



Volume 38 Issue 5 Circulation 5100 Edited in Spring Lake NC March April 2022

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

Official Convention Call

North Carolina Rural Letter Carriers' Association

116th State Convention
Harrah's Resort & Casino
777 Casino Drive, Cherokee, NC 28719
June 20 thru 22, 2022

Phone (800) 427-7247

Room Rate is \$109.00 + tax ~ Group is NC Rural Letter Carriers

**Reservations must be made by May 20, 2022
(72 hour cancellation policy)**



Official notice is hereby given that the North Carolina Rural Letter Carriers' Association State Convention will convene at the Harrah's Resort in Cherokee, North Carolina on June 20-22, 2022.

Business begins at 8:00 am on Monday June 20, 2022.

An election will be held for the offices of President, Vice President (one-year terms), Secretary-Treasurer (two-year term), and Executive Committeeman (three-year term). The elections will be held on Wednesday June 22, 2022.

INSIDE THIS ISSUE

- RRECS Facts
- Retirement Seminar Information
- State Convention Forms



North Carolina Rural Letter Carriers' Association

Officers

PRESIDENT

AUDREY SOLOMON

333 Jeribec Drive
Willow Spring, NC 27592-8093
Phone 919-639-0767

NCRLCAPresident@gmail.com

VICE PRESIDENT

ELAINE ALTHOFF

71 White Pine Dr
Waynesville, NC 28786-3151
Phone 828-456-9352

NCRLCAVP@gmail.com

SECRETARY/TREASURER

VICKI GRAY

424 Wapiti Drive
Spring Lake, NC 28390-1562
Phone 910-745-8815

NCRLCASecTreas@gmail.com

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

Executive Committee

SAFETY

BRIAN HAMLETT

7668 NC Highway 62 N
Blanch, NC 27212-9257
Phone 336-514-7406

NCRLCASafety@gmail.com

RETIREMENT

JAY SCHREIBER

209 Chateau Dr
New Bern, NC 28960-8944
Phone 252-474-7473

NCRLCARetirement@gmail.com

FEHB

TRACY GREER

PO Box 41
Zionville, NC 28698-0041
Phone 423-707-5578

NCRLCAHealth@gmail.com

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

Appointed Officers

CHAPLAIN

JESSE RAY FARMER JR

4377 5 Points Rd
La Grange, NC 28551-8119
Phone 252-939-6826

AUTO-HOME INS. REP.

CELESTE BRITT

442 Coy Smith Rd
Albertson, NC 28508-9433
Phone 252-560-9162

NCAutoInsRep@gmail.com

LEGISLATIVE REP

VAN HEATH

25722 US Highway 64
Jamesville, NC 27846-9272
Phone 252-809-2144

P.A.C. CHAIRMAN

BRENDA GIBBS

5877 Turner Smith Road
Browns Summit, NC 27214-9523
Phone 336-656-0123

NCRLCAPACman@gmail.com

WEBMASTER

RENEE JOHNSON

383 Clint Johnson Road
Wilkesboro, NC 28697-7243
Phone 336-984-2368

NCRLCAWebmaster@gmail.com

PROVIDENT GUILD

DALE SAIN

6289 Nobby Lail Rd
Connelly Springs, NC 28612-7425
Phone 828-461-5057

NCProvidentGuild@gmail.com

HISTORIAN/PHOTOGRAPHER

DEBBIE BENNETT

219 Cecil Ave
Spring Lake, NC 28390-2522
Phone 910-436-6487

NCRLCAHistory@gmail.com

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Table of Contents

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 HeLLo_sPr!Ng22

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

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

Cover Photo

By Debbie Bennett

The Oconaluftee River in Cherokee, North Carolina. Known as one of the cleanest, clearest and most beautiful rivers in the Southeastern United States.

Auto-Home Owners Insurance	24
Auxiliary News	33-34
Calendar	35
Chaplain's Message	5
Constitution Change Form	13
District Representatives & Area Stewards	28-30
Dues Rates	7
Emergency Hotline Number	3
Grievance Form Example	30-31
Junior Auxiliary News	32
Legislative News	16-17
Member Milestones	25
NCRLCA Website & Password	3
Obituaries	5-6
Officer Assignments	2
PAC	20-22
President's Message	4
Provident Guild	26-27
RCHBP	9
Relief Carrier Photos	18-19
Resolution Form	14
Retirement	8-9
SAC	23
Safety	7
State & National Convention	10-15
Webmaster	24

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www.EAP4YOU.com



President
Audrey Solomon

It's Springtime

Hello everyone. Yes, spring is here. We have had a full couple of months. Ratification of the contract, RCA appreciation week, RRECS implementation, H.R. 3076 (Postal Service Reform Act) passed in the House and the upcoming State Convention and district meetings.

By the time you read this, ratification has ended. I hope everyone that had the right to vote exercised that right. I know there were good and not so good points, however; there is never a perfect contract.

I would like to say **THANK YOU** to all RCAs. There are hundreds of routes that do not have one, however; we should appreciate the ones we do have.

We can attest to the fact the Post Office is changing. As with all jobs, COVID has had companies including the Post Office scrambling to find workers.

Where this used to be a part time job, RCAs are finding themselves working full-time hours.

THANK YOU VERY MUCH RCAS!

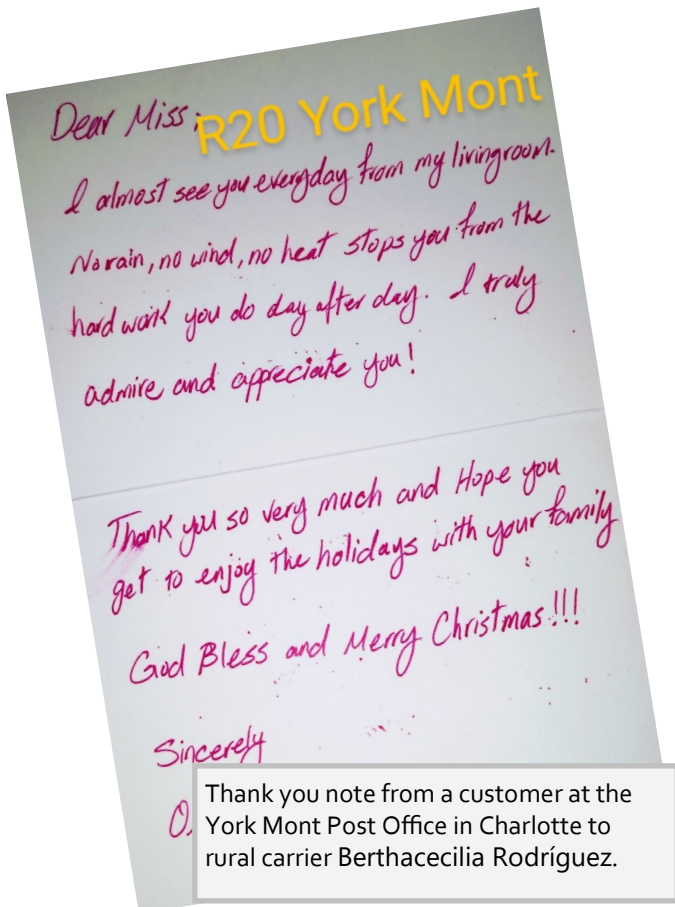
RRECS implementation is upon us. Whether the contract ratifies or not, it is upon us. We have been waiting six plus years for this day. I sure hope each of you have been keeping up with all the reading and examples National has been giving us throughout the years. If you need a quick study, go to the NRLCA website and look for article dated 10/14/2021.

Yes, the House has passed the Postal Service Reform Act. Thanks to each of you that called your Representative. Hopefully by the time this goes to print, the Senate will also have passed, however, do not forget to call you Senators. Now if we can get them to vote on HR 4268 Federal Retirement Fairness Act, we may really have something to shout about. For anyone not familiar with HR 4268, it is the RCA time buy back bill. Write or Call your Representative.

We will be having a State Convention (June 19-22) in Cherokee, NC. I hope to see you all there.

Do not forget to attend your district meetings.

Please be **SAFE**.



District Meetings

District Meetings for the election of local officers and State Delegates are fast approaching. Meeting must be held prior to May 11th this year. Please check the state website www.NCRLCA.org events calendar for the date, place and time for your local meeting.

Members that are not able to attend their local district meeting, who wish to be delegates to the State Convention or wish to run for district office, must let the Secretary of their district know ahead of their meeting date. This should be done in writing and the Secretary will add them to the nominations.



