



North Carolina Rural Carrier

Volume 39 Issue 1 Circulation 5000 Edited in Spring Lake NC July August 2022

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

FORTY FIVE FIRST TIMERS ATTEND THE STATE CONVENTION



Thirty Five First Time Attendees Pictured Here

Left to Right: Seated: Telisha Locklear, Kathy Hedrick, Amy Russo, Tiffany Ratcliff, NRLCA President Ronnie Stutts, Vickie Bullock, Callahan Bowers, Pamela Stanley, Lynn Hickey. Standing: Donald Smith, Angela Morrow, Johnice Perry, Jessica Webster, Marguerite Williams, Amy Anderson, Tamara Bryan, Catherine Bescher, Stephanie Markle, Chad Burgess, Kimberly Rhodes, Donna Hash, Teresa Diggs, Teresa Warren, AJ Hair, Jennifer Yankaitis-Hanner, Tina Mellor, Andrea Wilkinson, Felisha Harris, Melissa Pait, Mary Skaar, DuQuone Wallace, Auburn Lance, Tamara Fisher, Daiquiri Smathers, Scott Wynn, Billy Kennedy. Pictures of an additional eight First Timers are on pages 22 & 23. Missing from First Timer photos are PJ Tripp and Paul Funderburk.

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North Carolina Rural Letter Carriers' Association

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Alleghany/Ashe	4	Peach Belt	5	Brushy Mountain	3
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The *North Carolina Rural Carrier* is published bi-monthly as a benefit to the members of the NCRLCA. It is printed by Williams Printing of Fayetteville, NC and mailed at standard rate by permit from Fayetteville, NC. Articles and photos must be submitted to the editor by the 10th of the month prior to publication. Late submissions may or may not be printed.

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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 Hydr8_Hydr8!

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

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

Cover Photo

By Debbie Bennett

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President
Audrey Solomon

Make Room

Hello everyone. I hope that by now everyone is beginning to start capturing all their scans. These scans are the future of how we get paid. The June edition of the National Magazine has examples of what each scan or keystroke represents. Please read all material to ensure you are up to date.

DON'T FORGET THE JULY 12, 630-900PM, THERE WILL BE A STATE ZOOM MEETING. ZOOM DETAILS WILL BE POSTED ON NCRLCA.ORG SITE.

Your job depends on you making room for anything. Let us start by throwing away the negative and looking for the positive in things. All new experiences take time to master. Read for yourself, do not rely upon other people to give you their interpretation of the situation.

We just had a wonderful State Convention. I would like to thank Ronnie Stutts, NRLCA President, Charles Herrera, National Auxiliary Officer, Postmaster Bryan Roberts, Asheville, and Christy Baldwin, POOM Group E for speaking with us.

I would like to say **THANK YOU** to everyone that was in attendance. I am proud to report that we had all **thirty-one** districts represented. We had **forty-five** first timers in attendance. As you see, these rural carriers made room to learn more and got involved. I hope you were there and left knowing something new. A saying of mine is, "Come and you will always leave knowing something new."

Make room for your district meeting, Fall Booster (TBA), and State Convention [JUNE 2023 CHEROKEE, NC] or even register to be a delegate for National [GRAND RAPIDS, MI AUGUST 15-18, 2023]. To be effective, get involved.

I would like to say **THANK YOU** to all the family members that came out and were active with the Auxiliary. We had **twenty-five** juniors in attendance.

We have two juniors running for Junior National Office, Anakin Hamlet for Secretary/Treasurer and

Lily Gray as Executive Committeemen. It has been several years since any junior from North Carolina has run for a National Office. **North Carolina stand and support our Juniors!**

As you all are aware, we were back in DC to visit Congress. It was productive and they were willing to listen. H.R. 4268, The Federal Retirement Fairness Act (what we call RCA buy back) has sixty co-sponsors, however, only three NC Representatives have signed on. Congresswomen Ross, Manning, and Adams have co-sponsored this bill. Please email or call your Representative to ask them to sign on. The Senate still has no companion bill. Please notify Senators Tillis and Burr to help write a companion bill.

We also urged them to pass H.R. 3287/S. 1663, the USPS Shipping Equity Act which will allow the Postal Service to ship alcoholic beverages. We already have signature capture capabilities, and we deliver to every house every day. Adult signature would insure no one under the age 21 will be able to sign. This could bring millions of dollars to the Postal Service. This bill would not overturn any state or local laws, it will only give us the right to deliver. Again, please ask your Representative and Senator to co-sponsor this bill.

Do not forget that we should start seeing our pay raise on August 5, pp 16-2022. However, back pay will be at a later date.

Thank you to all the offices that participated in the Food Drive in May. The Food Bank appreciated all of your support



Asheville Postmaster Bryan Roberts and POOM Christy Baldwin address the membership.



Chaplain's Message

*Jesse Ray Farmer Jr.,
Chaplain*

Remember the Daily Heroes

“Greater love has no one than this, that someone lay down his life for his friends.” John 15:13

There are everyday heroes that work among us or live along our mail route. Whether they be a volunteer fireman or in the army reserves, these men and women are willing to sacrifice their lives for the benefit of others.

It is estimated that 67% of the firefighters in the U.S. are volunteer firemen. They have to leave their positions at a moment's notice to rescue and protect those in their area. I am amazed at the bravery that can be seen in our friends and coworkers who have risked their lives to help others.

We can find the popular story of David fighting the Philistine giant Goliath in 1st Samuel. His faith and courage led him to victory that day. That could not have occurred if God's power and strength were not with him.

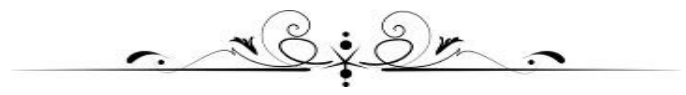
He became the example of the ultimate sacrifice for us, Jesus, who encourages us all to put others before ourselves in our daily lives. This includes, if the moment calls us to action, for us to be willing to lay down our lives for others.

Even if you do not have the ability to serve in the armed forces or as a first responder rescue, you can help to support others in the community and find other ways to serve. Maybe there is a family in need near you or a local homeless shelter that needs supplies or assistance. You can sacrifice your time and money to help others in need.

I hope you will find a way to be a hero in your local community!

Prayer: “Lord, we pray for protection for our local heroes and thank you for their willingness to help protect us.”

As always, if you have any need for counsel or prayer please feel free to reach out to me at 252-939-6826.



Obituaries

No obituaries were submitted for this issue.

2022 Member of the Year Jesse Ray Farmer, Jr.

Jesse Ray Farmer started work at the Post Office in 1989 as a RCA. He became a full time regular rural carrier in 1995.

Jesse Ray has a degree in Electronic Engineering, and Business Administration from Wesleyan College and a Postal Management Degree from Lenoir Community College.

Jesse Ray has served as a local steward and as a driving instructor for USPS. He currently is an instructor at the Rural Carrier Academy as well as working full time carrying his route in the LaGrange Post Office.

Jesse Ray received his “Million Mile” award for driving accident free in 2019. He has also received an award from USPS District Manager Russ Gardner for going “above & beyond” as an Academy Instructor.

Jesse Ray always goes above and beyond and that is one of the reasons he is so deserving of this Member of the Year Award.

Jesse Ray is currently serving as our North Carolina Chaplain and has been in this role for the past several years.

He is very active in his church, serving as an usher, greeter and is also the president of his life group. He and his wife Pam participate in the prayer shawl ministry with Madison UM Church.

Jesse Ray has two daughters and sons-in-law, five grandchildren, and another grand baby is on the way.

He and Pam have been married for 40 years.
Congratulations Jesse Ray!

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

JULY 2021 - JUNE 2022

Association Members

Elizabeth Adams Mooresville
Sidney Allen Waxhaw
Mildred Arnold Morehead City
Rachel Barnes Bayboro
Roger Barrows Daytona Beach
Jean Beasley Benson
Lucius Bell Salisbury
Jennings Bellamy Rocky Mount
Clifford Brown Reidsville
Garland Byers Forest City
Deanna Byrd Waynesville
Anthony Byrd Newland
Bernice Carr Rural Hall
John Causey Rutherford College
Vickie Cook Stony Point
Lloyd Davis Pantego
Jim Fisher Morganton
Jerry Fraley N Myrtle Beach
Michael Fuller Louisburg
Melanie Goulds Claremont
Sonya Griffin Monroe
Shirley Hachey Gastonia
Lindsay Harris Monroe
Harry Hart Grifton
John Heath Asheville
Joseph Holcomb Yadkinville
Ronald Hundley Reidsville
Joe Jenkins Shelby
Kenneth Johnson Raleigh
Rachael Joyner Stokesdale
Virgie Kennedy Thomasville
Bobby Key Siloam
Gloria Kornegay Greenville

Leo Lavoie Edenton
Ann Lewis Elizabeth City
Kenneth Long Tobaccoville
Carl Lucas Raleigh
Doris Miles Ferguson
Ervin Nance Wadesboro
Andrew Neville Enfield
Lloyd Price Indian Trail
Carolyn Randall Fuquay Varina
David Simpson Waxhaw
Paul Spainhour Lewisville
Lyndell Stone Rowland
Hester Swaringen Concord
Brantley Vann Fayetteville
Keith Wagner Thomasville
Barry Wardenfelt Wilmington
Sue West Sanford
Aiden Whisnant Ellenboro
Benjamin Yarborough Sanford

Auxiliary Members

Barry Corriher China Grove
Verlie Rae Fail Spring Lake

*Sometimes you will
never know the true
value of a moment
until it becomes a
memory.*



Vice President

Elaine Althoff

2022 Legislative Seminar

Audrey and I started setting appointments with all the North Carolina Representatives and Senators about a month before our visits in Washington DC. We continued to follow up with the Representatives right up to the days prior to meeting with us.

