



Volume 38 Issue 4 Circulation 5200 Edited in Spring Lake NC January February 2022

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

PMG  
Louis  
DeJoy  
Speaks At  
NCRLCA  
Convention



## SOUTH ATLANTIC CONFERENCE

Still Scheduled for  
January 22-24, 2022

Details on page 15

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State Convention  
Wrap-up  
Financial Reports

# North Carolina Rural Letter Carriers' Association

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Brushy Mountain	3	Alamance	1	Albemarle	2
Peach Belt	5	Cumberland/Hoke	20	Southeastern	8
Central Carolina	16	Wake	24	Foothills	10
Yadkin River	26	Piedmont	50	Cleveland/Gaston/Lincoln	29
Tidewater	52	Union	54	Randolph	42
Watauga/Avery	57				

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Tri-County	25	Alleghany/Ashe	4	Roanoke Chowan	7
Five County/Person	28	Sea Level	23	Burke/Caldwell/Catawba	9
Johnston	34	Guilford	30	Smokey Mountain	11
McDowell/Mt Mitchell	36	Roanoke	44	Durham/Orange	12
Mecklenburg	38	Rutherford/Polk	47	Caswell/ Rockingham	14

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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](http://www.NCRLCA.org)  
for all the latest news.

This month the password will be U\*did\*it!Yay

The password will be changed to the above on January 31, 2022.

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

## Cover Photo

[Snow at Wake Forest University](#)

by [almassengale](#) on Flickr  
in Winston-Salem, NC.

Taken March 2009

*{Edited to fit}*

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**President**  
*Audrey Solomon*

## HAPPY NEW YEAR

Happy New Year everyone. 2021 was a year of difficulties. COVID wreaked havoc on the 2021 year, however; we were able to have a two day State Convention.

The Convention was short but filled with action. On Thursday, November 11, we heard from our National Executive Committeeman Dennis Conley via ZOOM. He spoke on RRECS and how it will affect upcoming counts and on contract negotiations.

Later in the afternoon, Dennis Conley, Bethany Small (State DR), and Full Time ADRs Jeff Essick, Kelly Kenny Futch, Eddie Moss, and Gail Naillon joined us by ZOOM where they answered questions.

On Friday, November 12, Representative Kathy Manning joined us where she gave an update on the policies on Capitol Hill. No Postal Reform bills have passed yet.

Justin Henderson, Ronald White, Crystal Robinson, and Robert Hall joined us and took questions from the floor for an hour.

The final speaker was the Postmaster General Louis DeJoy. He gave us a brief synopsis of his 10-year plan. He was unable to take questions because of a prior appointment, however; we were excited that he joined

us. We would like to thank National Executive Committeeman Jeanette Dwyer for coming and greeting Mr. DeJoy.

We held elections for State Board Officers, and they are as follows:

President—Audrey Solomon

Vice President—Elaine Althoff

Secretary/Treasurer—Vicki Gray

Executive Committeeman (3 year)—Tracy Greer

Executive Committeeman (2 year unexpired term)

—Jay Schreiber

Brian Hamlett remains as your Executive Committeeman Chairman.

We congratulate Tracy and Jay as new board members and welcome the chance to work with them.

We would also like to welcome Celeste Britt as our Auto/Home Insurance Representative and Brenda Gibbs as the PAC Chairman. Robert Gurganus thank you so much for your time and service as PAC Chair to the board and the state.

Regular carriers to **KEEP** a sub, you must **TEACH** a sub. RCA Academy gives them an introduction to carrying mail, **YOU must** give them the real training.

In 2022, we should be back to having meetings so please stay informed. We have the NC State website (NCRLCA.org) and the National website (NRLCA.org), Facebook, Twitter, Instagram and now YOUTUBE. To make a **DIFFERENCE**, you must keep informed.

Let's make this a **great** New Year.



Your new State Board is sworn in by NRLCA Committeeman Jeanette Dwyer.

From Left to right: President Audrey Solomon, Vice President Elaine Althoff, Secretary Treasurer Vicki Gray, Executive Committeemen Brian Hamlett , Jay Schreiber & Tracy Greer.



## Chaplain's Message

Jesse Ray Farmer Jr.,  
Chaplain

### House of God

Deuteronomy 6: 6-7 “Always remember the commands I give you today. Teach them to your children, and talk about them when you sit at home and walk along the road, when you lie down and when you get up.”

The good Lord did not give me the gift of preaching. Public speaking is not in the cards for me. Just as Moses argued with God in front of the burning bush, we all like to point out our insecurities with spreading the gospel. We often get nervous when even considering mentioning we will pray for a hurting coworker or giving thanks to God for the blessings we have received. One area of our life that we should have little fear is in our home.

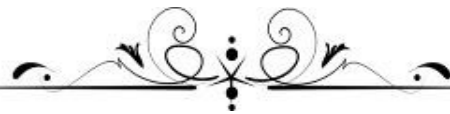
One of the biggest impacts that my children have received is the knowledge and demonstration of the love that God has for them. Whether it be taking them to church, sending a meal to a family that is hurting or simply praying over a situation are all

ways we can incorporate Jesus' love in our lives. Do not hesitate to mention that God has blessed you when things are going well. When you are hurting or battling problems, you can pray as a family. Find a little time from ball games and dance lessons to listen to your kids and offer love, prayer and guidance where you can. These are the precious times that you have to instill the promises God has given us.

Put God first in your home and fill your home with the reading of the Bible and prayer on a regular basis. The very blueprint and footprint of God's blessings, wisdom and comfort will find a place in your home to share with your children and your grandchildren for generations.

Prayer: “Dear Lord, please bless our families with your love, wisdom and peace in the coming year and years to come.”

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 for this issue.



Sometimes mail carriers are the beacon of hope to people brought to their knees by a natural disaster, bringing vital supplies or documents—and a reminder that life will be normal again—to customers hit by a storm, flood or fire.

But postal workers can also be victims.

**The Postal Employees' Relief Fund (PERF)** is available to aid postal employees affected by the tornadoes and other natural disasters. The Fund provides small relief grants to assist qualifying victims re-establish residence and to help replenish basic necessities in the aftermath of a devastating loss. If you have been a victim of a major disaster, and meet the criteria, we urge you to print and complete the [APPLICATION FORM](#) on this website <http://www.postalrelief.com/> and mail it, along with required documentation, to PERF. **All relief requests must be received within 6 months of the incident.**

PERF is a 501(c)(3) charitable organization. operated by the various management and union organizations of the U.S. Postal Service to benefit postal employees. The Fund has provided thousands of grants totaling millions of dollars to active and retired postal employees impacted by natural disasters and isolated house fires.

