



STATE CONVENTION KEYNOTE SPEAKER

RONNIE W. STUTTS, PRESIDENT
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

Ronnie W. Stutts was re-elected as President of the National Rural Letter Carriers' Association at the 115th National Convention in Grapevine, Texas on August 16, 2019.

Serving as Vice President from 2011-2018, Ronnie realized that there was a need to assist rural carriers across the nation with retirement. He has established a relationship with the Office of Personnel Management and has direct contacts there as well as HRSSC with the United States Postal Service to assist our craft when retiring.

Prior to his election, Ronnie was no stranger to the national arena. He served on the 1993 DPS study, was Chairman of the Appeals Process Review Committee, and served as a member of Steward Task Force One. Additionally, Ronnie served as an Executive Committeeman and held the title of Director of Steward Operations for National Headquarters.

After graduation from high school, Ronnie attended the Newbern Tennessee Tech Vocational School, where he earned a degree in Electrical Engineering. He was employed by the Marrimont Corporation, as an electrical technician until he began his postal career in April of 1977. At that time, Ronnie was hired at the Dyersburg, Tennessee Post Office as a Designation 73 Substitute. He became a Regular Rural Carrier in 1981 on Rural Route 1 in Dyersburg, Tennessee. Since then, Ronnie has dedicated 42 years of diligent service and experience to the rural craft. He carried numerous rural routes in his Dyersburg office. In addition to his service to the National Rural Letter Carriers' Association, he has served in many leadership positions including local, county, district, and state levels to include – but not limited to – Board Member, Vice President, President, and 12 years as Tennessee State Steward representing the nation's largest rural district.

Ronnie feels strongly that we contribute our time and talents to our communities. He also believes we should continue to support the Auxiliary's position and their family plan to improve our organization and the lives of

others. In addition to serving our craft, he served 35 years in the United States Army/National Guard where he negotiated and implemented contracts and earned the rank of Command Sergeant Major. He is a lifetime member of the Palestine Methodist Church and supported the Boy Scout Troop 168 for 18 years, where his son earned the Eagle Scout award. Ronnie is dedicated to the National Association and is committed to serve all rural carriers nationwide. He vows to never forget *that he is a rural carrier!*



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Peach Belt	5	Cumberland/Hoke	20	Southeastern	8
Central Carolina	16	Wake	24	Foothills	10
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Five County/Person	28	Sea Level	23	Burke/Caldwell/Catawba	9
Johnston	34	Guilford	30	Smokey Mountain	11
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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 TiMe_2VoTe!!

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

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

Cover Photo

By Debbie Bennett

The Patriot Bear. One of the many painted bears in Cherokee. It honors the veterans of the Armed Forces and is located at Cherokee Veterans Park on Tsali Blvd. It was painted by William Harris, Jr.

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President
Audrey Solomon

APRIL SHOWERS BRING MAY **WHAT?**

Hi everyone. This has been a crazy couple of months. The old saying April showers bring May flowers; however, ours is RRECS. Yes, we are having to learn RRECS, route adjustments, mapping, a new contract, and Postal Reform all in less than a month.

Pack patience, patience, and more patience to learn RRECS. Developed over time, RRECS is going to take time to learn. I know we dislike change, but this is our livelihood. The scans will eventually become second nature. We tend to adapt quickly once the initial shock wears off. Keep reading and getting the correct information. The questions and answers on the NRLCA.org website are highly informative; however, if you do not see the questions you are looking for, do not hesitate to email David Heather.

Is mapping time consuming? Yes, but do not let it overwhelm you. You are the one that knows your route the best; therefore, take the time to map correctly. There are some offices experiencing route adjustments during the mapping process; therefore, it

will take about 15 to 21 days for the new line of travel to update. This is a wonderful time to update your edit book because while you are mapping you can update your edit book.

We have a new contract yes, yes, yes. Most questions have been about when the new pay increase goes into effect. As you may know, that may take a couple of pay periods. We must give the Payroll Dept. time to process the numbers. Everything in this contract is not perfect for everyone, but there will never be a perfect contract. We are the **UNION**, the National Board, and the Stewards cannot fight alone. **KNOW YOUR CONTRACT**

Postal Reform has passed and has been signed into law. Are there going to be changes coming in retirement? Yes. Will the Post Office be able to stop paying Preretirement? Yes Is 6-day delivery secure? Yes. Those are just a couple of things that changed during the bill. So, continue to call or write your Representative and Senator to pass H.R. 4268 Federal Retirement Fairness Act (What we call the RCA Buy Back). At the present time, no NC Representative has signed on. We once again can visit Capitol Hill in person. May 21-25, we will in D.C. speaking with the NC Representative and Senators on behalf of the Postal Service.