Chaplain's Message

*Jesse Ray Farmer Jr.,
Chaplain*

Aging Gracefully

This year marks the big 6-0 for me and over 30 years in the postal service. As I have trucked along, there have been many changes, from the price of stamps to the size of the packages we deliver. But one thing will remain true, my job has helped keep me 60 years young.

We are truly blessed to be in a profession that keeps us busy and moving each day. Many that know me have been in the business for years and years and have seen many people return to say hello. There is a special bond that we have as carriers.

I hope I can be an encouragement to some of you "new guys" that are just starting out in your career. The days may be busy and your joints will begin to ache at my age but you will gain friendships with coworkers and relationships with patrons that you may not experience in any another job.

So as you go on your route today, I hope you have a little pep in your step and the encouragement that you are one of the most valuable and trusted

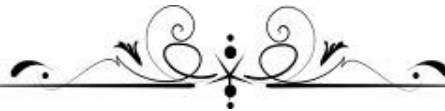
members of your community. You help move information, deliver essential products (maybe my wife's pampered chef isn't essential), and offer a friendly face to some who are homebound. Also remember that even though I may be a year older, I can still out talk and out walk you ! Have a great year and may God bless your postal journey.

Have a Blessed Day.

Our Sympathies to the Families & Co-workers of those that have passed.

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

Wishing everyone



Obituaries

Rachael Anne Foxworth Joyner, 53, of Stokesdale, NC, a rural route mail carrier for the Oakridge Post Office, died Friday evening (December 24, 2021) in a North Carolina hospital..

Rachael was born July 3, 1968, in Greensboro, NC, a daughter of Jackson Thomas Foxworth and Lannie Dianne Thornley Foxworth Rawdanowicz.

Rachael was of the Christian faith and once attended Guilford Baptist Church, Greensboro.

In addition to being a rural mail carrier she was an instructor at the postal academy, in Winston-Salem, for new rural route hires and a member of the local postal union.

Rachael enjoyed planting flowers and fresh water as well as deep sea fishing with her husband, and at one time they enjoyed gigging for flounder. She loved her dogs, her pig and time spent on their farm. Her grandchildren brought much joy to Rachael and the time she spent with them.

She was predeceased by her stepfather, Dr. Tom Rawdanowicz.

Surviving are her loving husband, Jonathan "Jon" Joyner; her parents, a daughter, Jamie Evans; a son, Timothy Justin Johnson and his wife Lori, a sister, Rebecca Foxworth Green; her grandchildren, Able Spillers and his father, Brandon Spillers, Daniel "Boone" Evans and his father, Daniel Evans, and Eliza Jane Johnson.

Bernice Angelo Carr, 56, of King, NC passed away on Saturday, January 29, 2022, at Novant Health Forsyth Medical Center in Winston-Salem.

Ms. Carr was born on January 7, 1966, in Charlottesville, VA, to the late Louis Angelo Carr, and Pearl Richards Bautista, who survives.

(Continued on page 6)

(Continued from page 5) Obituaries

Ms. Carr was a postal carrier with the Rural Hall Post Office. Bernice loved Mopar cars, and fishing, along with beach trips with her family.

Left to cherish her memory is her mother, Pearl Bautista; her stepfather, Selso "Shorty" Bautista; her stepmother, Gay Carr; her fiancé, Oscar Cruz Yanez; her daughter, Celeste Varela (Patrick Cook); her son, Lauro Rodriguez (Breanna Weathers); three sisters: Margaret Herrera (Clemente), Virginia Woodard, and Crystal Jolliffe; a grandchild, Noella Cook; five nephews and three nieces

Bobby Lee Key, age 68, of Siloam, NC, passed away peacefully on January 29, 2022 surrounded by his loved ones.

Bobby was born on August 29, 1953 in Winston Salem, NC to Hassell & Ann Key. Bobby graduated from East Surry High School, class of 1971 then continued his education at Surry Community College, Class of 1973. That year, he also married the love of his life, Frances Davis Key, married for 48 years.

Bobby, aka "Sparky", was a certified welder with the International Boilermakers Local #30 for over 20 years. After retiring from Boilermakers, Bobby enjoyed working at the USPS Pinnacle Post Office as a local mail carrier for 28 years before retiring from the USPS.

Bobby was a kind, loving, peaceful person and he loved his family very much. Bobby is survived by his wife, Frances D. Key. His daughter, Tammy K. Whitaker (Bradley) and his son, Ronnie L. Key (Amy). Bobby was unendingly proud of his four grandchildren Austin Renegar, Jesse Whitaker, Gracie Whitaker, & Grayson Key.

Bobby will truly be missed and forever in their hearts. Bobby enjoyed life to the fullest, with his careers and hobbies he got to travel & met some of his greatest friends. He was an extremely hard worker, dedicated & determined. Bobby was very involved with his community & was proud of his hometown.

Over the years, Bobby was a member of the Shoals Volunteer Fire Dept, Shoals Ruritan Club, and Leader of Shoals Boy Scout Troop 561. He enjoyed camping, traveling, boating, riding his Harley Davidson, attending sporting events for the grandkids or just hanging out in his shop with friends & family. Bobby was enthusiastic with lots of diverse passions & interests who could fix about anything.

In 2018, Bobby was diagnosed with Mesothelioma. He battled this with the most amazing grace, bravery, and strength. He lived everyday with

positivity and determination not to let the disease keep him from doing the things he loved.

Bobby was preceded in death by his parents, Hassell Key & Ann (Key) Gore. Grandparents, Jesse and Eunice Key & sister, Linda Yates.

Michael Dan Fuller, 62, of Louisburg, died Monday evening, January 31, 2022.

Michael was born on March 31, 1959. He is preceded in death by his father, Ray Fuller.

Michael is survived by his loving wife of 45 years, Kathy W. Fuller; daughters and sons-in-law, Amanda and Brian Edmiston; Jamie and Tommy Smith; mother, Marjorie L. Fuller; sister and brother-in-law, Karen and Russell Briggs; brothers and sister-in-law, Donnie and Brenda Fuller; David Fuller; grandchildren, Brianna, Zachary, Alexa and Ian; and many nieces and nephews.

Mike was an avid outdoorsman.

Verlie Rae Moneyhan Fail, 81, of Spring Lake went home to be with Jesus on Saturday, February 5, 2022.

Verlie was born February 2, 1941 in Fayetteville, NC to the late John Floyd (JF) and Thelma Perry Moneyhan.

Verlie was a beloved wife, mother, sister, grandmother, aunt and friend to many.

Verlie is survived by her husband of 60 years, Harold Fail (retired rural letter carrier); sons, Donald Fail and wife, Marcia, and Kenneth Fail and wife Kim; daughter, Lori Fail; grandsons, Dillon and Dalton, brother, Edgar Moneyhan and wife Peggy; sister Ann Vinson.

In addition to being a cherished wife, mother, grandmother, and sister, she was deeply loved by her sister and brother in-law, Dot and Bill Myers; and several nephews and nieces.

Verlie retired in 1996 after a long career with Carolina Power and Light Company. She spent her retirement as a loving grandmother, and an active member, Sunday school teacher, and choir member of First Baptist Church in Spring Lake. She also donated her time and energy to helping the Shriner's Hospital through her work with the Cumberland County and Hope Mills Shrinettes.



Happy St. Patrick's Day

Spring Has Arrived

As winter ends, it is time to prepare for spring. We as rural carriers face the elements every day as we serve our customers, and safety is our number one priority and the responsibility of each of us. Paying attention to your surroundings is the first step in safety.

Insects love nesting in and around mailboxes. We have all seen numerous varieties of insects, usually on a daily basis, as we go about our deliveries. Yellowjackets nest in yards, wasps under porch eaves, black widows in seldom used or vacant mailboxes. If you see them first, you are less likely to fall victim to an insect bite.

If you are allergic and carry medication, such as an EpiPen or diphenhydramine (Benadryl), keep it easily accessible in case someone else needs to find and administer it. A medical alert bracelet can let bystanders know of your issue if you become incapacitated.

There is nothing like cranking up the radio, rolling down the windows, and enjoying a sunny spring day. The mind is full of all the things that need to be done since the days are getting longer and the weather is just right. That could be a recipe for distracted driving. While on your route, focusing on the task at hand is the most important key to maintaining the safety of you and others around you.