They still have tightened security and with Covid-19 protocols still in place, we allowed them to choose how they wanted to meet with us. The in-person meetings required us to go thru security tighter than TSA. We also had to be escorted in and out of the buildings with an Aide.

Paul Swartz and the Legislative Committee began with a first-timers meeting. There were quite a few of us. Paul Swartz, Director of Governmental Affairs, started out with the introduction of Legislative Issues. Jim Slaughter went through Parliamentary Procedures and Roberts Rules of Order.

After lunch, National President Ronnie Stutts did a national presentation, and Secretary/Treasurer Clifford Dailing went over Recruitment, Raft, LM reports and Election, followed by more training on Legislative Issues and on Financial Audits with Rich Mozier, NRLCA Controller.

Brad Fitch, President & CEO, CMF gave a presentation on how to have a successful meeting. Jessica Brady, Senior Director, Distilled Spirits Council, Tammy Whitcombe, Inspector General, USPS OIG, and CQ Deputy Editor, Jason Dick spoke on Legislative Agenda.

Cameron Deml, Director of Insurance Programs went over the new Medicare Integration with a PowerPoint program.

The Legislative Committee took us through more Officer training and Paul Swartz did a final review of the issues we would be speaking with the Senators and Congressmen/women in the days ahead, for the House and Senate Resolutions that have been proposed and which Senator or Congressman/woman has cosponsored them.

They distributed “Fact Sheets” for us to hand to the Representatives or their Aides to further their knowledge on the issues we were requesting their support on.

The seminar was full of information on our roles as officers and preparing us for our Capitol visits. That night, that’s when my nerves kicked in. “*What have I got myself into?*”, that was my thought.

We were on the Hill for the next two days meeting with each Representative or Senator’s Legislative Aides. We received a lot of positive responses back from them.

We were able to Zoom meet with Kathy Manning of Dist. 6. She was on a committee assignment the week we were in Washington D.C. We did thank her for her support in co-sponsoring H.R. 4268. Currently, Rep. Manning and Rep. Ross from Dist. 2 are the only two in North Carolina that have co-sponsored. If you are in one of those Districts please thank them for their support.

I had talked to people who have gone to Washington D.C. before and took their advice to wear good shoes, prepare to do a lot of walking and you will learn to be a lobbyist for the Postal Service. The experience was wonderful, and I learned a lot. I must say Van Heath and Audrey are very well versed and I’m taking in everything. I thank both for all the feedback they have given me.

Now it’s your turn. We **NEED YOU** to write or call your Representative and Senator and ask for their support. It took 14 years for H.R. 3076, the Postal Service Reform Act to get passed!

Let’s work together to get the next two passed sooner. We need to work as one to make our voice heard and make us a stronger Union for tomorrow.

Safety

Brian Hamlett
Executive Committeeman



Be Seen to Be Safe

We know as we serve our routes how dangerous the traffic can be. There are steps we can take to make our jobs safer. Signs and lights are a good way to make our vehicles more visible. Proper maintenance and daily inspection of our route vehicles insure they are in proper working order. Proper alignment of mirrors ensure that you can see a threat, and hopefully avoid it, before it causes an issue.

Those who drive postal owned vehicles don't have to worry as much about the visibility of their vehicles. The size and shape of the vehicle along with the paint and safety lights make them easily recognizable. For us POV drivers, it's not so simple. With many different styles and shapes of vehicles that we use, we aren't as easily recognizable. Magnetic signs and flashing amber lights make us stand out and while signs aren't necessarily required by law, amber warning lights are. N.C. General Statute § 20-130.2. *"Use of amber lights on certain vehicles; limited use"* states that mail delivery

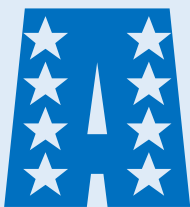
vehicles "shall be equipped with an amber-colored flashing light which shall be so mounted and located as to be clearly visible in all directions from a distance of 500 feet, which light shall be activated" when performing their duties.

Our vehicles work best when they are properly maintained. Postal owned vehicles should be inspected daily at the appointed time using Notice 76, Expanded Vehicle Safety check. Report any issues to your supervisor immediately and submit a Form 4565, Vehicle Repair Tag. This is your documentation that you've reported any issue with the vehicle and puts it on management to get it fixed.

For POV drivers, your vehicle should be checked prior to reporting for work. It should be maintained to Notice 76 standards and have a valid state inspection, registration, and liability insurance.

Before you depart for your route, you should ensure that all mirrors on your vehicle are properly aligned. Use a mirror station to help adjust mirrors on postal owned vehicles, if needed. POV drivers need to take care when loading to ensure visibility out of your windows. Safety should be your number one concern, even if management's insistence on getting back on time makes you question THEIR priorities.

I know the vast majority of us do this properly every day we work, but it bears repeating. Every one of us wants to go home in the same condition we reported to work. Working in a safe manner is a part of the job. Make it a part of your daily routine.



ARMED FORCES VETERAN'S CLUB

The Armed Forces Veteran's Club is an organization of military veterans and supporters which began at the national level in 1932.

The purpose of the AFVC is to support members and their children & grandchildren in their pursuit of higher education by providing financial support in the form of \$150 scholarships. Scholarships are drawn at the national convention and as many are given as there are funds available for.

Membership is open to not only veterans but to anyone supporting the organization. Dues are \$7 annually with \$3 going to the national organization. The fiscal year runs from July 1st to June 30th.

North Carolina was granted a charter in 2019. During the recent state convention a total of 27 members either joined for the first time or renewed their memberships. Cynthia Beheler from Forest City won the state drawing of \$25 plus her membership dues for the year.

Officers for the North Carolina AFVC chapter are Debbie Bennett President, Audrey Solomon Vice-President and Mike Shue Secretary-Treasurer. Thanks to everyone who joined or renewed this year.



Retirement

Jay Schreiber



What If I Did Nothing?

Sometimes there is so much information, it's hard to decide what choice to make so we do nothing.

When it comes to retirement planning from the postal service, doing nothing will accomplish more today than it would have in 1987.

TSP began in April of 1987 with just one fund — the G Fund. In January of 1988, the C and F Funds were added to the mix of investments. We had to wait until May of 2001 to have more funds added; the S and I Funds were introduced at that time. The most recent change in available investments came in July 2005 when the L Funds (retirement date targeted) were introduced.

Rural carriers had to enroll to have contributions go into one of the funds, until automatic enrollment began August 1, 2010. The postal service automatically contributed 1% into the G fund once carriers were enrolled.

As of October 1, 2020, new career employees (PTF or Regular) are automatically enrolled in the TSP with a 5% deduction from their gross pay being

deposited into the age-appropriate Lifecycle (L) Fund, unless they make another choice or choose not to participate.

Employees hired before then either contribute automatically at 3% or do not have any automatic contributions and had/have to opt-in to TSP. Their contribution levels did not change when the newer rules were implemented.

The Postal Service says that employees throw away nearly \$200,000,000 per year in retirement benefits by failing to contribute enough to receive the full amount of the 5% matching funds. It is never too early or too late to start planning on those golden years.

No matter what amount you decided to contribute, what fund(s) you put in your investment, or when you started contributing. Being proactive will bring better results than doing nothing.

To the non-career carriers (ARC/RCA), you can start investing now with your own individual retirement account (IRA) with a private company. Even though they are not matching funds, 5% of your check bi-weekly will have plenty of time to grow before you reach retirement age.

So with the changes in when you make career status and with how much is being matched, there really isn't a way to tell everyone what they will have at retirement **if they did nothing.**

Former State Officers



Left to Right: Seated: James Simmons, Renee Johnson, Brenda Gibbs, Brenda Prevatte, Brenda White, Bonnie Johnson, Pete Williford. Standing: Carl Kelly, Chris Derrick, Derek Harpe, Mitch Reece, Dale Sain, Ralph Dagenhart, Glenn Johnson & Doug Byrum.



Rural Carrier Health Benefit Plan

Tracy Greer
Executive Committeeman

The Impact of Postal Reform

First off, I would like to take a moment to say what a great convention we had. It was a very exciting atmosphere with a record number of forty five first timers in attendance! I am so thankful you attended, participated, and learned the business process of your organization. As our district assignments change yearly, I won't see some of you that I encouraged to attend, So **THANK YOU** for coming out and as for the others I look forward to seeing you again as district meetings crank back up!

I have written a couple articles on the Postal Service Reform Act (PSRA) and new information is starting to trickle down. As promised, I am trying to keep all of you updated. This will be a two-part article so tune in next issue for the rest of the story.

NRLCA President Ronnie Stutts touched on this at our state convention, and I want to go more in depth on PSRA.

There are three primary drivers of health benefits change in the PSRA:

- 1) **Postal Risk Pool**
- 2) **Medicare Integration**
- 3) **Mandatory Medicare**

The PSRA will establish a Postal service Risk Pool, mandates Medicare, and the key dates are ***April 2024 and January 1, 2025***, and there is nothing for Rural Carriers to do at this time.

There are **two** requirements for keeping your health insurance into retirement and those are retiring on an immediate annuity and be enrolled in FEHB program for **five years before retiring**.

There is no special enrollment form to complete, and your premium is deducted from your retirement benefit.

There are also **two** requirements for maintaining health coverage for surviving spouses. You must elect a Survivor Annuity Benefit and be enrolled in Self Plus One or Family coverage when the retiree dies. The premium is deducted from your Survivor Benefit Annuity. I also want to add that you **MUST** maintain NRLCA membership for the Rural Carrier Benefit Plan.

What does this mean for the RCBP? There are three main parts to the PSRA. Postal Service Only Risk Pool or Postal Service Health Benefits program, Medicare integration, and **mandatory** Medicare Part B. The technical effective date is January 1, 2025, and OPM still needs to issue guidance.