State Convention is here. Harrah's Resort in Cherokee, NC, June 19-22. If any district officers are in attendance on June 19 there will be officers training from 3 pm to 4 pm. If any first timers are in attendance Monday, there will be a breakfast at 730 am. The Auxiliary is looking for new spouses to help with the Juniors and participate on the Auxiliary Board. Do not forget your family are automatic members of the Association. **I hope to see you all there.**

I hope you do not forget Memorial Day. Many people look at this as a kick start to summer, but do not forget the people who died while serving this country.

#FREEDOM IS NOT FREE

#THANK A VETERAN



RCA's from the Jackson, North Carolina Post Office.
Left to right: Brittany Manley, Shawn Weitekamp, and Shanice Carter.



Chaplain's Message

*Jesse Ray Farmer Jr.,
Chaplain*

Counting Our Blessings

As with any family, ours has its share of ups and downs. Recently, my 84 year old mother was attempting to maneuver in a parking lot while holding her daily large Bojangles tea when she experienced a fall. Thankfully there were no major injuries or long hospital stays, but she continued to experience some rib pain for the next week.

After getting an evaluation by the orthopedist, they recommended a chest CT and found that she not only had a few rib fractures but also a large mass in her chest that had never been picked up on an x-ray because it was near her heart.

The initial shock of the news sent our family into

a state of worry of the unknown, but we soon turned our anxieties into the gratefulness of God's timing. We would likely never have known about what was going on in her chest had it not been for the infamous fall.

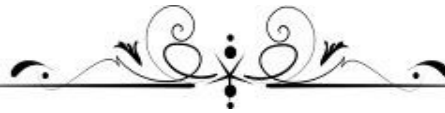
Are there times in your life when you have experienced this? This has reminded me that life does not always go the way I predict, but sometimes good can be experienced and God's power and blessings can be revealed.

I would encourage you to look for blessings everyday and never take for granted the time you have been given.

I hope you have a blessed day!

Please lift up my mother Anne Farmer in your prayers as we seek out answers in the days ahead regarding the mass in her chest.

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



Obituaries

Ronald Lee Hundley Sr, 78, went to be with the Lord January 17, 2022.

Ronnie was born October 10, 1943 to the late Rubin Benjamin "Benny" and Georgia Handy Hundley. He was a 1962 graduate of Wentworth High School, where upon graduating from Appalachian State University, he returned serving many years as a high school math teacher, girls basketball coach, and vice principal. Teaching was his heart and calling in this life.

In 1977, he became a full-time rural letter carrier for the Reidsville Post Office where he enjoyed working and made many lifelong friends.

After retiring with 25 years of service, he then returned to teaching, working a short time at Reidsville Senior High School and later at Rockingham Community College.

Nearly every time he went out, someone would come by to say "Hey, Mr. Hundley!"

Ronnie was a devoted Christian. He modeled the example that Jesus set before us to be a servant to others. He had a love for people, never met a

stranger, and once he knew you, you quickly became a friend for life. He was a member of Bethlehem United Methodist Church where he had attended since his childhood. He served as a lay minister and Sunday School teacher, sang in the choir, served many years on the Board of Directors. He could always be found at any church function and until his health failed.

Along with his parents, he was preceded in death by his sister Linda Miller and his two best friends, Ronald McCollum Sr. and Richard Greenlaw.

Left to cherish his memory are his loving wife of 53 years, Barbara "Bobbie" Jones Hundley; children Lee Ann Anders and husband Kevin, Ronald L Hundley Jr and wife Sally, Kenneth Hundley and wife Angela; grandchildren Jacob Anders and wife Haley, Sarah Hundley and Ronald L Hundley III (Cub); brothers Rubin (R.B.) Hundley and wife Hazel, Milton Hundley and wife Linda; sister Rowena Shinault; brother-in-law, David Miller; his loyal four legged friend, Buddy, and a large extended family.