Adjust your mirrors and make sure you can see out all your windows. I know that can be a hard thing to do with parcel volume like it is, but safety depends on it. While being alert yourself, it is also important to be visible to other drivers. Make sure your amber warning light is in good working order; it should be easily visible from all directions and is required by NC state law.

As the weather gets warmer, we must adjust our dress accordingly. Dress in layers so you can remove

Safety

Brian Hamlett
Executive Committeeman



them as it gets warmer later in the day. Drink more fluids to keep hydrated. If you forget, the messages on the scanner will remind you. And yes, the messages may seem repetitive but keeping hydrated is important with our exposure to the elements. And it is easy to manage with better habits.

I am looking forward to our Spring district meetings, which will be happening soon, in preparation for State Convention. We have been working hard on planning for June and hope to see many of you there in Cherokee.

NCRLCA Dues for 2021-2022

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.

Retirement
Jay Schreiber



How Does the FERS Supplement Work?

You've finally decided it's time to retire. Maybe this day came sooner than expected or maybe it couldn't come soon enough. You've heard about the supplemental income given to FERS retirees who retire with enough creditable service before 62 to bridge the gap between retirement and being eligible for Social Security. So where do you go to apply for it?

The simple answer is you don't. When you go to fill out your SF 3107 to apply for immediate retirement and start receiving your FERS pension, OPM will automatically apply the FERS supplement to your pension. You will see it as a line item on the annuity adjustments that get sent out every year.

Calculating your FERS Supplement

As a reminder, in order to be eligible for the FERS Supplement, you have to retire with the eligibility of immediate retirement. This includes retiring at your Minimum Retirement Age with 30 or more years of creditable service or retiring at age 60 or older with 20 or more years of creditable service.

Other ways to qualify for the FERS Supplement include retiring upon involuntary or early voluntary retirement (age 50 with 20 years of service, or at any age with 25 years of service). This would only qualify if your agency is undergoing a major reorganization, reduction-in-force (RIF), or transfer of function. You will not receive the FERS Supplement until you reach MRA.

Great, so now that I qualify, how much will I receive? The formula for this is;

$$\text{(Years of Creditable Service / 40) x Your Age 62 Social Security Benefit}$$

Let's look at an example. Let's assume that Sue just turned 58, and wants to retire on her 60th

(Continued on page 9)

RETIREMENT SEMINAR

For Members Only

Understanding Your Retirement &

Postal Benefits

**Presented by Joni Montroy
of Key Retirement Solutions**

**Where: NCRLCA State Convention
Harrah's Cherokee, 777 Casino Dr, Cherokee, NC**

When: Monday June 20, 2022

Time: 7:00 pm-9:00 pm

(Continued from page 8) **FERS Supplement**

birthday. She's worked as a regular rural carrier for the last 20 years, and she just received her Social Security benefit estimate for age 62, and it will be \$1600 per month. Knowing this info, we can plug it into the formula above, but add a couple of years since she plans on retiring 2 years from now.

$(22 \text{ Years Creditable Service} / 40) \times \$1600 \text{ (Age 62 SS benefit)} = \$880 \text{ FERS Supplement}$

In this case, Sue would be receiving an extra \$880 per month on top of her regular FERS pension. This benefit would accrue when she retires at age 60 and last until she turns age 62. At that point, the FERS Supplement would end, and she would have the choice of taking Social Security at 62 or delay it to have the benefit increase over time. You can not receive both the supplement and Social Security.



Rural Carrier Health Benefit Plan

Tracy Greer
Executive Committeeman

Medicare and Retirees

As a newly converted career carrier, I am discovering there are so many options for health insurance. With so many options, providers, and plans, it is overwhelming to decipher the most bang for buck.

Over the next coming articles, I am going to start breaking down the programs affiliated with the Rural Carrier Benefit Plan, and I am going to start with **Aetna Medicare Advantage**.

There are so many benefits within this program that it is too good to be true, but it is TRUE! I have compiled a short list below:

1. \$75.00 premium reduction from Social Security. ~ Your social security check will increase \$75.00 per month. This also helps offset the cost of the plan.
2. ZERO deductible!,
3. Unlimited chiropractor visits,
4. Unlimited physical, occupational and speech therapy visits,

With regard to the FERS Supplement, years of creditable service do not start accruing until age 21. Because of this, your FERS Supplement will almost always be lower than what your gross Social Security benefit will be at age 62.

If you are unsure of what your Social Security benefit will be at age 62, or you haven't received a Social Security statement in the mail in a while, it will be important to go to ssa.gov's website and request an estimate. Social Security Administration does not mail out annual estimates anymore except to people over the age of 62 and who did not have an online account. By going online and creating an account, you will be able to retrieve your estimates so that you can plan your retirement as well as plan your FERS Supplement using the formula above.

Plan early, review yearly, retire happy!

5. Low prescription copays — as low as \$0 from preferred pharmacies and \$2 from standard pharmacies,
6. Therapeutic Massage Benefit \$0 copay, up to 50 visits a year,
7. Transportation and meal programs,
8. Healthy Home Visits.

As you can see, there are many benefits to this plan. For a full list of benefits and brochures visit RCBPhealth.com/retiree.

You do not have to wait for open season to enroll. For most people, the initial enrollment period (IEP) opens three months before the month you turn 65 and ends three months after your birthday month.

After your IEP ends, you may still sign up for Medicare if you meet the criteria for a Special Enrollment Period (SEP).

If you are still working and you're covered under a group health plan (usually through your employer), you have an 8-month SEP to sign up.

This SEP begins with whichever comes first:

- ✪ The month after your employment ends, or
- ✪ The month after the group health plan insurance ends.

To complete your Aetna Medicare Advantage enrollment once you're enrolled in RCBP:

Log in to: AetnaRetireeHealth.com/RCBP

If you have any questions or need assistance, please feel free to contact me. I will help you anyway I can or point you in the right direction.

Secretary/Treasurer

Vicki Gray



Make your Meal Reservations

It looks like we may be finally getting back to normal. Boy I hope so. It has been a strange two years.

Your State Board has done it's best to maintain membership and continue with the business of our Union.

Our State Convention is being planned and hopefully we can move forward starting with our local district meetings.

We have scheduled a Retirement Planning Seminar on Monday evening. Joni Montroy with Key Retirement Solutions will be our speaker. Joni is a former Human Resources Specialist and Retirement Counselor with the US Postal Service.

Joni has tips for everyone, no matter how far you are from that final day.

You really should start planning your retirement from the very beginning of your career with the Post Office but I know many of us don't. I know I didn't. I was just happy to be collecting a nice paycheck in the beginning.

Some things you really need to do for at least five years before your last working day. So make plans to join us at Harrah's resort to listen to Joni for yourself.

Don't forget to preregister to be a paid delegate to

the State Convention.

Also, the Auxiliary would like you to please preregister your children. They need to know the number and the ages of the children attending to aid in making plans for their outings. Bring them with you. They will have a great time.

Another thing I need to let you know is that after you make your room reservations at Harrah's you need to go ahead and make those lunch and dinner reservations ASAP if you plan on staying at the hotel for your meals. Everyone is very short staffed because of Covid and Harrah's is no exception.

If you do not make meal reservations you may not be able to be seated. This tip comes directly from the staff at Harrah's. Some meal reservations can be made online at <https://www.caesars.com/harrahs-choke/restaurant>, but if you have a large party then you will have to call the restaurant directly. So, get with your convention buddies and decide how many will be in your dining party and where you want to eat. Then make that reservation.

The NCRLCA will be providing your lunch on Monday and there will be a PAC dinner on Tuesday evening so those meals are covered for you.

We should all be in the new Cherokee Resort tower. There is a Starbucks© and Guy Fieri's Cherokee Kitchen and Bar© located in this tower. All other restaurants on site are located in the other tower.

I am hoping everyone stays safe & healthy! I'm looking forward to seeing you at this year's State Convention.

Look for the reservation link on our website soon.

Candidate Announcements for State Office

The state officer positions up for election are President (one year term), Vice-President (one year term), Secretary/Treasurer (two year term) and Executive Committeeman (three year term).

To have your candidacy announcements printed in our newsletter they **must be received by April 15, 2022**. Any late submissions will not be printed.

All articles are limited to a maximum of **150 words** and will be cut off at that point. They will be printed verbatim with no editing by the editor. In other words, you are responsible for all the content of your submission.

Announcements will appear in the NCRC May/June issue.