Postal reform creates a postal service risk pool **NOT** a new plan! Currently the FEHB program is the risk pool for federal and postal employees, retirees, and annuitants.

*RCBP, GEHA, Blue Cross are all plans in this "pool"

For example:

1. RCBP will **ONLY** participate in PSHB (we only cover rural carriers and their dependents)
2. BCBS Standard would have to be available for FEHB (all Federal Workers) and PSHB (only postal workers and retirees)
3. Plan benefits must be nearly identical
4. Premiums could be different and possible lower for PSHB

In the next issue, I will go in depth on the Medicare portion of the Postal Service Reform Act.

Thank you for your support and patience as all this information is evolving.



Legislative Representative

Van Heath

New Bills To Work On

Way back in late May our State President Audrey Solomon, State Vice-President Elaine Althoff and myself attended the NRLCA Legislative Conference in Washington DC at the Hyatt Regency. That is a good location for such a conference. The hotel is located about one block from the White House and two to three blocks from the Capitol as well as the Congressional and Senatorial Office Buildings. That puts almost everywhere we need to be within walking distance.

Now that we have finally gotten Postal Reform passed, we can move on to other items that we wish to work on.

The first of these new items is HR 3287/S 1663, the United States Postal Service Shipping Equity Act. Introduced in House (05/17/2021)

United States Postal Service Shipping Equity Act

This bill authorizes the mailing of alcoholic beverages by certain entities in accordance with the delivery requirements otherwise applicable to a privately carried shipment. The authorization applies to an entity (including a winery, brewery, 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.

The bill directs the U.S. Postal Service (USPS) to prescribe regulations (1) requiring direct delivery to a duly authorized agent at a postal facility or to the addressee, who must be at least 21 years of age and present a valid, government-issued photo identification at the time of delivery; (2) prohibiting such alcoholic beverages from being for resale or any other commercial purpose; and (3) requiring such entity to certify that the mailing is not in violation of applicable laws or regulations and to provide other information as directed by the USPS.

The fact that the USPS is not already permitted to

deliver alcoholic beverages is a holdover from the days of Prohibition. Prohibition; the 18th Amendment to the US Constitution was passed into law in 1920. It was repealed in 1933. The fact that this law still determines what can or cannot be shipped by the USPS is an unfair restraint on the USPS as it is legal for private delivery companies such as UPS and FedEx to do so.

Our second bill is the one everyone has been waiting for, Introduced in House (06/30/2021).

The Federal Retirement Fairness Act

This bill modifies the federal civilian service that is creditable service under the Federal Employees Retirement System (FERS).

Specifically, it expands the nondeduction service that may be creditable under FERS. Nondeduction service is federal service where an employee's pay is not subject to retirement deductions (e.g., service under a temporary appointment such as RCA).

Currently, nondeduction service performed before January 1, 1989, is creditable under FERS so long as a deposit is made into the retirement fund to cover the period of nondeduction service.

This bill allows nondeduction service performed on or after January 1, 1989, to be creditable under FERS so long as a deposit is made into the retirement fund.

You will find the HR-4268 Form Letter at the bottom of the PAC LEGISLATIVE page at NCRLCA.ORG. Copy the letter, tell your member of congress how many years of nondeduction service that you have. Adding a personal story will go a long way with members of Congress. Mail your letter!

Currently we have two NC cosponsors,

Deborah Ross (D-2)

Kathy Manning (D-6)



PAC CHAIR

Brenda Gibbs

PAC Donations From the North Carolina State Convention

Thanks to everyone who attended. We had a great time while learning a lot!

The Amazon gift card and the Seiko watch were awarded on the last day of the convention. Both members were present and extremely excited to receive their prize.

We will start a new contest soon. Be on the lookout!!

For the month of March 2022 we ranked 5th in the nation. We ranked third for the past six months ending March 31, 2022.

Thanks for your support. We raised \$11838.33 at the Convention!

The following members made these PAC donations while attending the state convention.

Donations up to \$150

- | | | |
|--------------------|-----------------|-----------------|
| Donald Ayscue | Terry Bell | Debra Bennett |
| Catherine Bescher | Angela Bethea | Celeste Britt |
| Brenda Cox | Ralph Dagenhart | Lindsey Duncan |
| Kay Dunn | Ralph Fernandez | Tamara Fisher |
| Kelly K Futch | Claire Glass | Elissa Gonzalez |
| Robert Gurganus | Scarlet Hall | Richard Hamlett |
| Jennifer Hanner | Derek Harpe | Donna Hash |
| Donna Hazel | Lacy Herrera | Lynn Hickey |
| Cathy Hogan | Stan Howell | Bryan Hudgins |
| Jacqueline Jackson | Barbara Koontz | Gwendolyn Laws |
| Crystal McIntyre | Tina Mellor | James Morrison |
| Arlena Nair | Brenda Prevatte | Tiffany Ratliff |
| Lue Ellen Reaves | Shannon Santos | JoAnn Saulnier |
| Lisa Sherrill | Jay Schreiber | Mike Shue |
| James Simmons | Mary Skaar | Barbara Smith |
| Ricky Stafford | PJ Tripp | Doretha Wagoner |
| Teresa Warren | Brenda White | Susan Wilkinson |
| Margarite Williams | Helen Woodard | William Workman |
| Howard Wynn | Lisa Zamora | |

Donations from \$150-\$500

- | | | |
|----------------|-----------------|----------------|
| Elaine Althoff | Cynthia Beheler | Doug Byrum |
| Jeanette Dwyer | Phillip Fulwood | Vicki Gray |
| Van Heath | Eileen Jensen | Bonnie Johnson |

(Continued on page 13)
July August 2022

(Continued from page 12)

Brenda Johnson

Glenn Johnson

Renee Johnson

Carl Kelly

Mark McKendree

Debbie Neal

Dale Sain

Betty Westbrook

Pete Williford

Donations over \$500

Dennis Conley

Brenda Gibbs

Tracy Greer

Bethany Small

HA Williams

Several carriers spoke to me about becoming sustaining donors or increasing the amount of their donation. We have included both of those forms for your convenience.

Thanks to everyone who came out and made 2022 a year to remember!

If you made a PAC donation and do not see your name listed, please contact me. We don't want to leave anyone out.

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

Signing up for PAC Withholding from your Paycheck

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

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

Steps for signing up Online:

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

Steps for signing up by Phone:

1. Dial 1-877-477-3273 (1-877-4PS-EASE).
2. Press "1" for PostalEASE.
3. When prompted, enter your Employee ID Number.
4. When prompted, enter your USPS Pin Number.
5. When prompted, choose option #2 to select Payroll Allotments.
6. When prompted, choose option #1 to select type of Allotment. When prompted, press "2" to continue.
 1. When prompted, press "3" to continue to 'ADD' the allotment.
 2. When prompted, add routing number: **051400549**.
 3. When prompted, add the NRLCA-PAC account # followed by your Employee ID Number. It should look like: **163055555**_____. No hyphens, no spaces, 17 digits total. If correct, Press "1."
 4. When prompted, press "1" for checking.
 5. When prompted for the dollar amount of the allotment, enter the amount of your choice to be deducted bi-weekly (**per pay period**) using the \$__00 format. Press "1" if correct.
 6. When prompted, press "1" to process.
 7. Record the confirmation number given for your records and note the date the first allotment will take place. Press "1" to repeat, or press "9" to hang up.

PAC DINNER CANDIDS



PAC Sustaining Donors

April 2022

Elaine Althoff	Priscilla Hedgepeth	Norbert Mildner
Bonnie Arsenault	Mary Hill	James Morrison
Robert Barron	Cathy Hogan	Debbie Neal
Debra Bennett	Jerry Huffines	Reggie Neal
Stacy Bright	Eric Hunter	Donna Parker
Celeste Britt	Robert Inman	Brenda Prevatte
Marlene Cantler	Bonnie Johnson	David Rasnick
Michael Caudill	Renee Johnson	Cecil Reaves
Joanne Church	Mary Josewitz	Clarence Rogers
Dennis Conley	Kelly Kenny-Futch	Jay Schreiber
Sally Corriher	Janet Kight	Bethany Small
Samantha Cullifer	Steven Kim	Audrey Solomon
Chris Derrick	Cynthia Klamer	Joshua Stow
Lindsey Duncan	Georgia Kline	Lisa Talina-Zamora
Brenda Gibbs	Karen Lawrence	Michelle Vance
Vicki Gray	Traci Lewis	Doretha Wagoner
Tracy Greer	Martha Sue Ligon	Sara Waisner
Brian Hamlett	Melissa Liverman	Betty Westbrook
Derek Harpe	Crystal McIntyre	Kara Winebarger
Van Heath	Ruth Metcalf	Johnathan Wolbert

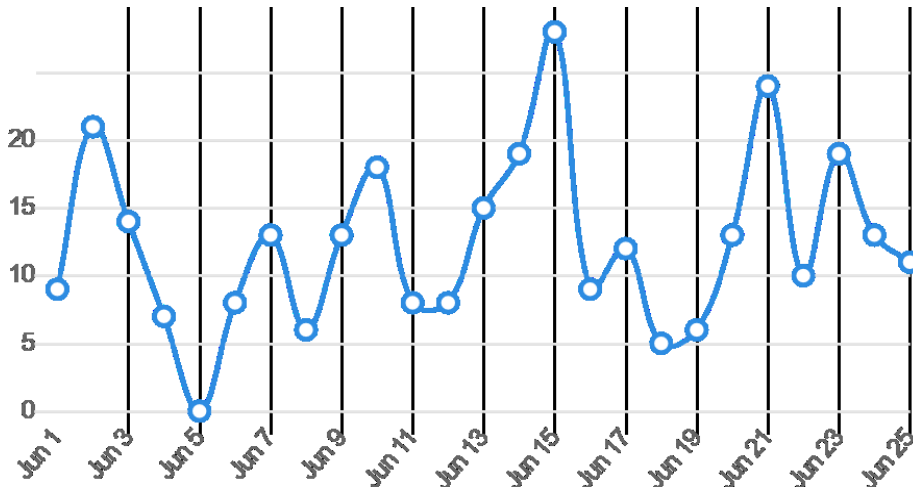
June Website Statistics

Webmaster
Renee Johnson



June Website Statistics for the period June 1, 2022 - June 25, 2022

GENERAL STATS: 87% new visitors 13% returning visitors



CHECK
THE
WEBSITE
FOR
THE
LATEST
NEWS

Users were up 32% while pageviews were down 14%.