**Make A Secure, Tax-Deductible  
Donation  
By Mail or Credit Card To Help Fellow  
Postal Employees and Retirees  
Reestablish Their Homes and Replace  
Necessities  
or ~  
DESIGNATE CHARITY CODE 10268  
During the Combined Federal Campaign  
by January 15, 2022  
<http://www.postalrelief.com>**



Mayfield Kentucky Post Office is destroyed by a record setting tornado in December 2021

# MEMORIAL OBSERVANCE

Each year a special service is held at the North Carolina State Convention to remember our members that have passed during the past year. Because of Covid-19 we have not been able to hold this special service.

This year we honored those member that have passed since our last Convention in 2019 with two special plaques made by Executive Committeeman Brian Hamlet.

The following members were remembered at this year's Convention in Greensboro, NC



- Charles Currin.....Lillington
- Mary Deaton .....Raeford
- Ralph Diehl..... Cary
- James Diggs ..... Chapel Hill
- Charles Downs..... Canton
- Richard Faw ..... Rockingham
- Jack Ferree .....Shelby
- Frank Gardner .....Angier
- Barbara Gilpin.....Newport
- Henry Godwin..... St. Pauls
- Lyman Gregory.....Angier
- Kenneth Griffin..... Monroe
- Doralyn Guthrie .....Hubert
- Rodney Harrell..... Edenton
- Farthing Hayes..... Boone
- Ella "Liz" Hemilright..... Kitty Hawk
- Valerie Hill .....Rocky Mount
- Luther "Renny" Holton..... Statesville
- Nell Hughes ..... Lexington
- Carolyn Hurley ..... Thomasville
- Herbert Joines ..... Mountain City, TN
- John Kleinert..... Goldsboro
- John Leonard ..... Siler City
- James Lewis..... Tarboro
- William Little..... Winterville
- Juanita McCallum ..... Candor
- William McDaniel .....Kings Mountain
- Delta McKamy..... Jacksonville
- James McPherson ..... Snow Camp
- Russell Orndorf..... Fayetteville
- James Pergerson..... Louisburg
- Geneva Pons ..... Connelly Springs
- Lena Pruitt .....Mocksville
- John Riddick ..... Belvidere
- Harold Rollins.....Mocksville
- Archibald Russell..... Rougemont
- Alonzo Russell..... Roxboro
- Richard Sauls ..... Stantonburg
- Robert Smith.....Salisbury

## Memorial List

### July 2019-June 2020

#### Association Members

- Alex Aycock.....Pikeville
- Ralph Baird.....Newland
- Clifton Barnes..... Fuquay Varina
- Brenda Bateman .....Creswell
- Lois Berry .....Raleigh,
- Robert Boyd..... Waynesville
- Ramona Brooks .....Lexington
- Christy Brown ..... Wallace
- Hampton Burgess ..... Ramseur
- Lawrence Burgin ..... Flat Rock
- Luther Carlisle ..... Wendell
- James Cole..... Leicester
- Gail Coley..... Fremont

(Continued on page 7)  
January February 2022

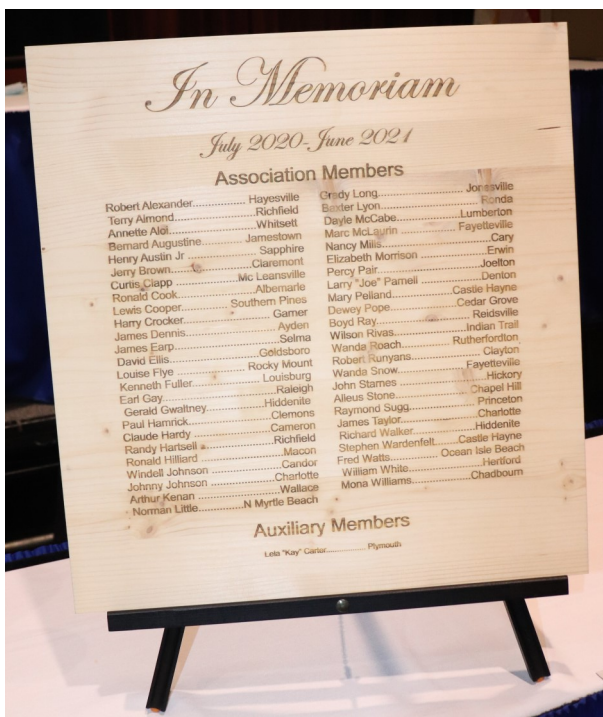
(Continued from page 6) Memorial List

Ralph Smith ..... Liberty  
 Pamela Smith ..... Godwin  
 Reid Snyder ..... Mocksville  
 Don Sorrell ..... Apex  
 Dewitt Souther ..... N Wilkesboro  
 Janet Spell ..... Clinton  
 Curtis Stadler ..... Reidsville  
 Dillie Staton ..... Etowah  
 Horace Suggs ..... Rockingham  
 Martin Taylor ..... Fairmont  
 Ertle Todd ..... Lumberton  
 Graham Turlington ..... Coats  
 Clarence Willoughby ..... Tabor City

**Auxiliary Members**

Raymond Mills ..... Cary

Henry Austin Jr ..... Sapphire  
 Jerry Brown ..... Claremont  
 Curtis Clapp ..... Mc Leansville  
 Ronald Cook ..... Albemarle  
 Lewis Cooper ..... Southern Pines  
 Harry Crocker ..... Garner  
 James Dennis ..... Ayden  
 James Earp ..... Selma  
 David Ellis ..... Goldsboro  
 Louise Flye ..... Rocky Mount  
 Kenneth Fuller ..... Louisburg  
 Earl Gay ..... Raleigh  
 Gerald Gwaltney ..... Hiddenite  
 Paul Hamrick ..... Clemons  
 Claude Hardy ..... Cameron  
 Randy Hartsell ..... Richfield  
 Ronald Hilliard ..... Macon  
 Windell Johnson ..... Candor  
 Johnny Johnson ..... Charlotte  
 Arthur Kenan ..... Wallace  
 Norman Little ..... N Myrtle Beach  
 Grady Long ..... Jonesville  
 Baxter Lyon ..... Ronda  
 Dayle McCabe ..... Lumberton  
 Marc McLaurin ..... Fayetteville  
 Nancy Mills ..... Cary  
 Elizabeth Morrison ..... Erwin  
 Percy Pair ..... Joelton  
 Larry "Joe" Parnell ..... Denton  
 Mary Pelland ..... Castle Hayne  
 Dewey Pope ..... Cedar Grove  
 Boyd Ray ..... Reidsville  
 Wilson Rivas ..... Indian Trail  
 Wanda Roach ..... Rutherfordton  
 Robert Runyans ..... Clayton  
 Wanda Snow ..... Fayetteville  
 John Starnes ..... Hickory  
 Alleus Stone ..... Chapel Hill  
 Raymond Sugg ..... Princeton  
 James Taylor ..... Charlotte  
 Richard Walker ..... Hiddenite  
 Stephen Wardenfelt ..... Castle Hayne  
 Fred Watts ..... Ocean Isle Beach  
 William White ..... Hertford  
 Mona Williams ..... Chadbourn



