 1st Robert Simmons
8-9 **How Donating items Helps Others** 1st Elizabeth Haney
10-11 **Make your Home Poison Safe** 1st Haven Drexler
12-14 **Be a Volunteer**, 1st Lily DePue,
2nd Harleigh Cox
15-17 **Essay on Poison Proof Your Home** 1st Dominick Haney
2nd Tkaii Gaither

We were also able to award scholarships this year and all winners will be announced in the November issue.

The National scholarship applications should be available on NRLCA.org website by the first of November. The State scholarship applications will be available on NCRLCA.org website by the first of November. All applicants must follow guidelines on both National and State applications. The only way that you can have a chance for the scholarship is to complete the application.

The Auxiliary would like to say a special thank you to the Kay Carter family for the generous donation to set up a scholarship in memory of Mrs. Carter. She was a special lady and she did a lot to support the Juniors as well as the Auxiliary. She will be missed. Anyone that would like to contribute to her fund may send money to the Auxiliary secretary.

Hope to see all of you in November in Greensboro. Be safe as we go into the Fall of the year.

To the Auxiliary members for the 2021 State Convention only.

As it stands now the State convention is on schedule for November 11 and 12. Please complete the appropriate block and sign below for verification of your desire **to be or not to be** a delegate for the 2021 State Convention at the Koury Convention Center, Greensboro NC.

Please understand if there are more than we are allowed the names will be drawn as usual. Each person will receive \$100.00 per day if in attendance for all sessions. We have a lot of business to discuss in a short time. Come with an open mind.



Yes _____ Name _____

No _____ Name _____

Please return by October 1ST 2021

to the Auxiliary Secretary/Treasurer

OCTOBER 2021

| SUN | MON | TUE | WED | THU | FRI | SAT |
|---|---|-----------|-----------|-----------|-------------------|---|
| | | | | | <i>1 Pay Day</i> | <i>2</i> |
| <i>3</i> | <i>4</i> | <i>5</i> | <i>6</i> | <i>7</i> | <i>8</i> | <i>9 PP22</i> <i>Guarantee period begins</i> |
| <i>10</i> | <i>11</i>  <i>Columbus Day</i> | <i>12</i> | <i>13</i> | <i>14</i> | <i>15 Pay Day</i> | <i>16</i> |
| <i>17</i> | <i>18</i> | <i>19</i> | <i>20</i> | <i>21</i> | <i>22</i> | <i>23 PP23</i> |
| <i>24</i>  <i>31</i> | <i>25</i> | <i>26</i> | <i>27</i> | <i>28</i> | <i>29</i> | <i>30</i> |

NOVEMBER 2021

| SUN | MON | TUE | WED | THU | FRI | SAT |
|-----------|-----------|-----------|-----------|--|-------------------|----------------|
| | <i>1</i> | <i>2</i> | <i>3</i> | <i>4</i> | <i>5 Pay Day</i> | <i>6</i> |
| <i>7</i> | <i>8</i> | <i>9</i> | <i>10</i> | <i>11</i>  <i>Veteran's Day</i> NC State Convention | <i>12</i> | <i>13 PP24</i> |
| <i>14</i> | <i>15</i> | <i>16</i> | <i>17</i> | <i>18</i> | <i>19 Pay Day</i> | <i>20</i> |
| <i>21</i> | <i>22</i> | <i>23</i> | <i>24</i> | <i>25</i>  <i>Thanksgiving</i> | <i>26</i> | <i>27 PP25</i> |
| <i>28</i> | <i>29</i> | <i>30</i> | | | | |

Important Dates

September 6
October 11
November 11

Labor Day Holiday
Columbus Day Holiday
Veteran's' Day Holiday

November 11 & 12
November 25
December 25

NC State Convention
Thanksgiving Holiday
Christmas 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

State Convention ~ November 11 & 12, 2021

At The Koury Convention Center, Greensboro

Hotel: Sheraton at Four Seasons

3121 W Gate City Blvd, Greensboro, NC 27407

The phone number is 336-292-9161

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

Room rates ~ \$129.00/night

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

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.