Carriers currently serving in a management position are not eligible to run for a position in the Union.

Official Convention News

National Convention

National Delegate Election by Secret Ballot

This year the National Convention will be held in Orlando, Florida from September 6-9, 2022.

A secret ballot election for the delegates of the North Carolina RLCA to the 2022 NRLCA National Convention will be conducted by mail.

The deadline for delegate nominations this year is May 2, 2022. Anything received after that date will be returned to the sender as post office box closed.

Ballots will be mailed to members between May 21 and May 26, 2022.

Any eligible member who does not receive a ballot or whom spoils a ballot may request a new ballot by contacting the Election Committee Chairperson, Debra Bennett at 910-436-6487. If you request and return another ballot, only the replacement ballot will be counted.

Counting of the National Delegate ballots will take place on Saturday June 18, 2022 beginning at 10:00 AM at Harrah's Resort, at 777 Casino Drive, in Cherokee, NC 28719.

Any candidate or designee may observe the ballot tabulation.

Included below are the rules for delegate nomination from the *NRLCA constitution*, Article VI.

Section 2. Delegates

A. Eligibility

2. Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such "good standing" status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.

3. A member who accepts or acts **at any time in any capacity** normally performed by a manager from the end of one Convention to the end of the next Convention shall be ineligible to be nominated or serve as delegate.

B. Nomination

1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to

a pre-arranged post office box on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot and instructions shall be posted on the NRLCA website and in all published issues of *The National Rural Letter Carrier* from February – May.

2. Nominations must be received in the pre-arranged post office box at least 50 days prior to the opening of the state convention. (*This year that day is May 2, 2022.*)

State Convention

The State Convention will be held at Harrah's Resort & Casino at 777 Casino Drive, Cherokee, NC 28719 on June 19 thru June 22, 2022 with the business session starting on Monday June 20. Complete address and reservation information for the State Convention can be found on the back page of this issue.

Elections for the positions of President, Vice-President (one year term), Secretary/Treasurer (two year term) and Executive Committeeman (three year term) will be conducted on Wednesday June 22, 2022.

Included below are the rules for State delegates from the *North Carolina RLCA constitution*, Article VI.

Section 3. State Delegates.

- A. All districts shall be entitled to one delegate vote for each six paid-up members or a fraction thereof.
- B. No delegate shall represent more than one district.
- C. No district shall be represented in the State Convention by proxy.
- D. The total delegates from a district (if not in full attendance) may be voted by the one or more delegates in attendance.

State Convention Preregistration

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

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

Members must also be **elected to serve as delegates at the local meeting**; as per Article IV.

This complies with labor laws which require that delegates must be elected by a direct vote of the membership.

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

You must preregister to be eligible to receive payment as a delegate.

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

Please send in as early as possible.

ARTICLE VI, Section 4

State Delegate Compensation

- A. State delegates shall be compensated up to \$100.00 per each completed business session day of attendance at the State Convention for expenses.
- B. The state shall set aside a total amount equal to the rate of .00017% of a 40 hour, Step C, Table 1 regular rural carrier's yearly pay for each member on the rolls on June 30, to be used to pay state delegates. (proviso first deposit will be July 2019)
- C. These funds shall be held in an interest-bearing account.
- D. The maximum amount to be paid out per year will be \$60,000.
- E. Any state delegate to the State Convention who is being compensated for the State Convention by State or National funds shall not receive state delegate pay.
- F. All state delegate checks will be mailed by July 31 or within 30 days of the close of the State Convention if delayed.

(Continued on page 15)

PREREGISTRATION FORM NORTH CAROLINA STATE DELEGATE

Please print clearly.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____

I submit my name as a candidate for delegate to the 2022 North Carolina State Convention.

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

Signature of Member: _____

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



NRLCA CONSTITUTION CHANGE

The following proposed Constitution change is being presented by _____ and is hereby submitted to the Constitution Committee of the North Carolina Rural Letter Carriers Association at the 2022 State Convention in Cherokee, NC for consideration and appropriate action.

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

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

Explanatory paragraphs should be headed as follows:

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

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF/REASON FOR CHANGE:

Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390
To be presented to the Constitution Committee at the 2022 State Convention

NRLCA RESOLUTION

The following proposed Resolution change is being presented by _____ and is hereby submitted to the Resolutions Committee of the North Carolina Rural Letter Carriers Association at the 2022 State Convention in Cherokee, NC for consideration and appropriate action.

Check Appropriate Box

- Binding
 Non-Binding

Issues

Check one

- | | | |
|---|---|-------------------------------------|
| <input type="checkbox"/> AUTOMATION | <input type="checkbox"/> MAILCOUNT | <input type="checkbox"/> VEHICLE |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> WORK RULES |
| <input type="checkbox"/> EMA | <input type="checkbox"/> RETIREMENT | |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> TIME STANDARDS | |

The following procedures are suggested for effectively presenting Resolutions:

1. Place only one Resolution per sheet.
2. Print legible.
3. Indicate the issue this resolution concerns (above).
4. Identify any Handbooks, Manuals, or Written Documents to be amended:
By: (a) Name of Document _____
(b) Article _____ Section _____ Paragraph _____
5. Explanatory paragraphs should be headed as follows:
(If spaces below are inadequate, use additional sheets with the appropriate heading).

WHEREAS

BE IT RESOLVED

INTENT OF / REASON FOR CHANGE

Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390
To be presented to the Resolution Committee at the 2022 State Convention

North Carolina Membership Totals

as of February 15, 2022

* totals will be recalculated & may change prior to our State Convention

District	District Name	Members	Delegates
1	ALAMANCE	86	15
2	ALBEMARLE	97	17
3	BRUSHY MOUNTAIN	150	25
4	ALLEGHANY-ASHE	53	9
5	PEACH BELT	56	10
7	ROANOKE-CHOWAN	59	10
8	SOUTHEASTERN	275	46
9	BURKE-CALDWELL-CATAWBA	192	32
10	FOOTHILLS	138	23
11	SMOKY MOUNTAIN	121	21
12	DURHAM-ORANGE	112	19
14	CASWELL-ROCKINGHAM	73	13
16	CENTRAL CAROLINA	129	22
20	CUMBERLAND-HOKE-HARNETT	225	38
23	SEA LEVEL-WAYNE	225	38
24	WAKE COUNTY	395	66
25	TRI COUNTY-WAYNE	160	27
26	YADKIN RIVER	175	30
28	PERSON-FIVE COUNTY	154	26
29	CLEVELAND-GASTON-LINCOLN	173	29
30	GUILFORD COUNTY	164	28
34	JOHNSTON -HARNETT	97	17
36	MCDOWELL-MT MITCHELL MADISON-BUNCOMBE	156	26
38	MECKLENBERG	383	64
42	RANDOLPH-DAVIDSON- MONTGOMERY	165	28
44	ROANOKE BEAUFORT-HYDE-PITT	154	26
47	RUTHERFORD-POLK HENDERSON-TRANSYLVANIA	115	20
50	PIEDMONT	256	43
52	TIDEWATER-PITT	333	56
54	UNION COUNTY	115	20
57	WATAUGA-AVERY	63	11
	North Carolina Total	5049	

- G. All state delegates must preregister by submitting the registration form that will be printed in the convention issue of the state newspaper and on the North Carolina website.
- H. Preregistration forms must be received by the Secretary Treasurer at least 30 days prior to the opening of the State Convention. *(That day is May 21 st this year.)*
- I. Verification of attendance will be the responsibility of the local President or the local Delegate-at-large.
- J. Disputes will be settled by the State Board.

may your day be
TOUCHED
BY a bit of irish
LUCK
brightened BY a SONG
IN YOUR
HEART
& warmed
BY THE
SMILES
OF THE people
YOU
LOVE



Postal Reform At Last

Legislative Representative

Van Heath

Many of us were watching Congress closely the first week of February. Postal Reform was on the House Agenda and a vote was coming. The Speaker called for the vote on February 8th and the House passed Postal Reform (HR 3076) by a vote of 342 to 92.

Not all of North Carolina’s members voted in the affirmative.

Yeas

- Adams (D)
- Budd (R)
- Butterfield (D)
- Cawthorn (R)
- Foxx (R)
- Hudson (R)
- Manning (D)
- Price (D)
- Ross (D)
- Rouzer (R)

Navs

- Bishop (R)
- McHenry (R)
- Murphy (R)

All 222 Democrats voted for the bill and 120 Republicans voted in favor. 92 Republicans voted against. Thank you to everyone who reached out to their Representative in favor of the bill. You made a difference.