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Safety

Brian Hamlett
Executive Committeeman



Beat the Heat

Woodland Hills, CA Rural carrier Peggy Frank, age 63, was found dead in her mail truck July 6, 2018, according to news reports. The cause of death was later determined to be from heat. The temperatures that day were elevated, and she was

driving an LLV (no A/C for the POV drivers). Heat is a very real and deadly threat we all face as rural carriers and unfortunately Peggy was not the first carrier to suffer this fate. It is important that we take all the precautions we can to protect ourselves.

Prevention is the best way to keep yourself safe from the summer heat. Proper hydration is easy and effective. Replace electrolytes as well as fluids by drinking equal amounts of water and a sports drink like Gatorade throughout the day, starting before you leave the office. Wear light-colored, loose-fitting clothing and avoid sugary or caffeinated beverages. Drink fluids regularly all day.

Prevent Heat Illnesses. Know the Signs and Act.

HEAT EXHAUSTION	OR	HEAT STROKE
Faint or dizzy		Throbbing headache
Excessive sweating		No sweating
Cool, pale, clammy skin		Body temperature above 103° Red, hot, dry skin
Nausea or vomiting		Nausea or vomiting
Rapid, weak pulse		Rapid, strong pulse
Muscle cramps		May lose consciousness

CALL 9-1-1

- Get to a cooler, air conditioned place
- Drink water if fully conscious
- Take a cool shower or use cold compresses

CALL 9-1-1

- Take immediate action to cool the person until help arrives

It is important to know the signs of heat exhaustion and heat stroke. Early action gives you the best chance at recovering from heat related illness.

Both of these conditions can be deadly, and treatment is relatively the same for both of these conditions. Immediate action is required.

- ▶ Move to a cool/shaded area
- ▶ Drink cool (not cold) liquids
- ▶ Alert supervisor or emergency services ASAP
- ▶ Cool compresses under arms and on forehead
- ▶ Loosen tight clothing

If you notice you have stopped sweating, **ACT IMMEDIATELY!**

Call 911 and pull over, as you are in danger of losing consciousness if you can't lower your body temperature. If you can contact a supervisor, they should be able to track your scanner in case you pass out.

Please keep yourselves hydrated and safe this summer.



Retirement

Jay Schreiber

TSP Updates



Here is what I received in my email

Dear Participant:

In order to add exciting new features to your TSP experience, we're transitioning administrative services to a new service provider later this year. You need to know how this transition might affect you, especially if you were planning to request a transaction soon. **Be sure to visit our website to see key transition dates** when we'll need to temporarily suspend certain transactions and services. Planned downtime like this is typical of major, complex processes, and you may remember a similar situation when we added flexible withdrawal options in 2019.

We expect to complete the transition the first week of June. You'll still have access to the same low-cost TSP funds, account management tools, and participant services you enjoy now. You'll also be able to use new features that give you more choices, more layers of security, and more efficient ways to manage your retirement income with us.

Important transition dates you need to know

You can find a list of transition dates on our website, which vary by transaction or service.

Having access to your investments is important to ensuring your retirement plan is working.

Recently I received an email from TSP telling me they are making changes to the types of accounts options we will have available to us. But in order to do that, they will have to shut down our access for a short period of time. When this article is published there will be a couple of weeks before it happens. Please be prepared if you are trying to take out a loan against your TSP or need to make a significant withdrawal.

Expected transition dates

May 16 to the first week of June

All transactions temporarily unavailable

May 26 to the first week of June

Full access and transactions restored

First week of June

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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 7) **TSP Update**

Some key transactions will be temporarily unavailable beginning Monday, May 16.

These include submitting a request for a loan, withdrawal, or distribution from your TSP account. All transactions and services, including My Account and the ThriftLine, will be temporarily unavailable after Thursday, May 26, and until the first week of June, when the transition period ends.

Your investments during the transition

Rest assured that during this transition period, your money will remain invested in the TSP funds you've chosen. **There will be a short period—beginning at noon eastern time on Thursday, May 26, and ending the first week of June—when we'll need to suspend changes to TSP investments.**

This means that your TSP investments will still be subject to market gains and losses during this brief period, and you won't be able to make changes until after the transition to the new service provider.