How does this happen?

At this time of year, our focus targets the North Carolina State Convention, which just concluded in Cherokee, North Carolina on June 22, 2022. With a history-making 100% District Representation, it appears the North Carolina State Board delivered on its promises during the District Meetings to offer valuable RRECS, career, and retirement information.

New users to the website may have been looking for directions to the Convention site, checking the online newsletters for specific times, or downloading a delegate form. So, while the visitors were up, the number of pages each visitor viewed was down.

With so much new information on the horizon, I expect both numbers to increase over the upcoming months. Come back for the link to Zoom meetings, news from around the state, and pictures from the convention. Don't forget to send in your pictures if you'd like to have your conversion, retirement, or other milestone celebrated amongst your peers.

Until next time!

WWW.NCRLCA.ORG



Auto-Home Insurance

Celeste Britt

Factors in Auto Insurance

Hello Everyone!

I hope you are all having a great summer!

I know everything is crazy expensive right now, so it might be the perfect time for you to call National General and get a quote on your insurance. I know we are all trying to pinch every penny we can and this may be a great cost saver for you and your family!

Below I have listed things that affect your rate. There are many factors involved and hopefully this will help you understand your rates better. Call today and receive a \$10 Visa gift card, just for getting a quote! The number is 1-888-325-7727. Mention code R/RP for your exclusive NRLCA insurance savings and benefits!

Factors That Affect Your Rate

Many factors are used to determine what you pay for insurance. Below is a list and description of some of the more common factors we use. However, not all of these factors are allowed in all states. For example, in California, we cannot use “financial responsibility” in setting your rate, and in Pennsylvania and North Carolina, we cannot use “gender” in setting your rate.

Your driving history: The fewer traffic tickets and accidents you have, the less you’ll pay for auto insurance. Statistics show that drivers with no traffic violations or accidents have a lower chance of being involved in an incident that could be expensive for the insurance company. That’s why these drivers get lower rates.

Your vehicle: You’ll probably pay higher collision and comprehensive premiums if you own a vehicle that is expensive to repair, causes more damage to other vehicles in an accident, or is more likely to be stolen. Because sports cars and SUVs typically fall into these categories, they generally cost more to insure.

Where you live: Statistics show that drivers in small towns have fewer auto accidents than those living in large cities. So if you live in a small town, you’ll

probably pay less for car insurance. If you live in an area where natural disasters, severe weather, theft or vandalism are more likely to occur, you’ll probably pay more for auto insurance.

Age: If you’re under age 25, you’ll pay more for auto insurance. If you’re between 50 and 65, you’ll generally get the lowest rates. Why? Because statistics show that drivers under age 25 have more accidents than older drivers, and drivers between 50 and 65 usually have the lowest accident rates.

Marital status: Statistics show that married drivers have fewer accidents than single drivers. So, if you’re married you’ll probably pay lower auto insurance premiums. This particularly applies to younger drivers.

Gender: Men under age 25 are involved in more accidents than women under the age of 25 and have more than three times as many fatal accidents. If you’re a young man, expect to pay higher premiums.

Financial responsibility: Extensive industry analysis has shown that credit histories are highly related to driving patterns. In states where insurance scoring is used in rating if you’ve got good credit, you’ll generally pay less for auto insurance.

Provident Guild Representative

Dale Sain



I’m just back from a great convention in Cherokee. We signed up several new members there for the Provident Guild.

On Wednesday morning I had a drawing for a free membership. Amy Hunter Anderson from Boonville, North Carolina was our lucky winner.

Please consider joining the Provident Guild if you are eligible. You simply must be a rural carrier or the spouse of a rural carrier and under the age of 56 to join. An application is provided on the next page.

Thanks for your consideration.

Where Were You for State Convention 2022?

By Elaine Althoff

First, I would like to say thank you for re-electing me as your Vice President and for the confidence you have placed in me.

I want to say thank you to everyone that made the trip to Cherokee for our 117th State Convention.

You made this Convention a success!

The Steward vs the State Board bowling challenge was a lot of fun. I would like to thank the State Board Team Kelvin, PJ, Nett, Pam, Anakin, Lily, Vicki, Jay, Tracy, and Brian for a great night of bowling. We raised \$540.00 for PAC with the bowling challenge!

This year we had a wonderful turnout where we got to see and visit old friends and make new ones. To all 45 first timers, I hope you had a wonderful time and learned something. I look forward to seeing you next year and don't hesitate to bring a co-worker. **This is your Union and you saw firsthand the process at work. This is where your voice is heard.**

Four positions were up for election: President, Vice President, 2-year term Secretary/Treasurer, and 3-year Executive Committeeman. Three of the positions ran unopposed and the results are as follows: President- Audrey Solomon, Vice President- Elaine Althoff, and Secretary/Treasurer- Vicki Gray. The three-year Executive Committeeman had three contenders as follows: Joshua Rigeffsky, Stanley Howell, and Brian Hamlett. Brian Hamlett secured his re-election bid for Executive Committeeman.



Delegates at the State Convention

All Committeemen will keep their assignments. Jay Schreiber will remain on Retirement; Tracy Greer will remain on FEHB and Brian Hamlett will remain on Safety. Each of the districts that we represent has changed. Please refer to page 2 for our new State Board assignments of Districts.

Russ Gardner DM was unable to attend; however, Bryan Roberts, Asheville Postmaster, and Crystal "Kristy" Baldwin, Poom E were able to meet with us.

Our National Rural Letter Carriers Association President, Ronnie Stutts, was our guest speaker. Dennis Conley and President Stutts also did a question-and-answer session.

Roger Southern presented our State's Outstanding Member of the year recipient for 2022 to Jessie Ray Farmer Jr. Congratulations Jessie Ray!

Van Heath spoke on the Legislative and where we currently stand on H.R. 3287/S. 1663 and as of print Rep. Kathy Manning NC-6 has signed on. The United States Postal Shipping Equity Act & H.R. 4268 what most of you know as the Buy Back Bill. We have Rep. Manning NC-6 and Rep Ross NC-2 signed on. Van encouraged each of us to contact our Senators and local Representatives. If Rep. Manning and Rep. Ross are in your District, please send them a Thank you for their support. These are your PAC donations at work.

Bethany Small, Jeff Essick, Kelly Kenny Futch, Eddie Moss, and Ralph Fernandez all did a RRECS presentation and Questions and Answer section. They also had a table for anyone wishing to become a Steward. If you would like to become a Steward, please get in touch with them.

Brian Hamlett did a presentation on Safety, Linda Foran visited us via Zoom updating us on National General Insurance, Ali Sherrill talked to us on Insurance, and Aneka and Lynda from APCU spoke and did a cash giveaway. Congratulations to all three winners.

Secretary/Treasurer

Vicki Gray

Amazing Turnout in Cherokee



President Solomon and Vice President Althoff have both summarized our convention in this issue so I will not repeat what they have already written about except for two amazing facts.

First is that every single local district (31 of them) was represented this year. That has never happened in all the years that I have been going (psst, that is over 20 years but don't tell anyone), and they stayed for all three days! So many of us were just amazed that you were there. Thank you for coming!

The other fact is that we had 45 members that attended the State Convention for the very first time! That is wonderful. Some of them could not stay for the whole process and only attended for a day or two, but most were able to stay for the duration. I am so happy you guys made the effort to attend, no matter how long you could stay. It was so wonderful to see so many new faces. I know I did not get the chance to speak with all of you but I hope you felt welcome. We hope that you were able to soak up some knowledge and take it back to your coworkers and perhaps encourage them to attend in the future.

We also hope that you will all be back next year. Thank you all for coming! I hope to see you again.

Now down to the business of the Convention, I



First Timer Angela Wilkinson steps to the mic to debate a proposed resolution.

have included a copy of our financial report that was presented to the delegates. It is on pages 33-35. This is not the final report for the year. Our fiscal year ends on June 30th and our finances will be audited by CPA firm Blake & Sherrill at the close of the year. If you have any questions please give me a call. A final report will be available after the financial audit has been completed.

We had four Constitution changes presented to the body. Three of them passed and one was withdrawn.

Change #1 was to freeze the membership dues at the State level until the State's equity is brought down to \$750,000. We currently have \$1,567,234. in equity. This passed.

Change #2 was withdrawn by the maker.

Change #3 was to add a PAC co-chair to help with the PAC duties. This passed.

Change #4 was to allow the President and Vice President to seek a third term in office under extenuating circumstances such as what we just experienced with Covid-19. This passed.

The updated Constitution can be found on our website under the "State Info" tab. A link to the PDF is at the top of that page right before the State Officer listings.

We had one resolution before the body. This resolution addressed the South Atlantic Conference (SAC). It proposed that the SAC board attempt to locate a different facility in which to hold the SAC meeting. It also proposed an increase in the SAC membership fee for each state to be \$2000. SAC fees are currently \$500 for each state. This passed.

A second resolution was brought up in new business. It addressed the awarding of routes for RCAs. After some debate this resolution failed.

Our Hall of Fame inductees this year were Owen Moore and Leonard Scronce. Mr. Moore is a former State President and was the original creator of this newsletter in 1985. He served as the editor for ten years. He was also instrumental in the creation of the "L Route". President Solomon will be visiting Mr. Moore to present him with this award.