**Memorial List**

**July 2020-June 2021**

**Association Members**

Robert Alexander ..... Hayesville  
 Terry Almond ..... Richfield  
 Annette Aloï ..... Whitsett  
 Bernard Augustine ..... Jamestown

**Auxiliary Members**

Lela "Kay" Carter ..... Plymouth



**Vice President**

*Elaine Althoff*

## **116<sup>th</sup> State Convention in Review**

Our 116<sup>th</sup> State Convention began on Thursday morning at the Koury Convention Center in Greensboro, North Carolina. It was officially called to order by Roger Southern of President of Guilford County District 30. This was followed by the opening prayer and our Memorial Service lead by Chaplain Jesse Ray Farmer, Jr. The Memorial Service commemorated the passing of members of our rural carrier family for the past two years. Two plaques were made, one with the names of 2019-2020 Association Members and Auxiliary Members and the other 2020-2021 Association Members and Auxiliary Members.

NRLCA National Executive Committeeman Dennis Conley, spoke to us via Zoom on multiple topics. First on the Rural Route Evaluated Compensation System (RRECS) and the progress made on the testing and validation of the first 1,000 routes to test the system. To be followed up with five thousand more routes to be tested. He stated that carriers need to have their 4003 & the Route Edit book up to date and they must match. He also spoke on the special count. He added that we could see a mail count under the new system sometime in the spring. He talked about Plan B, second trips, and LLV deployment (that is totally on Postal Service) and possibly purchasing Oshkosh RHDs from Canada. He spoke about the contract negotiations. We have 35-37 pending proposals. A few of these proposals are benefits for RCAs, plus step increases for RCA leave replacements, New Hires, formula offices and granting more PTF positions and COLA. They are also working on compensation for carriers who worked during the Pandemic from start to end of year.

He spoke on the current legislative issues such as

H.R. 4268, H.R. 3287/S.1663, H.R. 3076/S.1720, H.R.3077, and H.R.695/S.145. It was also announced the next National convention will be in September 2022 in Orlando, FL.

North Carolina District Representatives Bethany Small, Jeff Essick, Kelly Kenny Futch, Eddie Moss and Gail Naillon visited us via zoom for a Q & A session.

Robbie “Porkchop” Gurganus announced last years \$500.00 gift cards winners were Eric Hunter and Kelly Kenny Futch. He spoke about our current standings with PAC. Then Dale Sain talked to us about the Provident Guild.

President Brenda Gibbs spoke about SAC in the absence of Derek Harpe. Brenda Gibbs gave us the information for the next SAC Conference and Derek Harpe would like our feedback on the current date for SAC or to push it into early Spring. Tracy Greer spoke on National General Insurance, and Elaine Althoff on Open Season and the price changes in the Rural Carrier Benefit Plan. The new RCA plan had not been released at the time. Also, in the afternoon the constitution committee presented eleven constitution changes. One was tabled until the next State Convention, two were amended for language clarification purposes. Once these changes were made, they were seconded. Eight were passed by the delegates with no change.

On Friday, Justin Henderson, Postmaster Charlotte NC, Crystal Robinson, Postmaster Greensboro, Ronnie White, Postmaster Greensboro, and Robert Hall POOM addressed our group and answered questions from our attendees.

Special Guest North Carolina Congresswoman Kathy Manning addressed our group followed by the Postmaster General Louis DeJoy.

We held our officer elections with Audrey Solomon elected as President, myself (Elaine Althoff) elected as Vice-President, Vicki Gray re-elected as Secretary/Treasurer, Tracy Greer was elected to the three-year Executive Committee position. Jay Schreiber was elected to the two-year unexpired term of Executive Committeeman formally held by Scott Deal. NRLCA Executive Committeeman Jeanette P. Dwyer installed the State officers.

We closed with prayer lead by Chaplain Jesse Ray Farmer, Jr.

I would like to say “**Thank You**” to everyone who attended. All of the first-time attendees and the RCA’s that joined us. **It was good to have you.** I hope to see each one at the next State Convention in Cherokee, NC and please bring a friend. I am hopeful that things will be better and you will be able to experience a full-blown convention. I was also glad to see Rutherford/Polk/Henderson/Transylvania represented and I hope to see you again at the next State Convention.



NRLCA Committeeman  
Jeanette Dwyer with  
PMG Louis DeJoy.



## Safety

*Brian Hamlett*



## Winter Driving

It's here again. Winter. Snow and ice could be just around the corner and that makes our jobs that much more difficult and dangerous. There are some things that we can do to keep ourselves safe while serving our routes.

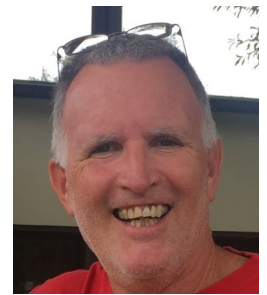
Inspect your route vehicle now. Check your tires for tread and proper inflation. This goes for postal owned vehicles as well. Our POVs that we use are expected to be maintained to Notice 76, the Expanded Vehicle Safety Check, just like Postal owned vehicles. Get chains, or some kind of traction aid, as they are usually difficult to find in stores when they start calling for snow. A snow scraper is a must. I keep a small shovel and cat litter for the times I inevitably feel myself spinning tires.

Traction aids for your shoes, like Yaktrax, can keep you safe when walking in winter weather. Be cautious of shoveled surfaces that may have frozen over. Always use handrails when going up and down stairs. Dress in layers, as several thinner layers can keep you warmer than one bulky thick layer. I also keep a couple of water bottles and some snacks in case I get stuck and end up needing a tow. You could be waiting while. A phone charger is not a bad idea either.

Safety is the number one concern for us, despite the pressure management may put on us to hurry up and get back. Try not to put yourself in a position that could result in injury or damage to you, your customers, or property. We all want to go home to our families as healthy as we were when reporting for duty.

## Retirement

*Jay Schreiber*



## New Two Year Executive Committeeman

My name is Jay Schreiber and I was recently elected to serve on the North Carolina State Board as the two year Committeeman. I have been asked to focus my articles on Retirement information. I do have some experience with retirement in 2006 after a career on active duty in the Army.

As I learn my new duties and responsibilities allow me to introduce myself. I was brought in as an emergency hire TRC in Bayboro in 2006 and then hired in New Bern 3 months later as an RCA. I was awarded regular carrier on route 21 in February 2015, moved to route 19 in May 2015. I was elected the local Steward in 2019. Also in that time I have served as the Tidewater District Vice President and currently am the Secretary/Treasurer. In addition to those duties, I was selected as a Facilitator for the RRECS mapping program by the North Carolina District Representative.