The Postal Service Reform Act of 2022 ([H.R. 3076/S. 1720](#)) would address two top legislative priorities while improving the financial stability of the Postal Service:

It would repeal the mandate that the Postal Service pre-fund decades’ worth of retiree health benefit premiums, a mandate that applies to no other federal agency or private company.

It would require that the Postal Service deliver mail and packages at least six days a week.

Additionally, the legislation would reform the Federal Employees Health Benefit Program (FEHBP) to maximize its integration with Medicare

for future postal annuitants, beginning on January 1, 2025. Over time, this will reduce any increases in FEHBP premiums for USPS, postal employees and future postal annuitants as health care costs rise. This updated explanation of the health care provisions of H.R. 3076 (and the identical Senate bill S. 1720) reflects modest changes made to the original bill introduced in 2021.

Health care provisions

Under the legislation, postal employees and annuitants would continue to take part in what would be a restructured FEHBP program. All the major plans now available to participants – Blue Cross Blue Shield, the NRLCA HBP, etc. – would continue to be offered to postal employees and retirees as a postal-only version of their FEHBP plans within FEHBP. While the benefits would remain the same, **the premiums would be significantly reduced** because postal participants would be placed in a separate risk pool with new rules related to Medicare enrollment.

The new legislation would not change a **current** postal annuitant’s right to decide whether they want to enroll in Medicare. **Nor would this right to decide about Medicare change for any active postal employee who retires before January 1, 2025**, or for any active employee at least 64 years of age as of January 1, 2025.

Active employees under the age of sixty-four as of January 1, 2025, would (when both retired and at least age 65) enroll in Medicare Parts A and B, absent the exceptions discussed below. Currently, around 90% of postal annuitants enroll in Medicare Part A (hospital services) and around 80% are voluntarily enrolled in Medicare Part B (medical services).

While there are no premiums for Medicare Part A, the standard monthly premium for Medicare Part B in 2022 is \$170.10 per month, a figure that is set each calendar year by the federal government to cover 25% percent of the program’s cost. The reason the

(Continued on page 17)

vast majority of Medicare eligible (age 65 and older) annuitants already choose to enroll in Medicare Parts A & B when they turn age 65 is because doing so virtually eliminates any out-of-pocket health care costs (deductibles, co-payments, etc.) under the FEHBP program, thereby reducing the uncertainty about rising health care costs as they age.

The postal-only plans in FEHBP will be regulated and run in the same way current FEHBP plans are today. There will be an annual Open Season that will allow participants to choose among a range of plans with separate rates for postal and non-postal participants. Indeed, many annuitants use the Open Season to select plans that work best with their Medicare coverage, once they obtain that coverage.

Exceptions

There are reasons why some Medicare eligible annuitants do not wish to enroll in Medicare Part B. Some do not need it because they have alternative coverage such as through the Veterans Administration. Others live in areas without Medicare providers. Still others, who did not enroll at age 65 and later wish they had as their health care costs rise, do not do so because there is a 10% per year increase in premiums for every year enrollment is delayed after first eligibility.

Postal Unions lobbied aggressively for the inclusion of special exceptions that are contained in the legislation. Future postal annuitants who do not need Medicare because of coverage by the Veterans Administration or by another non-FEHBP program or who cannot use Medicare because they live in a place (for example, overseas) without Medicare providers would be allowed to keep their postal FEHBP coverage without enrolling in Medicare.

They also worked to include a provision to give current annuitants who did not enroll in Medicare Part B when first eligible, but who now wish to do so, a one-time opportunity to enroll in Part B without the 10% per year late enrollment penalty that currently applies. Under the legislation, the Postal Service would pay that penalty for the annuitant (and their spouses).

Why prospective Medicare integration makes sense

The reason it makes sense to create postal-only plans within FEHBP and to maximize Medicare participation is that it will reduce health care costs for both the Postal Service and postal participants in the federal insurance program. FEHBP premiums would

be reduced for active and retired postal employees alike. Because Medicare is the first-payer insurer for its enrollees, the costs covered by postal-only FEHBP plans will be reduced, thereby reducing costs for postal employees. This would also reduce the Postal Service's health care expenses by hundreds of millions of dollars annually and reduce its future liability for retiree health benefits by approximately \$40 billion.

Following the success on the passage of the House bill, the Senate is quickly acting. The NRLCA has learned that Senate Majority Leader Charles Schumer (D-NY) has invoked Rule 14. Rule fourteen is a special procedural rule in the Senate that allows legislation to bypass the referral committee to be voted on. Depending on when cloture happens, the Senate could act on the Postal Service Reform Act (H.R. 3076) as early as Thursday, Feb. 18th. Hopefully, the bill passed quite some time before you receive this newsletter.

H.R. 3076 includes many provisions the NRLCA has been advocating for years. It repeals the onerous prefunding mandate, a mandate no other agency or corporation was required to prefund. The legislation also codifies six-day mail delivery into law. Six-day service is critically important and a competitive advantage for the Postal Service, especially in rural areas where rural letter carriers deliver the "last mile." Finally, H.R. 3076 adopts private sector best practices by maximizing the integration of postal employees and retirees into Medicare.

I look forward to seeing everyone in Cherokee. Come on out and be a part of **YOUR** union.

"No work is insignificant. All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence."

—Dr. Martin Luther King

North Carolina RCAs

The regular rural carriers at the Lumberton Post Office got together to show their appreciation to their RCAs. They call them the “Magnificent Seven”. They had a potluck meal for them and each sub received a T-shirt with “I’m an RCA but you can call me SUPERSUB”.



Lumberton RCAs. L to R: Deedra Bullock, Arden “Dolly” Rhode, Adrian Brown, Tabitha Moore (front), Christopher Jacobs, Jordan Lindsey, and Lisa Leggett.

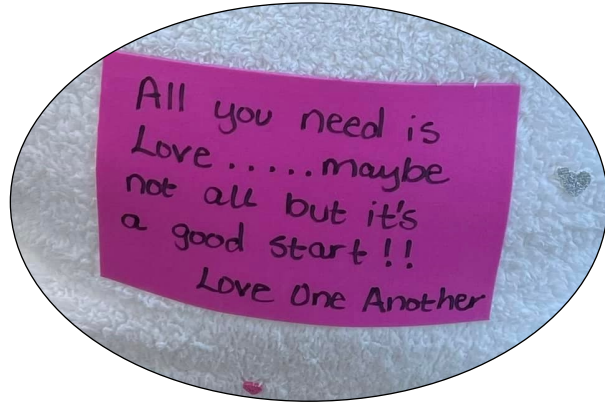


RCA’s at the Elizabethtown. From left to right Haylee Weathers, Yalonda McCrowie, Hillary Hawkins, Shanice Young and Tim Rice.

Please submit your photos for possible inclusion in the North Carolina Rural Carrier Newsletter.



A great message!
Traci had this on her back with her Valentine's Day outfit.



Rural carrier Traci Gerber Lewis in Winston-Salem dresses for Valentines Day.



Regular rural carrier Jackie Jones and RCA Danielle Hunter in the Christmas spirit in New Bern.



PAC CHAIR

Brenda Gibbs

Hi Everyone. I just want to take a minute to *Thank You* for your PAC contributions this past year.

As of November 30th, we were ranked fifth in the nation in total PAC donations. We were fifteenth in the per capita rankings. That's pretty impressive considering we have not been having our usual district meetings. I know we can do even better than that.

We want to be number one!

If you are not a sustaining donor, I would like to take this opportunity to ask you to join our growing list of contributors. Can you spare \$5.00 a pay period to help us get our rural carrier message to the members of Congress? All you need to do is follow the instructions on the adjoining page and your choice of a payroll deduction or a bank deduction will add you to our group. We'd love to have you!

Look at what we can accomplish by working together. For the first time since I have been a member of your state board, we are seeing real legislation on the verge of being passed. Just this morning, I got word that H.R.3076-Postal Service Reform Act of 2021 has had substantial action

On Tuesday, February 8, the House of Representatives overwhelmingly passed postal reform legislation by a bipartisan vote of 342-92. But our work is not done! It will now go to the Senate for their vote. This may have already taken place by the time you read this. **If it has not happened yet, please call the Capitol Switchboard TODAY at 202-224-3121** to be connected to your Senator and urge them to **vote YES** on the Postal Service Reform Act (H.R. 3076)!