Leonard Scronce served as our State Secretary from 1962-1976. He also served as the National Chaplain. He has passed and his family will receive this award.

I want to say thank you to everyone that made this Convention a success. Thank you to all the "Old Timers" for making all the new people feel welcome. Thank you to all of you that brought and shared your knowledge with our membership.

Like I said before, I hope you learned something and I hope you enjoyed yourself in the process.

Two Guest Articles from First Time Attendees

I did not gamble much this weekend, but I did take a big chance by attending my first ever State Convention!

I stepped out of my comfort zone, drove a few hours to a convention where I met rural letter carriers from all over the state! I did this because as a new facilitator for the RCA academy, I wanted to branch out, network and learn as much as possible. I was not sure where to start but signing up to be a delegate pointed me in the right direction.

I am glad I took the chance to meet new people and learn more about my job! Even though I signed up alone, there were many other carriers wanting to come along, as I was 1 of the 44 newcomers to attend!

It was reassuring to be surrounded by fellow employees who wanted the most out of their career, like me. I felt welcomed by all members, I felt heard, and I felt involved.

Throughout the week, we had meetings about different areas within the Postal Service, but our biggest discussions were about Rural Route Evaluated Compensation (RRECS). President Stutts and all board members made sure to cover every area on the subject and left no question unanswered.

There was also proactive dialogue about

upcoming changes within the Postal Service- that information can be found on NRLCA.org along with Q&As about RRECS.

We also learned about the best options for health and auto insurance. As a delegate I was able to vote in my first ever election and got to see exactly how the voting process works.

By the end of the week, I did not feel like a newcomer anymore, as I felt accepted into this great association of rural letter carriers. I left with more friends, more confidence, and more knowledge than I ever imagined possible.

I am excited to share my knowledge with fellow colleagues and new RCAs in the academy. My hope is I can have a positive impact, as the knowledge I gained at the conference was invaluable.

I would encourage any rural carrier who questions the conference benefits to join us in Cherokee next year! I walked away a better carrier and even a better person by joining this convention. Thank you to everyone who made this experience possible.

From Auburn Lance

District 30



First Timers

Left to Right:

Tylinda Batson,

Nia Woods,

Gregory Brookshire,

Kim Orders &

Lisa Brown-Leggett.



New Local District Officers;
 Left to Right: Amy Russo
 Don Smith, Kathy Hedrick,
 Andrea Wilkinson, Tamara
 Bryan, Johnice Perry, Paul
 Funderburk, & Tiffany
 Ratcliff.

After ten years with the post office I decided to attend the State Convention and it was one of the best decisions I have made for my career.

It is easy to feel that as carriers we are just one of many, one who's opinion doesn't make a difference, yet this convention allowed me to see that is not true. We can make a difference.

For three days I was able to ask questions, see the process that makes our contracts come to fruition, meet other carriers from all around the state, and have fun! Best of all, my opinion mattered. I was able to ask a question and have it answered directly by a national board member. Speak one on one with those who I had felt were unattainable, and be a part of changes to come by being there and voting. It was eye-opening to see how being involved can make changes. We are not forgotten as carriers, but we must make the effort to be heard.

If you are uncertain like I was about attending the state convention, I promise you will not regret coming. The information was invaluable to me, the food was amazing, and the conversations uplifting.

You hear all the time that "You are the Union" and I can now say that I actually see how I am a part. My voice was heard and yours can be too.

From Angela Morrow



First Timer Brook Livingstone



First Timers Left to Right: Daniqua Brown &
 Anatinisha Green-Harper

Photos From the State Convention

Retirees



Retirees at State Convention Left to right: Seated: Jerry Huffines, Eileen Jensen, James Simmons, Doretha Wagoner, Helen Herman Main, Betty Westbrook, Pete Williford, Debbie Bennett, Barbara Smith. Standing: Richard Hamlett, Terry Bell, Derek Harpe, Van Heath, Charles Stewart, Reggie Neal, Mike Shue, Brenda Prevatte, Mitch Reece, Ellen Reavis, Brenda White, Judy Jones, Doug Byrum, Claire Glass, Glenn Johnson, Marsha Rawls, Brenda Johnson, Dale Sain, Bryan Hudgins, Ralph Dagenhart.

RCAs



RCAs at State Convention Left to Right: Shari Schreiber, Amber Morris, Donna Hash, Michael Redden, Lisa Brown-Leggett, Vicki Bullock, Kimberly Rhodes & Tamara Bryan.

Officer's Annual Reports

Elected Officers

President

Audrey Solomon

Hello to all NC Rural Carriers. I have had the pleasure of meeting and fellowshipping with you. Thank you for letting me attend your meetings. I have learned a great deal from you all and I look forward to learning more.

This report will cover my activities as Vice President/President from June 2021 thru May 2022.

VICE PRESIDENT ~ This year began the same as 2020 with COVID 19 protocol in place. We were able to have a Legislative Seminar in June 2021. These Seminars were through ZOOM and were very productive. Each Board Member was able to contact and attend the meeting with their representative.

We were able to do new hire orientations where I met new employees. As you know, keeping these new hires has been a challenge.

We had a two day board meeting in July to prepare for a November State Convention. We had started having district meetings in the fall, unfortunately we had to cancel due to increased COVID restrictions on restaurants.

In November we were able to have a two day State Convention, where we put safety protocols in place and seated any member present as a delegate (provided they were in good standing). This meeting was well accepted and were able to see fellow rural carriers faces again. Thank you all members for making that Convention a success.

PRESIDENT ~ We began immediately following the State Convention. We had a two hour board meeting, whereas we received district assignments and welcomed two new board members.

We had a three day board meeting in Cherokee, where we were able to complete Officers Resource Training and made plans for the 2022 State Convention.

I had the pleasure of attending new hire orientation and completed six district meetings. Thank you all for coming out.

Yes, we were able to attend in person meetings on Capitol Hill this May. The Legislative Seminar was held, and most Congressmen and Congresswomen were not in session. However, we were able to meet with their Postal Liaison in person or on ZOOM. We were able to meet Congresswoman Manning and her Liaison for a ZOOM meeting.

I used 28 LWOP days, 5 annual leave days, and had 9 overnights. I have traveled a total of 4,318. I would like to thank GOD for all my travelling mercies, grace, and guidance.

I would like to thank the State Board for sharing their knowledge, guidance, and insight. Thanks to all the Stewards across the state (DR, ADRs, Area and Local) for a job well done.

I would especially like to thank my husband Kelvin for his support and patience.

I have genuinely enjoyed meeting and getting to know this **LARGE** Rural Carrier Family. **THANK YOU SO MUCH** for giving me the opportunity to serve you.

#BE KNOW DO // Believe in Yourself, Know your Job and Do your Job

Respectfully submitted,
Audrey Solomon

(Continued on page 26)

Secretary Treasurer Vicki Gray

Vice President Elaine Althoff

This report covers my activities as Vice President from November 13, 2021, through May 21, 2022.

In November I attended the State Convention in Greensboro, NC. Immediately following the adjournment of our State Convention, I attended the board meeting and met with both newly elected and re-elected board members to receive our assignments and duties. I also attended the State Board Meetings for Officer training in February that was held in Cherokee, NC. In May I attended the Legislative Seminar in Washington DC.

In April I attended Spring District Meetings for District 20 Sandhills (Cumberland/Hoke) in Fayetteville; District 54 Union in Monroe; District 50 Piedmont in Salisbury and District 57 in Banner Elk.

I covered 7 Orientations in Asheville, NC for new hire recruitment and attended 4 District meetings, not including my own district meeting. I traveled 2,598 miles, and used a total of 6 Annual Leave days, 13 Leave without paydays, and 8 overnight stays during this time.

As we face the new changes/challenges with the RRECS, please educate yourself. Your district meetings are set up to help you as well. Thank you to our State Stewards for educating our carriers at the district meetings with the PowerPoint presentation/training on RRECS, and for answering our carrier's questions.

It has been a great honor and privilege to serve the NC RLCA this past six months. Thank you for all the support, guidance, advice, encouragement, long phone calls, and words of wisdom you have given me throughout my time on the State Board. Thank you for allowing me to be part of this great union's journey.

Respectfully submitted,
Elaine B. Althoff

First of all, I want to commend everyone for the hard work you are doing. I know it has been a very stressful year and that providing the "service" in the United States Postal Service has been challenging. Thanks for hanging in there!

I am saddened by the losses we have endured these last two years. I hope you and your family are all safe and healthy.

The following is my report of my duties during fiscal year 2021-2022.

Membership: Our membership as of June 1, 2022 stands at 4918. On June 8, 2019 we had a high total of 5526 members. We had 5376 on June 20, 2020. We had 5355 members on June 15th last year.

As you can see, our membership numbers are down compared to the last few years. As of June 1, 2022 our current membership consists of 2725 regular carriers; 67 PTFs; 1328 relief carriers; and 60 ARCs. There are 738 retired members as of this report. We also have 4 associate members. The total membership is 4918.

I have processed 734 new membership forms this fiscal year. 18 of those were regular carriers. Out of these 734 new members, 251 of them were RCAs or ARCs that have already separated from the Post Office.

From our membership, we had 70 regular carriers and 623 relief carriers separate from the US Postal Service this fiscal year. These numbers do not include any carriers that were not members.

We had 57 members pass away this year.

There were 26 regular carriers that canceled their membership this year.

Non Members: North Carolina currently has 2713 non-members in our ranks. There are 1248 regular carriers, 33 PTFs, 1113 RCAs and 319 ARCs that are not members of the union.

I want to remind you that National has reinstated the **Recruit A Friend Today (RAFT)** incentive

(Continued on page 27)

(Continued from page 26)**Reports**

program. You will receive \$15 for each RCA or ARC that you recruit and \$50 for each regular carrier or PTF that joins. There is no longer a waiting period. You will receive the incentive payment immediately after the 1187 dues withholding form is processed.