My bride Shari is also a Rural Carrier, holding down the auxiliary route in Bayboro. We attend Twin Rivers Baptist Church in New Bern where I am the leader of their Shepherd ministry, helping to keep the congregation safe.

I am looking forward to serving North Carolina Rural carriers.

## EMA Rate to Increase to 87.5¢

On December 10, 2021, the Bureau of Labor Statistics released the November 2021 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) which established the Private Transportation Index at 249.640, an increase from the August 2021 Index of 241.773. Therefore, based on the November 2021 CPI-W release, the Equipment Maintenance Allowance (EMA) for rural carriers will increase 2.5¢ to 87.5¢ per mile.

**This EMA rate will be effective January 1, 2022 (Pay Period 02-2022).**



## Rural Carrier Health Benefit Plan

*Tracy Greer*

Now, a little about me. As I write my article, I am an RCA working in Zionville which is just west of Boone. I'm currently in a hold down status and should become a regular carrier in January 2022. I started my career in 2013 and have carried an Auxiliary route for seven years. I am a volunteer fireman and soon to be a certified EMT as well. I enjoy helping people and serving the community.

I chose to run as a Committeeman for numerous reasons but mainly I have a passion to improve our craft, represent all carriers, and I am eager to bring ideas to the table and serve my fellow carriers across the state. My door is always open and if you have a concern, idea, or just want to chat feel free to reach out.

In closing, I want to thank all of you that showed your support and gave me the opportunity to serve as an Executive Committeeman. There have been numerous people in our delegation that have coached and mentored me through the years, and I want to *Thank You* for the encouragement and drive that put me where I am today. I am honored and humbled by the trust you have bestowed upon me to represent our State and serve my fellow carriers.

I am looking forward to seeing all of you at district meetings in the spring.

## New Three Year Executive Committeeman

First off, I want to say it is an honor to be representing you in a new role. As the first RCA to be elected to the State Board, I have a lot of work to do, things to learn, and most of all an obligation to represent and help every Rural Carrier in North Carolina. I also want to send a message to all RCAs. Get involved with your union, attend meetings, ask questions, and step up to the challenges we face. You are the future of our craft and I am living proof that RCAs are heard and recognized!

A Union revolves around unity and as a team we CAN make a difference. We must stand together and participate in ALL Union functions.

## RCAs at the State Convention



From left to right: Adam Goodrum, Lisa Stowe & Shari Schreiber.

Missing from photo are Tracy Greer & Michael Redden.

# It's A New Year



Little movement is expected on these bills in the early part of the year. This is a suitable time to write letters, send emails and make calls in support of these bills. Let the forms on the State and National websites be your **EASY** button.

## **H.R. 4268: “The Federal Retirement Fairness Act of 2021**

There are twenty-six cosponsors, none from NC. The Primary Sponsors are Derek Kilmer, a Washington State democrat and Tom Cole, an Oklahoma republican. These two representatives have introduced this bill into several sessions of Congress. Eventually, they are going to decide that this bill is never going anywhere and quit expending political capitol on it. I have written my member of congress; G K Butterfield, three times and he still has not signed on. If enough folks from the first district were to write him, he might decide he needed to sign on. The same is true for every district in our state and all states. Write, check congress.gov to see if your member has signed on, if not, write again, check congress.gov to see if your member has signed on, if not, write again, repeat. We have until the end of next year to get this passed. After the new congress is sworn in in 2023, everything resets to zero.

If there is anyone here that is not familiar with this bill; it will allow you to buy back your RCA time for retirement. Depending on your individual situation it could make a significant difference in your retirement. I receive emails and calls from time to time asking how much it will cost. **WE DO NOT KNOW.** That will not be determined until after it passes congress. Most bills passed by congress are written in such a manner that the details are worked out by a government agency.

There is a form letter available on both the national and state websites.

## **H.R. 3287/S. 1663: “The United States Postal Service Shipping Equity Act**

There are 32 Cosponsors in the House and two in the Senate, none from North Carolina.

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 a winery, brewery, or beverage distilled spirits plant, or other wholesaler, 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. Currently, alcoholic beverages may be shipped by UPS, FedEx, and private shippers. This prohibition is a carry-over from; yes, the prohibition era, a constitutional amendment that was repealed eighty-eight years ago, just not at the Post Office.

The NRLCA, working in conjunction with numerous other associations, has created a new e-mail form that makes it easy for you to contact your members of Congress and ask them to support the USPS Shipping Equity Act.

Go to the Legislative page on the National website to access the fill-in-the-blank email form.

## **H.R. 3076/S. 1720: “The Postal Service Reform Act of 2021**

There are ninety-eight cosponsors in the House and twenty-seven in the Senate. NC cosponsors are Virginia Foxx (R-5), Kathy Manning (D-6), Richard Hudson (R-8), G K Butterfield (D-1), David Rouzer (R-7) and Madison Cawthorn (R-11). Both NC Senators are original cosponsors.

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**

There are five cosponsors, none from NC

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**

There are 277 cosponsors in the House and ten in the Senate. NC cosponsor are Alma Adams (D-12), David Price (D-4), Deborah Ross (D-2), G K

*(Continued on page 12)*

(Continued from page 11) Legislative Update

Butterfield (D-1), and Kathy Manning (D-6). Neither NC Senators have signed on.

This bill repeals the requirement that the U.S. Postal Service annually prepay future retirement health benefits.

There is also a form letter available for both bills on the National Website on the Grassroots page.

Those are the bills that I wanted to talk about this issue. I hope that all of you will contact your member of Congress and your Senators about these bills.

Thank you



**PAC CHAIR**  
*Brenda Gibbs*

I'd like to start off by wishing everyone a happy, healthy, and prosperous new year.

I am so excited to take on this opportunity as your North Carolina PAC chair. Raising money for PAC has been a real challenge during the past two years without our usual in person meetings and conventions. I want to thank Robbie for all his hard work during these trying times as our PAC chair. I look forward to the task at hand.

The new year presents many opportunities and challenges for our association. Your PAC contributions will help bring our agenda before the lawmakers who craft the policies that affect our jobs.

Over the past few years, I have had several opportunities to visit Washington, DC and meet with our Congressional leaders. During these visits we discussed the current legislation affecting the postal service and especially rural carriers and the work we do.

We must have the ability to speak with our elected officials. This comes at a cost. Your PAC donations cover that cost.

"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.

This year we have six of our North Carolina Representatives who have cosponsored H.R.3076 (Postal Service Reform Act of 2021). Those are Virginia Foxx (R-NC-5), Kathy Manning (D-NC-6), Richard Hudson (R-NC-8), G. K. Butterfield (D-NC-1), David Rouzer (R-NC-7), and Madison Cawthorn (R-NC-11).