Accessing your account after the transition

When the transition period ends the first week of June, you'll have several options for accessing and managing your TSP account. Your main source for account details and transaction requests continues to be My Account—with a new look and feel, new tools, and more ways to connect with us through live chat and virtual assistance. You'll also be able to download an official TSP Mobile App with the option to use your device biometrics, such as fingerprint or facial recognition, to secure and access your account. When our mobile app becomes available, we'll post links on our website so you can be confident about downloading the one that's from the TSP.

When you access your account for the first time after the transition, you'll need to set up new login credentials. Step-by-step prompts will make it simple for you to verify your identity, update your contact information, and set up your account security. Every TSP participant will need to go through this setup process whether or not you've set up online access previously. Setting up this access is critical to ensuring that you receive TSP communications about your account and account transactions.

Where to find more information

As the transition period gets closer, we'll be updating our website with more details about these new features and other changes. These updates will include a specific date for the end of the transition period and any dates that might shift.

If you have questions or need help, you can contact ThriftLine Representatives through the Secure Message Center in My Account or by phone.

Contact the ThriftLine Service Center

ThriftLine: 1-877-968-3778 (toll-free) Monday through Friday, 7:00 a.m. to 9:00 p.m. eastern time.



Rural Carrier Health Benefit Plan

Tracy Greer
Executive Committeeman

New Contract & Postal Reform

It has been a very active year for our Union and the Postal Service. We have a new contract and on April 6, 2022 Postal Reform was signed into law.

These are great accomplishments and that also means change. As things progress there will be many changes and updates related to the Postal Service Reform Act (PSRA). As Cameron Deml, Director of NRLCA Insurance Programs said, "There is not enough space to address every issue, every question, and every situation".

I will keep all of you updated as information becomes available. I want to remind everyone that all this information is new to me as well. Also, my door is always open to assist ALL of you, just remember that I am a working carrier and have a 46k route. Please leave me a voicemail or text if I do not answer and I will return your call.

Postal Reform is made up of three primary components in terms of health plans and benefits:

- ★ Postal-Only Risk Pool or Postal Service Health Benefits Program
- ★ Medicare Integration
- ★ Mandatory Medicare Part B, Part B special enrollment, and penalty waiver

Work is already taking place and the initial effective date for the PSHB is January 1, 2025.

If you are 65, retired, and have Medicare Part B, you do not need to do anything at this point.

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For the rest I have assembled and borrowed some Q&A scenarios.

Q: What is the “Pre-Funding Mandate” and how does it impact the Postal Service?

A: The Postal Accountability and Enhancement Act (PAEA) of 2006 required that the Postal Service “pre-fund” 100 percent of its retiree health benefit liabilities, 75 years into the future, at a cost of \$5.5 billion a year over the first ten years. The USPS now “owes” the government over \$35 billion of the unpaid portion of this legal obligation. The draconian pre-funding mandate is a large reason why the Postal Service slowed service and curtailed hours of operation, closed processing plants, increased subcontracting, and severely reduced staffing. It also hurt the Postal Service’s financial ability to upgrade buildings and infrastructure, and purchase a new vehicle fleet

Q: How does “Medicare Integration” work?

A: With Medicare Integration future retirees, when Medicare eligible at age 65, will remain in the Federal Employee Health Benefit Program (FEHBP) in retirement. They will also be required to be enrolled in Medicare Parts A and B. Retiree health coverage will then become a combination of Medicare and FEHBP. The provisions of Medicare Integration will become effective on January 1, 2025.

Q: If I am already retired will this obligation apply to me?

A: No. Medicare Integration will be applied only on a prospective basis. However, if a current postal retiree over age 65 with FEHBP who has not already joined Medicare B and now wishes to join will have a one-time opportunity to do so and have the “late enrollment” penalty waived.

Q: Will current and retired employees remain in FEHBP?

A: Yes. The pending legislation keeps all postal workers in the Federal Employee Benefits Health Program. All workers will be able to keep their current plans and avail themselves of the annual open season if workers wish to choose other options within FEHBP.

Q: If I am retired but have not reached the Medicare Eligibility age of 65, will I have to enroll in Medicare Parts A and B to maintain my health insurance?