Please encourage **all** carriers to join the NCRLCA. We need members. We have strength in numbers

Department of Labor: As a recognized labor union, one of the biggest challenges of the NCRLCA is to deal with matters of law that apply to the NCRLCA and all of its subordinate units. It is the responsibility of the Secretary/Treasurer to comply with these laws by submitting in a timely fashion all required Department of Labor Law reports.

The LM 2, which is the financial report from the state to the Department of Labor (DOL), was prepared at the close of our fiscal year and submitted to the DOL in September. Also, all of our local districts are required to submit a LM 4 report to the DOL within 90 days of the close of the fiscal year. All 31 reports were done by me as the administrator for the districts. Copies were sent to each district secretary to keep with their district records.

All of these reports are of public record and can be seen on the DOL website.

IRS and NC Department of Revenue: It is the responsibility of the Secretary/Treasurer to submit bi-weekly all taxes withheld from employee paychecks to the IRS and NC Department of Revenue. Annual and Quarterly reports are required to be submitted to each also. All reports were submitted on time as required.

I also have to file the 990's for the State and all local districts to maintain our non-profit status. These are due in November every year. All 990's were filed prior to the due date.

Travel and Meetings: This year I have gone to 34 new hire orientation classes, mostly in Fayetteville, but occasionally in Charlotte and Raleigh for the purpose of recruiting new members to our ranks. I attended two in person Board Meetings along with several teleconference or Zoom meetings. I attended our condensed State Convention in November. I went to

seven local Spring District Meetings.

I have driven 4844 miles on association business. I had nine overnight stays this year.

Financial Report: The CPA firm of Sherrill, Blake and Harrison will be auditing the books at the close of our fiscal year, June 30, 2022. A complete financial report will be printed in an upcoming issue of the *North Carolina Rural Carrier* after that audit has been completed. Please feel free to call me if you have any questions regarding our finances.

Thank you: I want to thank all of our Stewards; from the local Steward to our District Representatives for all that you do. Thank you to the Academy Instructors that assist in the recruitment of new hires. Thanks also to the State Board for their support.

Special thanks to my husband and my family.

Lastly I want to thank you, the members, for allowing me to serve as your North Carolina Secretary/Treasurer. It has been my honor and privilege to work for you again this year.

Respectively submitted,
Vicki Gray

Executive Committeeman Brian Hamlett

This report is submitted to state my activities on behalf of the NCRLCA as Executive Committeeman from June 22, 2021 through May 21, 2022.

I attended 14 New Hire Orientations (recruitment) in Raleigh and Greensboro, and was compensated for 26 days of LWOP for orientations, board meetings, State Convention, and a legislative teleconference with a representative for Rep. Ted Budd. I was reimbursed for 3,802 miles of travel and one overnight hotel stay.

It has been an honor and pleasure to serve the members of this Association.

Respectfully submitted,
Brian Hamlett

(Continued on page 28)

Executive Committeeman Jay Schreiber

This report covers my activities as Executive Committeeman from November 12, 2021 through June 18, 2022.

I attended one orientation in Fayetteville, six orientations in Wilmington, five district meetings as well as officers training. I used seven days of annual leave, spent two nights in hotels and drove 3,644 miles.

Getting back together with carriers in meetings was motivating. I am hopeful that we can build momentum for the future.

I would like to thank my bride, Shari, for her encouragement and support while I continue to serve the membership of the NCRLCA.

Respectfully submitted,
Jay Schreiber

Executive Committeeman Tracy Greer

Hello to my fellow North Carolina Rural Carriers. My first year has been a very busy and informative experience. I have enjoyed learning and developing the experience needed to represent each and every rural carrier in North Carolina and look forward to representing you in the future.

This report will cover my activities as Executive Committeeman from November 2021 thru May 2022.

I was elected to the Board on November 12th, 2021, and immediately following the State convention I attended my first board meeting to receive my assignments and discuss the duties I would be performing.

In February, I attended Officers resource training

in Cherokee, NC and a board meeting to plan the 2022 State Convention.

I have attended five District Meetings, four New Hire Orientations in Asheville, four New Hire Orientations in Charlotte and have used 17 LWOP days. I also had five overnight stays and traveled 3,415 miles.

It has been a great pleasure and experience to serve the NCRLCA and talking with numerous carriers.

I would like to thank my fellow board members for guidance and wisdom, the stewards for their time and commitment to the rural carrier craft, all of those stepping up to lead their district meetings, and my fellow carriers for their trust in me to represent you.

I still recall attending my first State Convention and sitting next to Pete Williford and asking him what I needed to do. Pete, thanks for guiding me and teaching the ropes. I would also like to recognize Glenn Johnson for the support and encouragement you have given me. You truly have been a great mentor and friend and for that, THANK YOU!!

In closing, I must thank my family. The duties we carry out require lots of travel, late night phone calls, reports, emails, and zoom meetings. Without their support and commitment, I could not perform these duties.

Respectfully Submitted,
Tracy D. Greer

(Continued on page 29)

Appointed Officers

Historian/Photographer Debra Bennett

President Solomon, State Board and fellow rural carriers, this is the North Carolina Rural Letter Carriers' Historians Report for the year 2021-2022.

Due to COVID-19 the National Board and our State Board made the difficult decision to cancel all meetings again due to safety and social distancing restrictions recommended by the CDC. Local district meetings were canceled and local officers remained in place until the 2022 Spring meetings could take place.

This year the State Convention scheduled for June 2021 in Cherokee, NC was postponed and relocated due to ongoing Covid-19 outbreaks. Existing Officer's remained in place until November when a modified State Convention was finally held.

All Board members remained in their respective positions until November.

Your Officers until November were:

- President Brenda Gibbs
- Vice President Audrey Solomon
- Secretary Treasurer is Vicki Gray

Your Executive Committeemen were:

- Renee Johnson
- Elaine Althoff
- Brian Hamlett

On November 10 & 11, 2021 the 116th Annual State Convention of the North Carolina Rural Letter Carriers' Association and the 95th State Convention of the Auxiliary was held at the Koury Convention Center in Greensboro. Face masks were recommended during the convention. The State Board provided alcohol based hand sanitizers to every attendee. Social distancing, individual microphone covers, and many other safety precautions were in place for the duration of the Convention. I am happy to say that there were no reports of any sickness related to our State Convention.

Your Officers elected in November for the July August 2022

remainder of the 2021-2022 year are:

- President Audrey Solomon
- Vice President Elaine Althoff
- Secretary Treasurer is Vicki Gray

Your Executive Committeemen are:

- Brian Hamlett
- Jay Schreiber
- Tracy Greer

The NCRLCA National Board canceled the National Rural Letter Carriers' Association National Convention for the second year due to Covid-19. No ballots for National Delegate election were mailed.

No Fall Booster took place because the postponed State Convention took place in November.

The South Atlantic Conference (SAC) scheduled for the end of January 2022 was also canceled.

The 2021 NCRLCA Member of the Year is Steve Rogers.

This concludes my report for this year.

I would like to thank the State Board for allowing me the opportunity to serve as your Historian/Photographer. It has been my honor to serve you.

Respectfully submitted,
Debbie Bennett

(Continued on page 30)

NCRLCA Dues for 2022-2023

Regular, PTF...Cash.....	\$749.00
1187...Bi-Weekly.....	\$28.81
Retired.....Cash.....	\$111.00
1187R...Monthly.....	\$9.25
73, RCA, RCR, ARC.....Cash.....	\$250.00
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

State President Solomon, all members of the State Board and all members of the NCRLCA, and guests, this is the report of your Legislative Representative for the 2021-2022 year.

Inasmuch as the Fall District Meetings were cancelled, I attended no meetings in the Fall of 2021. I did attend the State Convention held in Greensboro. Those present did not see as much of me there as I would have liked as I was also attending the State School Board Conference being held simultaneously at the same venue.

This spring I attended District Meetings in Smithfield, Fayetteville, Lumberton, Durham, Sanford, Murfreesboro, New Bern, Rocky Mount, Oxford, and my home district meeting in Williamston. I would like to thank all of the districts for their hospitality.

I also attended the Annual Legislative Conference in Washington DC.

We had a good year legislatively. We spent 16 years lobbying to undo the damage done by the Postal Reform Act of 2006. Fortunately, this year we were able to pass the Postal Reform Act of 2022. That bill has now been signed into law. As the bill in implemented we will learn more about how it is going to affect us. At this point, it removes the onus of the \$5 Billion per year payment from the Postal Service to pre-fund health benefits for retirees seventy-five years out. It will also move us out of the FEHBP into the Postal Service only Postal Service Health Benefit Program. We should not see any changes in our health coverage. Lastly, the bill; beginning in 2025, will require all new retirees to enroll in Medicare Part B. The overwhelming majority of us already do, so that is not a major issue.

It was an honour and a privilege to serve again as your Legislative Rep.

Respectfully submitted,
Van Heath

PAC Chair Brenda Gibbs

This report covers my activities from June 2021 through May 2022.

I started this year as your President since we could not hold our State Convention in June. After the postponed State Convention finally took place in November 2021 I was appointed your PAC chair by President Audrey Solomon.

Thank you for once again allowing me to continue taking such an active part in this state association. I love meeting with each of you and have had an awesome time attending some of our district meetings as your PAC chair.

Since June of 2021, I have attended 16 orientation classes for the purpose of educating and recruiting new RCA's. We held a 2-day board meeting in July 2021 to begin planning our state convention. We held numerous zoom and google meets along with conference calls, as well.

I attended one district meeting in the fall before everything was canceled again due to Covid.

I attended the 2021 State Convention as your state president.

This spring I have attended six local district meetings as your PAC Chair. I have used a total of 28 days of leave on union business and have traveled a total of 2382 miles.