The ways and means committee is going to waive their jurisdiction over the Medicare integration section of postal reform. The next step is to wait for a CBO (Congressional Budget Office) score. It's possible that we could see this legislation on the house floor in January. If your Representative is not listed, please give them a call to ask for their support..

To become A sustaining donor you may use the enclosed form to sign up.

To make your one-time PAC donation, please send your check to me at the address below.

Thank you!!

**Please send PAC donations to:**

**NCRLCA PAC**

**Brenda Gibbs**

**5877 Turner Smith Road**

**Browns Summit, NC 27214-9523**

# BECOME A SUSTAINING DONOR

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

Congresswoman Kathy Manning from North Carolina's District 6 spoke of her support for Postal Reform (HR 3076), the Postal Improvement Act (HR 3077), the USPS Fairness Act (HR 695) and several others.

She is pictured here with NC RLCA President Brenda Gibbs at the State Convention.



## 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.

# South Atlantic Conference January 22-24, 2022

Hello North Carolina Rural Carriers! I hope everyone had a safe and wonderful holiday.

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 January at our SAC Conference.

Be sure to bring your mask with you to SAC. Thank you for cooperating.

As I write this article, National President Ronnie Stutts has stated that he will be in attendance at SAC. Other National Officers may attend. We do not have that information as we go to print. Of course with COVID 19 variances things could change.

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.

Hope to see you there!

Derek Harpe NC

SAC Board Member

336-940-7826 [Shirtsandmore@yadtel.net](mailto:Shirtsandmore@yadtel.net)

SAC Officer  
*Derek Harpe*



## SOUTH ATLANTIC CONFERENCE

January 22-24, 2022

**Sonesta Atlanta Airport North  
1325 Virginia Avenue Atlanta, GA 30344**

This location is the same with a  
new hotel name.

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.**

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 it's 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. 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

# State Convention First Timers



Above picture from left to right: Adam Goodrum, Jewel Stockton & Lisa Stowe.

Below left: Helen Woodard & Avis Creech Davis

Below right: Michael Redden & Steven Kim



We hope you learned something and we hope to see you again!



# Past Officers



Seated, from left to right: Dale Sain, Brenda White, Mitch Reece & Brenda Prevatte.  
Standing: James Simmons, Pete Williford, Glenn Johnson, Doug Byrum & Harold Knight.

# Retired Members



Seated, from left to right: Steve Rogers, Eileen Jensen, Claire Glass, Debbie Neal & Brenda Prevatte.  
Standing: Mitch Reece, Brenda White, Dale Sain, Doug Byrum, Brenda Johnson, Richard Hamlett, James Simmons, Marsha Rawls, Jimmie Reavis, Terry Huffines, Terry Bell, Pete Williford, Jerry Huffines, Glenn Johnson, Betsy Freeman-West, Reggie Neal, Ellen Reavis, Doretha Wagoner, Barbara Smith & Harold Knight.



## Auto-Home Insurance

*Celeste Britt*

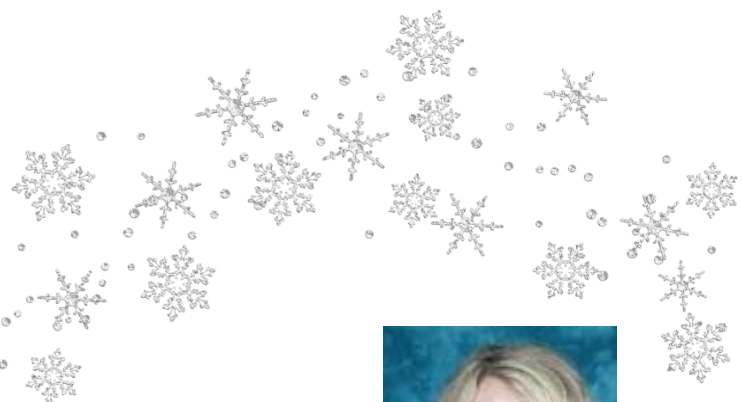
### Hello Everyone!

First, I would like to say that I am truly honored to be your new auto-home insurance representative. I have a lot to learn and I am eager and excited to get started. I will represent North Carolina to the best of my ability.

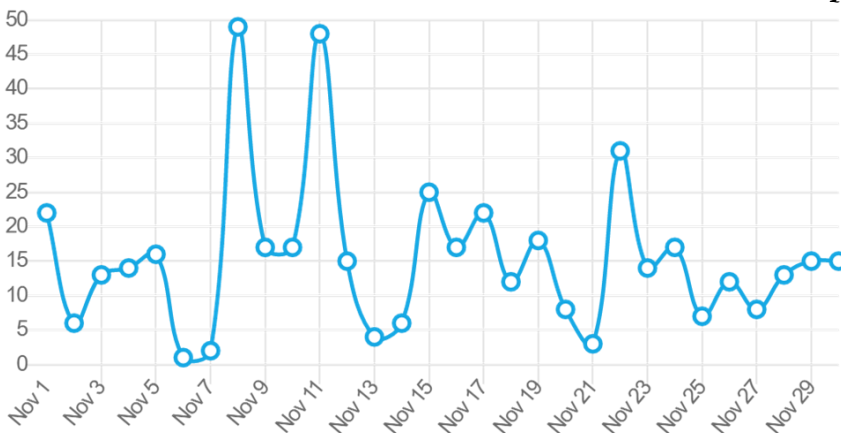
I have been with the Post Office since 1994. I started as an RCA and became a regular carrier in 1999. I

work in the Kinston office, which is in the eastern part of the state. I am also the local steward in my office.

If you have any questions or would like a quote for any of your auto or home insurance needs, please feel free to contact me. I am looking forward to helping all of you.



### Statistics for November 2021



### Webmaster

*Renee Johnson*

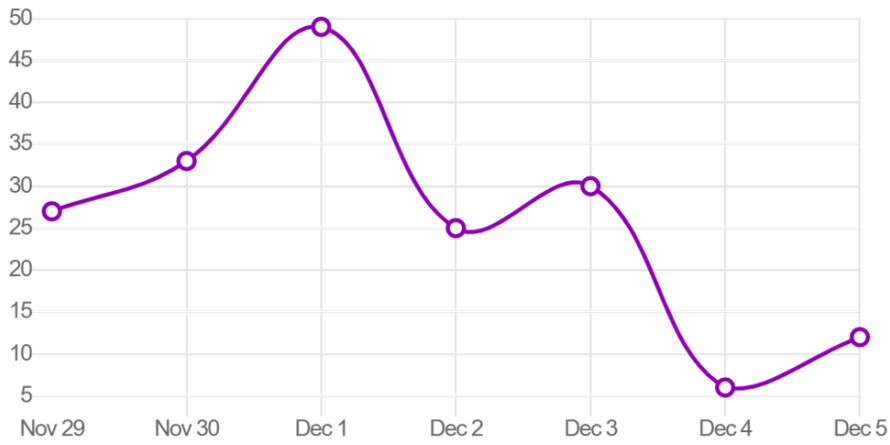


Top views include November 8, 2021, regarding Past President Gibbs' message concerning the State Convention, and November 11, 2021, with Postmaster General Louis DeJoy's attendance.