If passed by the Senate it must then go to the President for his signature.

H.R. 3076 includes a repeal of the pre-funding requirement, along with Medicare integration, performance targets and transparency along with reporting requirements for the Postal Service.

This was one of the key pieces of legislation we discussed last spring when we met with our legislators via zoom, conference calls, etc.

Representative Virginia Foxx was the first member from North Carolina to cosponsor this legislation. She was followed by Representatives Kathy Manning, Richard Hudson, G. K. Butterfield, David Rouzer, Madison Cawthorn and Gregory Murphy. This shows the bi-partisan support our members of Congress must have to provide meaningful legislation for the Postal Service, its employees, and the customers we serve.

Your PAC dollars helped to move this forward. Please donate to PAC now. We still have a lot of work to do.

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

PAC Sustaining Donors

DECEMBER 2021

Elaine Althoff

Bonnie Arsenault

Robert Barron

Bobby Battle

Debra Bennett

Angela Bethea

Stacy Bright

Celeste Britt

Doug Byrum

Marlene Cantler

Michael Caudill

Joanne Church

Dennis Conley

Sally Corriher

Samantha Cullifer

Chris Derrick

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Crystal McIntyre

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Ruth Metcalf

Norbert Mildner

James Morrison

Debbie Neal

Reggie Neal

Donna Parker

Brenda Prevatte

Cecil Reaves

David Resnick

Clarence Rogers

Steve Rogers

Dale Sain

Jay Schreiber

Bethany Small

Audrey Solomon

Joshua Stow

Lisa Talina-Zamora

Michelle Vance

Doretha Wagoner

Sara Waisner

Betty Westbrook

Karen Whiting

Johnathan Wolbert

Signing up for PAC Withholding from your paycheck

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

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

Steps for signing up Online:

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

Steps for signing up by Phone:

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

South Atlantic Conference

SAC Officer
Derek Harpe



Greetings to NC RLCA Members! Hope everyone is safe and doing well!

After much consideration by your SAC Board, we are sorry to say that the SAC Conference in Atlanta for 2022 was canceled. Thank you so much for your understanding in this matter.

We apologize for any inconvenience this may have caused.

As we look on to 2023, plans are being made for our SAC Conference. Our hope is that we have an informational conference as we have had in the past. Details regarding the 2023 conference will follow later in this year.

Below is a letter from our SAC President.

Members of the South Atlantic Conference,

During the SAC board meeting held on January 6, 2022, your board voted unanimously to cancel the January, 2022 conference scheduled in Atlanta.

As president of the conference, I share this news with a heavy heart. This was in no way an easy decision from the board. We were faced with several serious logistic issues that could not be overcome. The past weeks we have been in contact daily with the hotel, national board and watching the restrictions mandated by the state of Georgia. No one on this board is pleased to announce this. We worked hard to try and bring an in-person meeting to you, our members. Please understand at this time information regarding the cancellation cannot be shared until I am legally able to do so. This information will be shared at a later date from your state liaison. Just know your board will continue to uphold the high standards of the South Atlantic Conference and bring you the informational meetings you are a custom to.

I apologize for any inconvenience this cancellation causes you.

Kim Harrell

SAC President



Auto-Home Insurance

Celeste Britt

Time For A Spring Checkup!

Spring is Coming!

As the weather gets warmer we will be traveling more. Now is the time to review your auto policies to make sure you are adequately covered.

You should make sure you have enough coverage for your needs. Check your underinsured coverage to

be sure you are covered if you are in an accident with someone who doesn't have any or enough insurance coverage.

National General is the only insurance company endorsed by the NRLCA. Call today to get a quote and you will receive a \$10.00 gift card just for getting a quote. Mention code R/RP for your exclusive NRLCA insurance savings and benefits!!! Call today! You have nothing to lose and \$10.00 to gain!!!

Please give me a call if you have any questions.

NCRLCA Scholarship Forms Are Available Onsite

The website continues to draw in new visitors and returning users. In January, 83% were new users, and 17% returned.

While the SAC Board's decision to cancel the annual meeting in Atlanta was a major drawing factor to the website in January, we have posted other events. This includes the date and time for the Zoom Meeting regarding New Contract Ratification and the dates and website locations for the application forms for the National Junior Auxiliary Scholarships and North

Webmaster

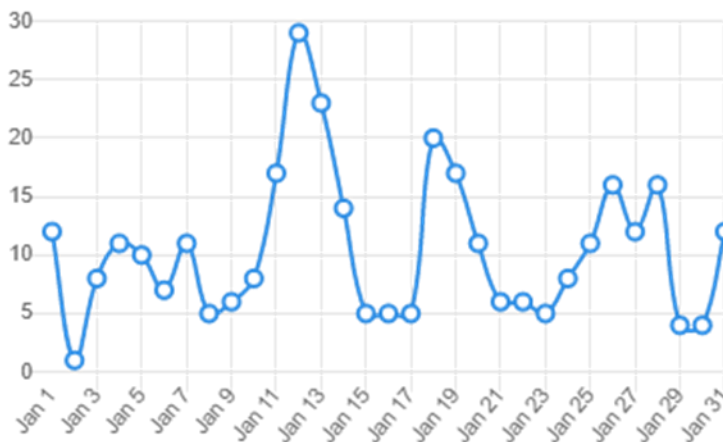
Renee Johnson



Carolina Junior Auxiliary Scholarship. Please follow the specific instructions for all scholarship applications, including answering every question.

While COVID-19 and its variants are still occasionally affecting our ability to meet in person, your North Carolina Rural Letter Carriers Association Board and I are working together to bring you the news and points of interest in as timely a way as possible via the Newsletter and Website.

As always, if you have special requests, items you would like to see more of, or pictures of rural carriers during a milestone moment, please submit them to me at NCRLCAwebmaster@gmail.com or to any NCRLCA board member.



January traffic on the NCRLCA website.

Membership Milestones

Acting Manager Melissa Baldon of the Tokay Post Office in Fayetteville presented several rural carriers with significant milestone awards.

Janet P Harris earned her Million Mile Award.

Kyle Gilbert-Moore and Georgia Kline each obtained 20 year service awards.

Tonya Lindsay received a 27 year service award.

Congratulations to all of you!



Janet "JP" Harris receives a Million Mile Award from Acting Manager Melissa Baldon.



Tonya Lindsay (left) and Georgia Kline (right) received Service awards for 27 years & 20 years respectively from Acting Manager Melissa Baldon



Kyle Gilbert-Moore receives 20 year Service Award from Acting Manager Melissa Baldon.

Provident Guild Representative

Dale Sain



Hello to all my fellow North Carolina rural carriers

I want to share some information about the Provident Guild with you.

Our National Board was finally able to meet in Roanoke, Virginia back in August. It was my first

meeting with the board since my election in Grapevine, Texas at our National Convention in 2019.

You can be proud that North Carolina finished second again in new members in the Provident Guild for the 2019-2020 year.

In recent months I have had some questions about the Provident Guild member payouts. The following are excerpts from a speech given by Provident Guild President Susan Tiffany at the National Convention in Grapevine. I hope her comments explain that process to everyone's satisfaction.

God bless you all!

How the Guild Pays a Benefit Out

From Provident Guild President Susan Tiffany

In 1948 the National Rural Letter Carriers' Association officially adopted The Guild as the official Death Benefit Department.

So now for the part where I tell you how the Guild works.

The Guild has three funds.

The Guilds revenue comes from the members dues. This money goes into the *Annual Fund*.

The *Operating Fund* is where the \$2.00 entrance and reinstatement fees go into, along with 2% of the annual fund and any miscellaneous income and interest income.

The *Reserve Fund* is just that, reserve. 8% of the annual fund is put in the reserve fund to insure that there is always enough money for beneficiary payments. If the annual fund is short funds for payments the money is transferred from the reserve.

Now at the risk of sounding like Clifford I'm going to throw some numbers at you. When we tell you that an immediate payment is mailed to the beneficiary, do you know what we are talking about? If you look at the fact sheet with the different classes on it you will see the different columns for each dues class.

The maximum benefit column is the most that will be paid out in that dues class. So if you are in the \$10 class the most that your beneficiaries will receive is \$1000.

The minimum benefit column is 30% of the maximum. This means you will never get less than \$300 if you are in the \$10 class, even if you have only been in the Guild for a couple of years.