I thank my family for their continued support, and I look forward to seeing each of you at our 2022 State Convention.

Respectfully submitted,
Brenda Gibbs

(Continued on page 31)

Provident Guild Representative Dale Sain

The following is a report of my activities for the past year as your Provident Guild representative.

I attended one meeting in the fall before meeting were canceled again because of Covid-19. This spring I attended five meetings including my own. I have traveled 602 miles to attend those meetings.

In August of 2021 Paula and I traveled to Roanoke, Virginia for a National Provident Guild meeting. Those expenses were paid for by the National Provident Guild Board.

I plan on attending the State Convention in Cherokee and the National Convention in Orlando, Florida if I am elected as a delegate.

Please consider joining the Provident Guild in the coming year.

Thanks to the state board and the North Carolina rural carriers for allowing me to serve in this position.

Respectfully submitted,
Dale A. Sain

Editor Vicki Gray

We printed six editions of the *North Carolina Rural Carrier* this year. The smallest issue was 32 pages and the largest had 40 pages. There were 212 pages overall, with a grand total of 30240 issues printed and mailed.

The average cost per issue was \$1.86 for printing and 34 cents for the postage. The average total cost for each newsletter was \$2.20 this year.

The *North Carolina Rural Carrier* delivers to you many important issues before us as carriers and as a union. I do hope you enjoy reading it. Please feel free to submit to me any pictures or news you would like

to see in the *NCRC*. I will do my best to include them. I do believe they make the newsletter more interesting. I thank those of you that have sent your photos and stories to me.

This was my seventh year as your editor. I want to thank everyone that wrote an article to be published in it. Our officers and our stewards do their best to provide us with relevant and informative articles. Please let the authors know if you enjoyed one of the pieces they submitted, especially if you learned something new from it. Again, my thanks to each one of you for your contributions.

I want to remind you to check out our website (www.NCRLCA.org) to get the very latest information. In today's world the news is almost instantly online. The printed edition is nice to have in hand but it is not always timely. All news is added to the website as soon as possible once we receive it.

Additionally, we would love to hear your suggestions for things you would like to see included in your newsletter. We welcome your input and any ideas you may have for improving the *North Carolina Rural Carrier*. Remember this newsletter is for you.

Respectfully submitted,
Vicki Gray

Auto/Homeowner Insurance Representative Celeste Britt

The following report covers my activities from November 2021 through June 2022.

This spring I attended four local district meetings including my own.

I have used two days of annual leave and two days of LWOP. I have traveled 1033 miles on union business and have had 3 overnight stays.

(Continued on page 32)

Thank you for your support and I hope to see each of you soon.

Respectfully,
Celeste Britt

Webmaster Renee Johnson

This report covers my activities in service to the North Carolina Rural Letter Carriers Association for the year beginning in June 2021 and continuing through May 2022. During this period, I served as the webmaster and performed all duties of the NCRLCA website. I provided links to the National Office so that they might double-check compliance with the guidelines.

I also served the unexpired term of Executive Committeeman following the resignation of a board member until the North Carolina State Convention in November 2021. Except for the period during which we were asked not to travel due to COVID-19 restrictions, I attended New Hire Orientation, recruiting new members for this association.

I arranged a meeting in June 2021 between Congresswoman Virginia Foxx in North Carolina's 5th District in the United States House of Representatives, myself, NCRLCA President Gibbs, and NCRLCA Vice-President Solomon, and we encouraged her support of the USPS during upcoming legislation. I attended the NC State Convention planning session Board Meetings in Greensboro in July and November.

I attended the NC State Convention in November 2021.

These activities have resulted in 2 annual leave days, 10 days of LWOP, and 1,348 miles in service to the NCRLCA.

I want to thank the NCRLCA State Board for allowing me the privilege and honor of serving this great Union, my family for supporting me through another challenging year, and the membership for all your kindnesses, well wishes, and encouragement

Respectfully submitted,
Renee Johnson



North Carolina Officer's being sworn in by NRLCA President Ronnie Stutts.
Left to Right President Audrey Solomon, Vice President Elaine Althoff, Secretary Treasurer Vicki Gray, Executive Committeemen Jay Schreiber, Tracy Greer and Brian Hamlett.

NCRLCA
Statement of Financial Position
As of June 8, 2022

ASSETS

Current Assets Checking/Savings	
1000000 · APCU Checking	19,751.66
1020000 · APCU Savings	924,079.51
1020800 · Convention Savings Account	<u>202,175.46</u>
Total Checking/Savings	1,146,006.63

Other Current Assets

1020912-APCU-CD 74 12/06/2023	80,249.37
1020801 · State Delegate Pay Acct	135,738.49
1020913 · APCU - CD 75 - 9/26	100,649.86
1020914 · APCU-CD 76 5/2027	<u>100,000.00</u>
Total Other Current Assets	<u>416,637.72</u>

Total Current Assets **1,562,644.35**

Fixed Assets

Accumulated Depreciation	-6,201.00
Computers	6,358.93
Office Furniture & Equipment	582.68
Storage Building	3,850.00
Total Fixed Assets	<u>4,590.61</u>

Total Assets **1,567,234.96**

LIABILITIES & EQUITY

Liabilities

Current Liabilities Credit Cards 200000 · VISA	
Total 200000 · VISA	<u>241.39</u>
Total Credit Cards	241.39
Other Current Liabilities 2100 ·	
Payroll Liabilities	108.09
Total Other Current Liabilities	<u>108.09</u>
Total Current Liabilities	<u>349.48</u>
Total Liabilities	349.48

Equity

3900 · Retained Earnings	1,312,729.09
Net Income	<u>254,156.39</u>
Total Equity	1,566,885.48

TOTAL LIABILITIES & EQUITY **1,567,234.96**

Statement of Activities ~ July 1, 2021 to June 8, 2022

Ordinary Income/Expense

Income

4000000 · National General	19,348.49
4030000 · Interest Income	968.88
41000 · Interest/Dividends	4,191.68
4200000 · 4200000 - Membership Dues	
4210000 · Member Dues (Cash)	
421100 · Regular Cash Dues	863.00
4213000 · Retired Cash Dues	<u>1,047.00</u>
Total 4210000 · Member Dues (Cash)	1,910.00
4220000 · NRLCA Dues Withholding	
4221000 · Regular & Relief D/W	535,963.61
4222000 · Retired D/W	30,887.49
4223000 · NRLCA Employees DW	518.72
4224000 · OWCP - LWOP Payments	<u>1,022.50</u>
Total 4220000 · NRLCA Dues Withholding	<u>568,392.32</u>
Total 4200000 · 4200000 - Membership Dues	<u>570,302.32</u>
Total Income	594,811.37
Gross Profit	594,811.37

Expense

5100000 · Awards & Recognition	220.00
5300000 · Employee Benefits	22,393.41
5600000 · Lodging	
5600013-RENEE JOHNSON	581.80
5600019-Elaine Althoff	2,095.14
5600020-Brian Hamlett	1,238.72
5600021-GREER	1,021.25
5600022-BENNETT	581.80
5600023-FARMER JR	145.45
5600024-GURGANUS	290.90
5600005 · Vicki Gray	1,279.53
5600007 · Van Heath	1,420.80
5600010 · Brenda Gibbs	1,098.11
5600011 · Audrey Solomon	1,059.17
5600025 · Schreiber	708.60
5600026 · BRITT	<u>488.88</u>
Total 5600000 · Lodging	12,010.15
5700000 · National Convention	
5700001 · Other	1,000.00
5700003 · Delegate Election Expense	<u>3,088.00</u>
Total 5700000 · National Convention	4,088.00
5800000 · Office Expense	
5800001 · Dale Sain	35.11
5800005 · Vicki Gray	4,653.04
5800011 · Audrey Solomon	<u>106.34</u>
Total 5800000 · Office Expense	4,794.49
5900000 · Payroll Taxes 6000000 ·	10,583.86
Per Capita Dues	
6010000 · District Per Capita Dues	<u>15,072.00</u>
Total 6000000 · Per Capita Dues	15,072.00

(Continued on page 35)

(Continued from page 34) **Statement of Activities**

6100000 · Postage	
6100001 · Dale Sain	25.60
6100005 · Vicki Gray	2,458.55
6100022 · Gurganus	<u>314.90</u>
Total 6100000 · Postage	2,799.05
6200000 · Printing	2,955.93
6300000 · Regional Conference	
6300001 · South Atlantic Conference Dues	500.00
Total 6300000 · Regional Conference	500.00
6400000 · Rent	
6400003 · Vicki Gray	<u>4,800.00</u>
Total 6400000 · Rent	4,800.00
6500000 · Repairs / Maintenance	
6500002 · WEBSITE MAINTENANCE FEES	<u>621.64</u>
Total 6500000 · Repairs / Maintenance	621.64
6560000 · Worker's Comp Ins	2,000.00
6600000 · Salaries and Wages	140,205.82
6700000 · State Meetings	
6720000 · State Board Meetings	658.57
6740000 · State Convention	18,994.62
6740001 · STATE DELEGATE PAY	<u>11,800.00</u>
Total 6700000 · State Meetings	31,453.19
6701000 · State Paper	
6701002 · Newsletter Printing	46,388.78
6701003 · Mailing Fee	<u>8,613.49</u>
Total 6701000 · State Paper	55,002.27
6900000 · Telephone & Internet	
69000010-JOHNSON	350.00
6900005 · Vicki Gray	<u>1,960.34</u>
Total 6900000 · Telephone & Internet	2,310.34
7000000 · Travel	
70000020-GREER	2,598.80
70000021-FARMER JR	252.48
70000022-GURGANUS	548.50
70000023-BENNETT	100.00
7000016-RENEE JOHNSON	700.68
7000019-Elaine Althoff	2,170.78
7000020-Brian Hamlett	2,691.12
7000001 · Dale Sain	569.77
7000005 · Vicki Gray	3,264.13
7000007 · Brenda Gibbs	1,680.77
7000008 · Van Heath	2,027.16
7000013 · Audrey Solomon	3,210.77
7000025 · Schreiber	2,573.88
7100026 · BRITT	<u>771.49</u>
Total 7000000 · Travel	<u>23,160.33</u>
Total Expense	334,970.48
Net Ordinary Income	259,840.89
Other Income/Expense	
Other Expense	
5000000 · Accounting Fees	5,420.00
7023401 · Payroll Service Fees	<u>264.50</u>
Total Other Expense	5,684.50
Net Other Income	-5,684.50
Net Income	254,156.39

North Carolina District Representative

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North Carolina District Representative

Bethany Small

Recording Your Break

Our State Convention last month in Cherokee was a great success. It was wonderful to see everyone who was able to make it and we welcomed forty five first-time attendees!