### Statistics for the week of November 29, 2021 through December 5, 2021

On December 1, 2021, the spike was likely due to the Juneteenth National Independence Day Holiday announcement. During this period, we also had another district-wide posting of a rural route in West Jefferson, instructions on how to get recruitment books for the academy instructors, navigating Liteblue's new login procedure, and much more.

Keep checking in to find out the latest news regarding North Carolina's rural carriers.



# What Did PMG DeJoy Say?

Secretary/Treasurer

Vicki Gray



Happy New Year!

I also want to thank all of you for all you did this holiday season and throughout this past year. I know it was a very challenging and demanding year and the holiday packages were unbelievable. Thank you, thank you, thank you! I can not say it enough and I hope your office takes the time to acknowledge all your hard work.

Now I want to tell you about our State Convention. President Solomon and Vice President Althoff have both summarized our convention in this issue. I am going to elaborate on what Postmaster General (PMG) DeJoy said to us. I believe our members want to hear what was said. Please know, these are not direct quotes from the PMG. I am paraphrasing what he said from the notes taken during his address.

First off PMG DeJoy stated that he cares about this country and the USPS. He wants the USPS to remain viable into the future. He stated that prior to his appointment the USPS organization was terrible. We had large inefficiencies with postal management and within the infrastructure of the system.

Everyone had failed to plan. The USPS was on a death march.



NCRLCA President Brenda Gibbs welcomes Postmaster General Lou DeJoy to the stage at the 2021 North Carolina State Convention.

The USPS failed to evolve fast enough. Our delivery points expand at a rate of 1 million per year. Marketing that could have been done was never done. Equipment we have was not being used and we have the worst transportation company in the USA. Trucks were driving across the country only 1/3 full.

DeJoy indicated that we must have a vision. With a vision you create a strategy, then you execute that strategy. That is what his “10 Year Plan” is.

Under this plan he states that:

- #1. 6-day delivery will remain in place.
- #2. We have to commit to be self-sustaining.
- #3. And most important, we have to believe in the future, that we will still be here.

To do all this we need to find \$10 billion a year.

DeJoy stated that we are here to serve the American people. We need to get our costs right. Regular mail is down and we can no longer count on that revenue. Parcels will continue to increase and we must price them appropriately.

Amazon and the USPS are the only two companies that have the capacity to deliver to every home in the country.

The USPS is the most trusted government company. We need to be not only the most trusted, but the most used. He said if you are the most used then you are the most needed. We want to be the preferred delivery product. I am committed to a good retail product. We must design the most efficient network to deliver those parcels and price that accordingly.

DeJoy did address the “slow down” of mail begun on October 1st. He assured us that most mail will still be delivered in the historic 2 to 3 day window. Local mail has not changed, even regional mail standards have not changed. What has changed is the transportation of the mail from one side of the country to the other. DeJoy’s new standards reset the delivery expectations from three days to five days on long distance mail.

He expressed that we were not meeting

*(Continued on page 20)*

that 3 day standard anyway. Why not just be honest with the American people rather than failing to meet their expectations? Besides that, it is not cost effective to send half empty trucks across the country or pay additional fees to other couriers to ship our mail on airplanes.

DeJoy asserted that the prefunding mandate from Congress is unfair and needs to be eliminated.

He also said that the USPS Board of Governors needs to have more of the vacant seats filled.

In conclusion, DeJoy says he wants the USPS to still be here and be viable 10 years from now. He is okay with our current wages and benefits. He wants employees to have a promising career and to be proud to work for the USPS again.

In other news from the Convention, I have included a copy of our financial statement that was presented there on pages 21-23.

We had twelve Constitution changes presented to the body. Eleven of them passed. Most were to clear up or standardize language. One was to increase National Delegate compensation from a minimum of \$1500 to \$2000. One was to formally add the Armed Forces Veterans Club into our constitution. A proposal to eliminate the Fall Booster failed.

The new Constitution can be found on our website.



Selena Burr from the Lumberton Post Office dressed the part this Holiday season.

## The Armed Forces Veterans Club



Seated, left to right: Brenda Gibbs, Audrey Solomon, Debbie Bennett, Renee Johnson & Sharon Rush. Standing: Elaine Althoff, Harold Knight, Mike Shue, Steve Rogers, Betsy Freeman-West, Jay Schreiber, James Simmons, Jimmie Reavis & Bonnie Arsenault.

# Statement of Activities

As of June 30, 2021

		Jul '20 - Jun 21
	<b>ORDINARY INCOME/EXPENSE</b>	
	<b>INCOME</b>	
O r	4000000 · National General	19,927.34
	4030000 · Interest Income	979.14
	41000 · Interest/Dividends	5,319.99
	4200000 · 4200000 - Membership Dues	
	4210000 · Member Dues (Cash)	-213.00
	421100 · Regular Cash Dues	
	4213000 · Retired Cash Dues	8,833.00
	<b>Total 4210000 · Member Dues (Cash)</b>	<b>8,620.00</b>
	4220000 · NRLCA Dues Withholding	
	4221000 · Regular & Relief D/W	533,958.41
	4222000 · Retired D/W	32,729.66
	4223000 · NRLCA Employees DW	981.54
	4224000 · OWCP - LWOP Payments	1,263.00
	<b>Total 4220000 · NRLCA Dues Withholding</b>	<b>568,932.61</b>
	 <b>Total 4200000 · 4200000 - Membership Dues</b>	 <b>577,552.61</b>
	<b>Total Income</b>	<b>603,779.08</b>
	<b>Gross Profit</b>	<b>603,779.08</b>
	<b>Expense</b>	
	5100000 · Awards & Recognition	80.00
	5300000 · Employee Benefits	11,556.27
	5700000 · National Convention	
	5700002 · National Delegates	-2,004.28
	5700003 · Delegate Election Expense	243.00
	<b>Total 5700000 · National Convention</b>	<b>-1,761.28</b>
	5800000 · Office Expense	4,526.51
	5900000 · Payroll Taxes	8,235.56
	6000000 · Per Capita Dues	
	6010000 · District Per Capita Dues	16,062.00
	<b>Total 6000000 · Per Capita Dues</b>	<b>16,062.00</b>
	6100000 · Postage	1,671.64
	6200000 · Printing	308.35
	6300000 · Regional Conference	
	6300001 · South Atlantic Conference Dues	500.00
	<b>Total 6300000 · Regional Conference</b>	<b>500.00</b>
	6400000 · Rent	
	6400003 · Vicki Gray	4,800.00
	<b>Total 6400000 · Rent</b>	<b>4,800.00</b>