The immediate payment column is what is mailed out as soon as the secretary gets the proper paperwork.

Now the second payment is a little more involved. When the fiscal year ends in June, all the claims are totaled and divided into their respective dues class. The

number of deaths in each class is totaled and is multiplied by the dues class they are in, therefore coming up with the number of units. So if there were 55 deaths in the \$10 class there would be 550 units.

After the units in each class are calculated they are added up for a total amount of units. The units are then divided into the amount available from the dues contributions giving you a payout per unit value. The unit value is the multiplied by the numbers of years as a member to come up with the total amount of the payment.

So to make this easy to understand lets say there is \$60,000 available from the dues contributions. There are 50 deaths that year, with 10 deaths in each of the 5 classes. This adds up to 1250 units divided into the \$60,000, equals \$48 per unit value. The \$48 is multiplied by the unit class to give you a total payment amount. So someone in the \$10 class would be paid \$300 in their first payment and \$180 in their final payment for a total of \$480, unless they paid in more than that in dues. If they had paid in more that monies would be added to make up the difference between the two figures.

The value of payout varies each year depending on how much was collected in dues and how many deaths in the year.

Now I don't know about you but that was enough to make my head spin. Maybe you didn't really want to know how the Guild takes care of business, but I felt that because I really didn't know, that most of you didn't either. So I thought an explanation would clear things up (or maybe just muddy the waters even more).

The benefit may not be enough to bury someone, but it could help pay for that plane ticket for "Aunt Betty" to come to the funeral. Just remember that you are paying your dues for your family, not for you.

PROVIDENT GUILD APPLICATION

PLEASE FILL PRINT LEGIBLY WITH INK

ALL QUESTIONS MUST BE ANSWERED

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

Date _____

APPLICATION FOR MEMBERSHIP

ACTION OF ADMISSION BOARD

Not to be filled by Applicant

CIRCLE CLASS DESIRED

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

For Class: _____

+Entrance Fee \$2.00

*Amount Enclosed: _____

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

Those who submit applications during:

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

Male Female Married Single Divorced Widowed

1. Name _____
First Middle Last Phone Number

2. A. Home Address _____
Street County

City State Zip Code

B. Mailing Address if different from residence _____
Street

City State Zip Code

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

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

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

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

7. 1st Beneficiary _____
Name Address Phone Number

2nd Beneficiary _____
Name Address Phone Number

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

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

Signature of Applicant

North Carolina District Representative

Bethany Small

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

Bethany.Small@nrlca.org

Full Time Assistant District Representatives

Jeff Essick

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

Jeff.Essick@nrlca.org

Eddie Moss

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

Eddie.Moss@nrlca.org

Kelly Kenny Futch

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

Kelly.Futch@nrlca.org

Gail Naillon

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

Gail.Naillon@nrlca.org

Part Time Assistant District Representatives

Brenda Prevatte

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

Brenda.Prevatte@nrlca.org

Ralph Fernandez

PO Box 155
Spring Lake, NC 28390-0155
919-508-7636

Ralph.Fernandez@nrlca.org

Cliff Workman

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

William.Workman@nrlca.org

Area Stewards

Bonnie Arsenault

910-545-7139

Bonnie.Arsenault@nrlca.org

Nathen Darden

252-619-1588

Nathen.Darden@nrlca.org

Elissa Gonzales

919-559-7539

Elissa.Gonzales@nrlca.org

Renee Johnson

336-902-2292

Renee.Johnson@nrlca.org

Georgia Kline

910-303-5243

Georgia.Kline@nrlca.org

Crystal McIntyre

336-617-1102

Crystal.McIntyre@nrlca.org

Lisa Talini-Zamora

336-749-3445

Lisa.TaliniZamora@nrlca.org

Tabitha Benfield

704-443-2323

Tabitha.Benfield@nrlca.org

Phillip Fulwood

910-443-7110

Phillip.Fulwood@nrlca.org

Johnny Hopper

828-212-3536

Johnny.Hopper@nrlca.org

Steven Kim

828-513-7773

Steven.Kim@nrlca.org

Mike Leonard

336-225-9622

Michael.Leonard@nrlca.org

Amy Russo

585-590-9243

Amy.Russo@nrlca.org



North Carolina District Representative

Bethany Small

RRECS

By the time this magazine is printed, we will be roughly 10 years into the long journey that will convert us from ‘Evaluation by Mail Count’ to ‘Evaluation by RRECS.’

If you may recall, prior to 2012, there was a great deal of discussion regarding the origins and the accuracy of many of the standards that were applied to our different job functions during Mail Count. Some standards seemed too small, and others seemed generous for the related duty. Rural standards became a negotiating tool rather than a fair and equitable way to compensate the craft.

Over many years and after several attempts to get the USPS to recognize the need to legitimize time standards, it was finally determined by Arbitrator Jack Clarke that a panel of Industrial Engineers would be needed to properly determine the time standards for our Evaluated pay system. The RRECS (Rural Route Evaluated Compensation System) came about as the result of an Arbitration decision in July of 2012.

This required the parties to jointly participate in a project that saw Industrial Engineers study the rural craft, collect various data sets and determine new standards which ultimately all came together as a new compensation system. This project turned out to be far bigger than originally thought and it took almost 10 years to complete.

The process required that the Engineers study the inner workings of the Rural Craft and work with carriers to test different duties and functions, in the hopes of gaining a better understanding of the standards that are applied to our jobs. Along side of the Engineer’s collecting data, software needed to be created and technology needed to be developed to operate the software. All of which needed to be rolled out nation-wide so that RRECS could finally come to fruition after mapping takes place. After 10 years of talking about the ‘new system’, it’s finally here.

Per David Heather, National Director of Labor Relations’ guide, the ‘Rural Route Evaluated Compensation System (RRECS) replaces the current evaluated compensation system with a mostly automated data capture system capable of generating daily counts of work activities, new engineered and statistical standards based on generally accepted industrial engineering principles, and an automated system of business logic that calculates and updates evaluations of rural routes.’

Since there will be automated and ongoing data capture, the need for a traditional mail count will also disappear. Some mail may still need to be counted, but not on the same scale as in years’ past.

Mapping is the final step in the ‘set-up’ of RRECS, after which an automated updating process will assist with mapping new customers and routes. The purpose of the mapping is to ‘provide an efficient mechanism to digitally capture the door, mailstop, mailbox and direct door delivery stop associated with each customer’s address. These mapped locations are used to calculate walking and driving distances.’ Additional mapping may need to be done from time to time, but the majority of the mapping will be occurring or will have occurred in the first 2 quarters of 2022.

Per page 8 of the NRLCA Comprehensive Guide to the Rural Route Evaluated Compensation System, ‘RRECS covers all rural carrier work activities on all rural routes. It identifies the data elements required to count all work activities and creates a complex data-capture system to provide daily counts of each of the data elements. RRECS also includes standards, carefully developed from engineering and statistical data, that specify the time allowed to complete each work activity. The standards and the counts come together in RRECS business logic that computes base hours for purposes of establishing evaluations of rural routes for pay purposes.’

The purpose of RRECS is to create craft-wide standards for all work functions, to modernize the modality of mail service, and to create and sustain a method of compensation that is equitable to all parties. The parties have agreed that in the first year of the RRECS rollout, evaluations will be reviewed quarterly to ensure less erratic fluctuation of compensation and route conditions.

(Continued on page 30)

Over the years we have been told to ensure that we take our scanner everywhere we go on the route. Your scanner has been quietly collecting data for quite a while and you may not have even realized that you were already participating in the data-collection portion of the RRECS process.

However, our main contribution as carriers is mapping. Regular carriers should have been asked to map their routes with an RRECS facilitator assisting them. Your RRECS facilitator may have been a manager or a fellow rural carrier. Our role is to identify the 4 points that are needed to complete the mapping of a single address and to manage the line of travel.

The four points that the carrier plots are the location of the mail stop, the mailbox, the park point and the front door (or location where a parcel is left). This mapping will determine distances that must be traveled via automobile or via walking to complete the duty. Additionally, the mapping process allows us to review the line of travel between plotted delivery points, plot traffic control points and to confirm delivery stops. These points are again required to be plotted as accurately as possible as there is a direct relationship between those plotted points and the

distances that we are paid for.

The mapped data along with the other data captured by automated processes ultimately converge to determine your pay. Take your time with the mapping as you want to get it right. Rural carriers should not be asked to certify the mapping of routes that they didn't actually map. Please only sign off on a route if you personally participated in the mapping process.