The Stewards challenged the State Board to a bowling match to raise money for PAC and while the Stewards were not victorious in our bowling endeavor, the group managed to raise \$540 for PAC. Everyone seemed to enjoy themselves, and I hope that we will be able to do something similar at our future conventions.

NRLCA President Ronnie Stutts was the keynote speaker and he spent most of his time discussing RRECS and the newly ratified National Agreement. President Stutts' time at the podium was insightful, informative and eye opening for us all. He, along with NRO Dennis Conley and NRO Jeanette Dwyer also took as many questions as they could in the hopes of addressing all the concerns raised by those in attendance. It is a privilege to be able to hear directly from the source when learning about all the changes that the rural craft is facing.

The Steward presentation went very well in my opinion. ADRs Jeff Essick, Eddie Moss, Gail Naillon, Kelly Futch, Ralph Fernandez and I presented on a variety of topics, and we also answered questions submitted by attendees. Some of the topics included the formula, leave policies, forced breaks, workplace environment, and how to file a grievance.

The Steward system is also looking for carriers to join us as Local Stewards. If you have ever considered becoming the Steward in your office, please reach out to any ADR and we will help you with the election process and answer any questions that you have.

One of the topics that was brought up repeatedly at the convention was Carriers being required to take,

and if not take, then to record, a break. Article 30.1.F.1 states 'Rural carrier craft employees may stop for not more than thirty (30) minutes for lunch. If carriers stop for lunch, the exact time used must be recorded.' Article 30.1.F.2 states 'Lunch may be taken in segments of less than thirty (30) minutes, at the carrier's option, provided the time taken does not exceed thirty (30) minutes. Segments may be taken in the office or on the route, provided the normal schedule is maintained to the extent possible. The parties agree that the lunch time taken by the carrier is not compensable.' The intentional use of the word 'MAY' and the phrase 'at the carrier's option' by the parties means that it is the exclusive choice of the CARRIER whether to use (up to 30 minutes) for a break period. The parties were also explicitly clear that if a break period (of any duration) is taken, it is to be accurately recorded on the 4240.

Let me be crystal clear, you are NOT REQUIRED TO TAKE A BREAK under our national agreement. You are also not required to record a period as a break that you did not take! Conversely, if you are taking breaks that you are not recording, you must immediately start accurately recording these on your 4240. Below is an excerpt from an email (redacted for protection of sources) I recently sent to district leadership:

Let me be crystal clear, you **ARE NOT REQUIRED TO TAKE A BREAK** under our national agreement.

I am getting reports out of many offices that Carriers are being required to take a minimum of a 10-minute lunch. Whereas before the carriers were being threatened with it, now management is actually doing it.

Per the ELM 665.44: Falsification in Recording Time: Recording the time for another employee constitutes falsification of a report.

Per the PO 603 Section 12.f :Basic Carrier Responsibilities: Completing PS Form 4240, Rural Carrier Trip Report, daily to accurately reflect actual hours and minutes worked each day. Any deviation from the official route mileage, and/or the reasons for any delay, must be explained under the remarks section of the form.

(Continued on page 38)

(Continued from page 37) **Recording Your Break**

PO 603 Section 411.2: Use of the PS Form 4240: Recording Lunch Break: At this time, also record in column 6, in ink, the total lunch time. If no lunch time was used, leave this column blank.

While I understand that it may be necessary from time to time to amend an entry that is incorrect or missed, it should not be the policy of our managers to intentionally violate the EL 902, the ELM or the PO 603. This kind of behavior is not tolerated for Rural Carriers, and it certainly should not be tolerated for our managers. Managers are supposed to lead, they are supposed to set an example for the employees in the office. I doubt that falsifying time records would be looked at as behavior that we want employees to emulate. When management conducts themselves in this manner, not only does it harm the employee by

underpaying them, but it also undercuts and erodes any remaining trust between staff and leadership. I recall just a few short years ago that there was a district in Virginia where management ranks were thinned as a result of on OIG investigation on changing time keeping. Why are we seeing this here in NC? Do our managers understand that this is a Federal Crime, a Felony, an act that is punishable by fines and jail time?

We tell our carriers that there are only 2 circumstances under which they can refuse a direct order from management: when the order is unsafe or when the order is illegal. Requiring carriers to falsify their 4240 and record a lunch that was not taken or otherwise make inaccurate entries on a 4240 by an employee is not only a violation of the PO 603, but it is also illegal. Management changing 4240 entries is a violation of the ELM, it is contrary to employee responsibilities and expectations

(Continued on page 39)

Local Stewards



Left to right: Seated: Georgia Kline, Scarlett Hall, Lisa Brown-Leggett, Arlenea Hair, Teresa Diggs, Pamela Stanley, Brooke Livingstone, Telisa Locklear. Standing: Brian Hamlett, Lisa Sherrill, Arnold Williams, Shannon Santos, Jim Eberly, Leigh Huffman, Marguerite Williams, Andrea Wilkinson, PJ Tripp, Tamara Fisher, Mike Redden, Tiffany Buie, Jay Schreiber, Amber Morris, & Angela Morrow.

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.

(Continued from page 38)Recording Your Break

under the PO 603, and it is a violation of Federal Law.

If your 4240 or timecard has been altered to reflect a break that you did not take, or you have been required to record a break that you did not take, please contact your Steward immediately.

Please don't forget to join us on the State-wide RRECS Zoom on July 12th starting at 6:30 pm. The link has been posted on the state website (nrlca.org) and all are welcome.

Hope everyone is having a great summer!

NO TEXTING PLEASE

The NRLCA does not want the employees of the National Steward System (NSS) texting. This includes your DRs, ADRs, Area Stewards and Local Stewards

Texting is not an acceptable form of business communication.

When needed, please **CALL** your assigned Steward or Representative.



USPS-NRLCA Joint Step 1 Grievance Form

1a. Grievant's Name (Last, first, middle initial) Your Name		1b. Grievant's EIN (Employee Id Number) Your EIN #
1c. Grievant's Title, Designation Code, and Route No. REGULAR, PTF, RCA or ARC, 71,74,76, 78,79 or 70-5 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.

25 Juniors

Attended this year's State Convention In Cherokee

Pictured are 18 of
the Juniors at the
swimming pool.



The Postal Employees' Relief Fund (PERF) is available to aid postal employees and retirees 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. 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**

For more information visit:
<http://www.postalrelief.com>

**Our Juniors raised
\$1342.40
at the North Carolina
State Convention for PERF**

NORTH CAROLINA AUXILIARY OFFICERS

Auxiliary News

From
Deliah Johnson

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SECRETARY/TREASURER

ALLISON HOLT

CHAPLAIN

EASTON SMITH

It was hot summer days in Cherokee North Carolina for the state convention. It was great to see our extended families. It gave a sense of normalcy being together again.

We had a good response with the scholarships this year.

All scholarships have been forwarded to the scholarship committee. Winners will be announced at the Fall Booster meeting. They will also be posted in the November magazine article. If for some reason the Fall Booster is canceled, checks will be mailed out the first of November. I would like to remind every applicant that you can apply every year from a Senior in high school until age 22 before August 1 the year applying.

We were hoping for a larger response with the poster contest. We hope that the Juniors, ages 6-20 will participate next year. The posters were forwarded to the poster committee. Winners are as follows:

Ages 6-7: 1st Place Sawyer Walker Stewart

Ages 10-11: 1st Place Easton Smith

Ages 12-14: 1st Place Lily DePue

Juniors had fun reuniting with friends while doing activities. They presented their experiences of fun times while at the convention to the Auxiliary. They elected new officers and Charles Herrera installed their new officers.

The Juniors raised \$1,342.40 in the Walk a Thon for the PERF program this year. The basket raffle raised \$720.00 that went for fun activities for the Juniors while at the convention.

This year like every year an audit committee reviewed our finances. They were able to report that all was in good standing. The Auxiliary conducted old and new business during this convention. New officers were elected and installed by Charles Herrera.

LeAnn Essick, a well deserved person was nominated and elected as Member of the Year. LeAnn has been a long time member. She has held most positions on the board. She has also has been very involved with the Juniors. **Congratulations LeAnn!**

We would like to say thank you to the association for all the help so that we can continue to support the Juniors in scholarships, poster contests and all other Junior activities.

Have a safe and cool summer!

AUGUST 2022

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

SEPTEMBER 2022

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

Important Dates

July 4 Independence Day Holiday
 September 5 Labor Day

September 6-9 NRLCA National Convention
 October 10 Columbus Day



NCRLCA
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SPRING LAKE NC 28390-1562

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FAYETTEVILLE NC
28302

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North Carolina Rural Carriers



RRECS zoom Meeting

July 12, 2022 ~ 6:30–9:00 PM

Link is posted on

www.NCRLCA.org

Under Events

Presented by North Carolina
District Representative

Bethany Small

with

National Executive Committeeman

Dennis Conley