*Continued on page 22*

## Statement of Activities Page 2

Jul '20 - Jun '21

<b>6500000 · Repairs / Maintenance</b>	
<b>6500002 · WEBSITE MAINTENANCE FEES</b>	520.00
<b>Total 6500000 · Repairs / Maintenance</b>	520.00
<b>6560000 · Worker's Comp Ins</b>	550.00
<b>6600000 · Salaries and Wages</b>	111,814.09
<b>6700000 · State Meetings</b>	
<b>6740000 · State Convention</b>	2,700.00
<b>Total 6700000 · State Meetings</b>	2,700.00
<b>6701000 · State Paper</b>	
<b>6701001 · Permit Fee</b>	245.00
<b>6701002 · Newsletter Printing</b>	53,605.93
<b>6701003 · Mailing Fee</b>	9,975.01
<b>Total 6701000 · State Paper</b>	63,825.94
<b>6900000 · Telephone &amp; Internet</b>	2,545.64
<b>7000000 · Travel</b>	
<b>7000016-Renee Johnson</b>	1,655.80
<b>7000019-Elaine Althoff</b>	748.93
<b>7000020-Brian Hamlett</b>	483.63
<b>7000005 · Vicki Gray</b>	2,962.11
<b>7000007 · Brenda Gibbs</b>	721.51
<b>7000013 · Audrey Solomon</b>	1,216.86
<b>Total 7000000 · Travel</b>	7,788.84
<b>Total Expense</b>	<u>235,723.56</u>
<b>Net Ordinary Income</b>	368,055.52
<b>Other Income/Expense</b>	
<b>Other Expense</b>	
<b>5000000 · Accounting Fees</b>	4,200.00
<b>7023401 · Payroll Service Fees</b>	204.50
<b>Total Other Expense</b>	<u>4,404.50</u>
<b>Net Other Income</b>	<u>-4,404.50</u>
<b>Net Income</b>	<u><u>363,651.02</u></u>

# Statement of Financial Position

As of June 30, 2021

<b>Current Assets</b>	
<b>Checking/Savings</b>	
1000000 · APCU Checking	20,329.14
1020000 · APCU Savings	924,189.57
1020800 · Convention Savings Account	126,740.47
	<hr/>
<b>Total Checking/Savings</b>	1,071,259.18
<b>Other Current Assets</b>	
1020912-APCU-CD 74 12/06/2023	79,474.82
1020801 · State Delegate Pay Acct	97,634.28
1020909 · ACPU - CD 72 - 9/30/2026	60,000.00
	<hr/>
<b>Total Other Current Assets</b>	237,109.10
	<hr/>
<b>Total Current Assets</b>	1,308,368.28
<b>Fixed Assets</b>	
<b>Accumulated Depreciation</b>	-5,066.30
<b>Computers</b>	6,358.93
<b>Office Furniture &amp; Equipment</b>	582.68
<b>Storage Building</b>	3,850.00
	<hr/>
<b>Total Fixed Assets</b>	5,725.31
	<hr/>
<b>TOTAL ASSETS</b>	<b>1,314,093.59</b>
	<hr/>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Credit Cards</b>	119.61
<b>Other Current Liabilities</b>	
2100 · Payroll Liabilities	5,191.34
	<hr/>
<b>Total Other Current Liabilities</b>	5,191.34
	<hr/>
<b>Total Current Liabilities</b>	5,310.95
	<hr/>
<b>Total Liabilities</b>	5,310.95
<b>Equity</b>	
3900 · Retained Earnings	945,131.62
Net Income	363,651.02
	<hr/>
<b>Total Equity</b>	1,308,782.64
	<hr/>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,314,093.59</b>
	<hr/>

Hi All!

It was good to see everyone at our State Convention. I hope to see even more of you soon.

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

I hope everyone is doing well. Here's to a better new year!

**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

**IT'S A FACT**

ANNUAL DUES  
CLASSES  
\$10 To \$50

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. 1<sup>st</sup> Beneficiary \_\_\_\_\_

Name    Address    Phone Number

2<sup>nd</sup> 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

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## North Carolina District Representative

*Bethany Small*

### Be Safe Be Ready

The bad news is that 2021 was the worst peak season on record in terms of volume and general environment. The good news is, that you survived it!

As we expected, the Postal Service was not prepared, in spite of the many public claims to handle the volume without egregious contractual violations, and many of our carriers were physically and mentally pushed to their limits. As a customer of the USPS, I want to extend my personal thanks to each and every carrier in the state of North Carolina. As the District Representative of North Carolina, I am in awe of the commitment that our carriers have to our customers and all the blood, sweat and tears that went into pulling off the busiest Holiday season of record.

In the past, Christmas Overtime was something that we heard about, but never actually saw, the proverbial unicorn of sorts, if you will. I recall comments from regulars in my office when I was an RCA asking why it was even in the contract if no one ever got it. While I recognize that there are still offices where management can still limit it, the ability to prevent Christmas Overtime altogether from a district standpoint wasn't possible.

The issue has been that management has failed to adequately staff the rural offices. In 2021 in comparison to 2020, the total number of CCAs and PSEs increased but the total number RCAs did not. Hopefully, the Postal Service will build on the mistakes made this year to set us up for a better peak season in 2022.

Now that we are in the New Year, this is the time of year where many areas of North Carolina experience their worst weather. The cold temperatures mean icy roads, snow and sometimes sleet and freezing rain. Now is a good opportunity to address any issues you have with your POV. Make sure that you check your tires for pressure and adequate tread.

If you don't already have an emergency kit for your vehicle, considering getting one that contains items such as a first-aid kit, flashlights, hazard

triangles, jumper cables, traction strips, zip ties and duct tape.

One of the most useful tools in my kit is a mini compressor to fill up my tires and tire plugs to repair nail holes. My kit helped me get my vehicle back in service many times while on the route so that I was safe, and I didn't have to burn through leave because I couldn't finish. You should tailor your kit to the area that you live in and make sure you are equipped to deal with circumstances that are specific to your region.

Make sure to check fluids, including windshield washer fluid as the salt and sand used to treat roads can build up and can impair your vision.

Please remember that when you have a flat on a Rural Route, you DO NOT exclude that time on your 4240. Per the Andrea Wilson Letter dated 5.18.1987, 'excluding lunch breaks (up to 30 minutes), all time spent on the job must be reported as actual hours worked on your trip report and time card.'