Rural carriers should not be asked to certify routes that they didn't actually map.
Please only sign off on a route if you personally participated in the mapping process.

There is a very detailed RRECS guide on NRLCA.ORG that you can download and review.

There is also a compilation of questions asked about RRECS, which has been categorized for convenience. I would encourage everyone to gather as much reference material as possible so that you are prepared to map your route. The guide shares a lengthy overview of the entire process from start to finish, as well as detailed screen shots showing a variety of scenarios that you will most likely encounter during the process.

This is the way that we will be paid for our route work going forward. It is imperative that we all take the opportunity to educate ourselves on this as no one will look out for you like you can. It will take some time to get used to this new system, but it is here to stay.

I hope everyone is having a terrific spring. Thank you and God Bless!

Procedure to File a Grievance

(See Example PS Form 8191 on next page)

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

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

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

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

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

Management must fill out sections 3b & 3c.



USPS-NRLCA Joint Step 1 Grievance Form

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

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

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

DO NOT WRITE IN

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

THESE SECTIONS!

8. Management Contentions

(Sections 5-14)

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

FOR STEWARD

10. Union Contentions

USE ONLY!

11. Remedy Sought by the Union

YOU HAVE ONLY 14 DAYS TO FILE A GRIEVANCE.

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

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

**Junior Auxiliary
President**
Anakin Hamlett



I am Anakin Hamlett, the current Junior Auxiliary President. I am pleased to announce that we will be holding the Junior Auxiliary meeting at the North Carolina Rural Letter Carrier's State convention, to be held in Cherokee June 19-22.

We invite you to bring your children and grandchildren to join us at this year's convention to participate in the exciting activities that will be planned.

We are still in the planning stages but it usually includes attending local activities or attractions in and around Cherokee as well as holding our business meeting to elect our officers.

We are chaperoned and all safety considerations will be taken. I look forward to you all joining us in the beautiful Great Smoky Mountains in June.

Dawson Tussey is Mr. Sweetheart

Dawson Tussey, 21 months was crowned Mr. Sweetheart in the Natural Elite Miss & Mister Sweethearts pageant in Silver Valley, NC. This is community event that raises money and canned foods for the local food pantry.

Dawson is the son of rural carrier Angie Tussey and the little brother of rural carrier Casey Hedrick.



NORTH CAROLINA AUXILIARY OFFICERS

PRESIDENT

L.E. WHITE

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

VICE PRESIDENT

SUSANNE REAVIS

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

SECRETARY/TREASURER

SUE KELLY

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

EXECUTIVE COMMITTEE

PEGGY SIMMONS

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

DELIAH JOHNSON

901 Walt Clark Road
Newland, NC 28657

LINWOOD SMITH

1008 Dowling Road
Raleigh, NC 27610

CHAPLAIN

NORMA WILLIFORD

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

PROVIDENT GUILD

L.E. WHITE

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

JUNIOR OFFICERS

PRESIDENT

ANAKIN HAMLETT

7668 NC Highway 62 N
Blanch, NC 27212-9257

VICE PRESIDENT

TAYLOR WARD

3951 Virginia Road
Tyner, NC 297804

SECRETARY/TREASURER

LILY GRAY

424 Wapiti Dr
Spring Lake, NC 28390

CHAPLAIN

MADISON HALL

9028 Main Street
Godwin, NC 28344-8387

Junior Contest Win \$25.00!

Auxiliary News

From
Sarah Stewart

Greetings everyone! I am just so excited with anticipation as I write this article. Covid has so impacted and disrupted our lives the past 2 years. But we anticipate returning to more normalcy including our State Convention!!!! We will be gathering in Cherokee June 19-22.

Our Auxiliary Program is a "Program of Cooperation". The past two years have required much cooperation on our behalf to safely deal with the pandemic, but our program involves much more than that.

Two highlights are:

Inspiration: "No one cares how much you know until they know how much you care." by Theodore Roosevelt

Americanism: Volunteer, Recycle, Donate

All Juniors (this includes all children and grandchildren of Active and Retired Rural Carriers) are encouraged to participate in the Junior Contest. All entries must be on, or attached to, a letter-size manila folder. There is no requirement as to how many sides of the folder you use, but you must be able to fold the folder. Each entry must have the following information legibly written on the back of the folder:

- ▶ Name and address of Junior
- ▶ Date of birth and age as of 8/1/22 (qualified State entries will become National entries)
- ▶ Name of parent or grandparent (Rural Carrier)
- ▶ State in which dues are paid

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

- Age 6-7: Design a Poster**
"How my Family Recycles"
- Age 8-9: Design a Poster**
"How Donating Items Helps Others"
- Age 10-11 Design a Poster**
"Make Your Home Poison Safe"
- Age 12-14 Design a Poster**
"Be a Volunteer"
- Age 15-17 Write an Essay**
"Poison Proof Your Home"
- Age 18-20 Write an Essay**
"How Volunteering Makes a Difference"
- Special Education: Design a Poster**
"Items to Recycle"

The deadline for NRLCA Auxiliary Scholarships will have passed by the time this edition of the State Paper is mailed out. However, the National Scholarships and information pertaining to them are posted on the website, High School seniors and college students **please apply**.

NOTE: I am happy to say it is true - I am serving as the Junior Sponsor again! I am just living out our Program of Cooperation "Recycled and Volunteering"! See you in Cherokee!

NCRLCA STATE CONVENTION

Junior Release Form June 20-22, 2022

This is to certify that (**name**) _____ (**age**) _____ has my permission to take part in the North Carolina Rural Letter Carriers Junior Auxiliary Program and activities sponsored by the North Carolina Rural Letter Carriers Association and Auxiliary.

We hereby waive and release any and all rights and claims for damage and injuries he/she may receive while taking part in the program and activities.

Medical conditions and any other information we should be aware of.

Please list below and give treatment plan and /or medicine to be administered during this time.

Examples: bee sting allergy, food allergies, asthma, nose bleeds, headaches.

Signature: _____ **Date:** _____

Parent or Guardian's signature required for all participants.



Hotel: _____ **Room #:** _____

Hotel and room number can be completed on site after your arrival.

Parent/Guardian Cell Phone Number: _____

One form for each child. Child must be at least six years old & in the 1st grade to participate.

APRIL 2022




SUN	MON	TUE	WED	THU	FRI	SAT
		1  APRIL FOOLS DAY	2	3	1 Pay Day	2
3	4	5	6	7	8	9 PP 9
10	11	12	13	14	15 Pay Day	16
17  Easter	18	19	20	21	22	22 PP 10
Relief Day Worklist & RCA Volunteer List Posted						
24	25	26	27	28	29 Pay Day	30



Lists Posted

Relief Day Worklist & RCA Volunteer List Posted ~ Ends on the 29th

MAY 2022

SUN	MON	TUE	WED	THU	FRI	SAT
1	2 <i>Last Day for Delegate Nominations</i>	3	4	5	6	7 PP 11
8  Mother's Day	9	10	11 <i>Last Day for District Meetings</i>	12	13 Pay Day	14
15	16	17	18	19	20	21 PP 12  Armed Forces Day
22	23	24	25	26	27 Pay Day	28
29	30  Memorial Day	31				

Important Dates

April 17	Easter Sunday	May 11	Last Day for District Meetings
April 16-29	Relief Day Worklist Posted	May 8	Mother's Day
April 16-29	RCA Sunday/Holiday	May 21	Armed Forces Day
	Volunteer List Posted	May 30	Memorial Day Holiday
May 2	Last Day for Delegate Nominations		



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

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

Calling All Juniors

Adventure Awaits! In Cherokee June 20–22

As you are preregistering for the State Convention, please take the time to preregister your child or grandchild for the fun activities with the Junior program. A head count will help us prepare for our outings. Highlights are possible pool party, arcade party, mining, and train ride.

I will need: Junior's full name, age at time of convention & any special needs (food allergies, etc.). We are still in the planning stage of our activities - hopefully we are swimming on Monday afternoon and will go to Cherokee or Bryson City on Tuesday for an adventure.

You can email the form on page 34 to stew4art4@gmail.com I ask that you use "Juniors - State Convention" in the subject line so I know what it is. Or you can mail the form to me, Sarah Stewart, 251 Cedar Drive, Stoneville, NC 27048.

Thanks for helping make this a great year.



Junior outing at the race track during the 2019 State Convention in Raleigh.