When you use your POV for delivering your route, what exactly is expected? The PO-603 outlines the Carriers' responsibilities in Section 14. When you carry a POV route, you are responsible for furnishing the vehicle for the safe and prompt handling of the routes' mail. Your vehicle must be large enough to accommodate the normal mail volume and constructed to protect the mail from loss or damage.

You are responsible for maintaining a professional appearance and commercial advertising or political signage must not be displayed on the vehicle while serving the route.

Pick-up trucks are acceptable, provided all mail is protected from the elements, either within the cab, or in the bed provided it is covered and can be secured. For every day that your POV is used to deliver the mail, you should receive EMA (Equipment Maintenance Allowance).

If your route is an LLV/Metris route, then the Postal Service is responsible for providing a vehicle. You are responsible for filling up the vehicle and bringing any deficiencies to the attention of management.

If a USPS-owned/leased vehicle is assigned to the route, you may be requested, **but not required** to furnish a vehicle during emergency situations. For every day that you work a route that has a government vehicle, EMA is not paid to the Carrier.

LLVs and Metris's do not have to have an Amber Light in the state of North Carolina as they are Federal Government vehicles. However, NC Law 20-134 requires 'that a motor vehicle operated on a highway by a rural carrier (POV) or by a newspaper delivery

*(Continued on page 28)*

**I am in awe of the commitment that our carriers have to our customers and all the blood, sweat and tears that went into pulling off the busiest Holiday season of record.**

(Continued from page 27) *Be Safe*

person shall be equipped and operated with flashing amber lights at any time the vehicle is being used in the delivery of mail or newspapers, regardless of whether the vehicles is attended or unattended.' This is not optional. Every POV must be operated with a functioning amber colored light visible from a distance of 500 feet per the law. You may add white lights, but the white lights do not replace the amber lights, they serve only as an addition to increase visibility.

When in service on the route, Rural Carriers have no special driving privileges on public streets and roads. Rural Carriers are subject to the same traffic laws and regulations as other motorists. If you wouldn't do it when you are off the clock, don't do it when you are on the clock!

Please be careful and remember to always prioritize the safety of you and those around you. There are eyes everywhere so always be on your best, most professional behavior. Always be able to answer for your decisions.

God bless you all in 2022!

## Local and Area Stewards at the State Convention



From left to right; Steven Kim, Brian Hamlet, Lisa Talini-Zamora, Roger Southern, Michael Redden, Bonnie Arsenault, Tracy Greer, Renee Johnson, Jay Schreiber, Celeste Britt, Phillip Fulwood & Leigh Huffman.

Missing from photo are Mike Leonard & Georgia Kline.

### Procedure to File a Grievance

(See Example PS Form 8191 on next page)

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

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

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

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

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

**Management must fill out sections 3b & 3c.**



# USPS-NRLCA Joint Step 1 Grievance Form

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

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**SECRETARY/TREASURER**

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## JUNIOR OFFICERS

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# National Scholarships Due March 1st

## Auxiliary News

From  
Susanne Reavis

## Happy New Year Rural Carrier Family

As we start this new year I certainly hope your holidays were blessed.

We are the North Carolina Rural Carrier Auxiliary and since we are a family state that means that the carriers spouse is an automatic member of the auxiliary. So with that being said, I would like to invite all our members to attend the meetings that are held during the NCRLCA State Conventions and Fall Booster meetings.

The State Auxiliary is a vital part of the National Auxiliary as we participate in all the National presidents programs.

The National and State Auxiliary offer scholarships to those finishing high school and those already in college. You must completely fill out the forms and get them to the appropriate person by their due date. Those due dates are 3/1/2022 for the National scholarships. and 6/1/2022 for our State scholarships. **Each line must be completed even if it doesn't apply to you.** Do not leave any blank lines. Improperly completed forms are disqualified. Please call Sue Kelly or any member of the board if you have any questions.

You can find the scholarship information for the National scholarships on the *NRLCA.org* website. The Auxiliary tab is located under the National & State Officer's tab. There are eight different National scholarships. Each has it's own form to fill out.




The State scholarship information is on the *NCRLCA.org* website under the Auxiliary tab. Hover over the Auxiliary Officer's tab and the Aux Junior tab will show up below it. Click on the Aux Junior tab and enter the password. You will find the link to print out the scholarship form near the bottom of the page.

The next state convention will be held in Cherokee June 19-22, 2022. Please come and bring your children or grandchildren as we will have a program for the kids to participate in. The national president has different levels of programs for the children to participate in and they can win money if their folder/essay is chosen. Please check the website for this information.

There is also time for you to have sightseeing/shopping time also. We try to make the meeting informative and fun .

**HOPE TO SEE YOU THERE!!**

# FEBRUARY 2022

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4 Pay Day	5
						Relief Week
6	7	8	9	10	11	12 PP 5
Relief Carrier Appreciation Week						
13	14 	15	16	17	18 Pay Day	19
20	21 	22	23	24	25	26 PP 6
27	28					

# MARCH 2022

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

## Important Dates

January 1  
January 17  
January 22-24

New Year's Day  
Martin Luther King Jr. Holiday  
South Atlantic Conference

February 5-11  
February 21  
March 13

Relief Carrier Appreciation Week  
President's Day Holiday  
Daylight Savings Begins



**NCRLCA**  
**424 WAPITI DR**  
**SPRING LAKE NC 28390-1562**

**TIME SENSITIVE MATERIAL**

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

# Relief Carrier Appreciation Week

## February 5–11, 2022

The National Rural Letter Carriers' Association has designated the week of February 5-11, 2022 as National Rural Relief Carrier Appreciation Week.

Your North Carolina board wants to say **THANK YOU** for all you do!

We are encouraging all of our North Carolina carriers to please take the time to show our leave replacements how much you value them. Let them know that they are really needed and that their hard work has not gone unnoticed.

Actually, we hope that you appreciate them throughout the year, not just this one week. A little recognition and acknowledgement can go a long way towards boosting the morale in an office.

This year has been exceptionally hard on all of us. The shortage of personnel plus the overwhelming amount of Christmas packages placed a tremendous strain upon the entire postal service. We all know that our relief carriers seem to get the worst of it. Thrown on routes they don't know, sent to offices they have never even heard of before, and working all hours of the day and night! If you have RCAs & ARCs that survived all that and are still with us, then now is absolutely the time to thank them!

Last year the Postal Service delivered a record number of holiday packages — more than 1.1 billion packages were processed and delivered during the holiday season. This year the USPS prediction was for another record year with a 10% increase over last year. The number of parcels we actually delivered this holiday is not yet known. We won't get the official numbers until February; but I bet most of you believe the USPS was a bit low in their prediction.

**Please send pictures of your RCAs, ARCs, PTFs and/or office appreciation party to Vicki Gray (address and email are on page 2), for possible publication in the next issue of the NCRC.**