A: NO

Q: Under this proposed bill, if I am an active USPS employee and currently under the age of 65,

will I be required to have Medicare Parts A and B when I retire from USPS?

A: Yes. Medicare Integration means enrolling in Medicare Parts A and B when you turn 65 in order to maintain your FEHBP coverage. However, if you are at least 64 as of January 1, 2025, this would not apply to you.

Q: Will this pending legislation affect my prescription drug costs?

A: Yes. The Postal Reform Act allows the various FEHBP plans to take advantage of special Medicare D discounts for postal workers that many private employers use. These discounts lower the cost of prescription drugs to the recipients.

If you have any questions or concerns, please contact me and I will get the answers for you. I hope you have a safe and healthy summer and I hope to see all of you at the State Convention!!!

** Sources: Cameron Deml, APWU, NRLCA magazine.



Rural carrier Virginia Willoughby from the Elizabethtown Post Office went all out for St. Patrick’s day.

Official Convention News

National Convention

State 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 has 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.



National Delegate Ballots

Your ballot will be in your hands very shortly. Ballots will be mailed by May 26, 2022.

Please do not throw it in the trash. Take the few minutes it will take you to open it and vote. These people are going to be representing you. They are your voice. Don't be silent.

Encourage your coworkers to vote too.

The delegates that are selected (by your votes!) will be shaping the future of our union. They will be voting, up or down, for the changes our National Board will seek and fight for in contract negotiations with the United States Postal Service.

Every person on that ballot is interested in shaping that future. They are counting on your votes. It is very disheartening to realize that your fellow coworkers do not bother to take the few minutes it would cost them to complete and return that ballot. It is very obvious that most of our members do not bother. North Carolina normally gets back between 10 - 12 percent of the ballots that are mailed out. That is very sad. The union spends a lot of time and money to see that every member has the chance to be heard

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.

and roughly 88% throw that opportunity away.

Our delegates are using their annual leave and/or LWOP to take the time to attend the National Convention. Yes, they get some money from the union to go, but that allowance does not come close to covering their expenses.

I have also heard it said that this is a vacation paid for by the union. Let me assure you, it is no vacation. Delegates are required to be in attendance for all sessions of the Convention, from Tuesday morning until the adjournment on Friday. That is all day, every day from 8:00 am—5:00 pm, sometimes even later. Delegates are also required to be in Caucus on Thursday evening. Caucus starts at six and often goes until ten, eleven or even later! I'm sure this year will be a very long Caucus night.

It is definitely not a vacation. It is a lot of work packed into a few days. It can be an exhausting experience; but it is a very rewarding one!

Every person on that ballot wants to be a part of that. They are asking you to give them the opportunity to serve you and our union as a national delegate. **PLEASE VOTE!**

NCRLCA 117TH ANNUAL STATE CONVENTION
HARRAH'S CHEROKEE CASINO AND RESORT

JUNE 20 – 22, 2022

Special Guest ~ National Rural Letter Carriers President

Ronnie W. Stutts

Sunday June 19th

District Officer

Training

3:00-4:00 pm



Monday June 20th

1st Timer's & RCAs

Free Breakfast

7:30-8:00 am

Sunday June 19th, Registration & Welcome Reception 1:00-4:00 pm

Monday June 20th 7:00-9:00pm

Key Retirement Solutions ~ Joni Montroy

RRECS Presentation on Monday with a follow up Q&A on Tuesday

with District Representative Bethany Small

Plus so much more!

Join Us & Bring a Friend!

Secretary/Treasurer

Vicki Gray

Make Your Plans



I hope everyone is excited to be returning to Cherokee for our State Convention. We have been working hard to put on a great event this year.

There are a few new experiences this year.

We will be having a local district officers training session on Sunday from 3:00-4:00. There will also be welcome reception on Sunday from 1:00-4:00. Sunday evening at 7:00 will be the memorial service.

Monday morning we will be hosting a breakfast for all newcomers before we begin the official session. All first time attendees are welcome and encouraged to attend. Not only we will you receive a free breakfast but you will also receive guidance on how the convention functions.

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

Tuesday night we will be having our PAC fundraiser with a *"Boots and Bandanas"* evening. So bring those cowboy boots and hats and enjoy a fun night of good food and great music (all genres). We will have a silent auction also. Let's have some fun!

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-chokeee/restaurants>, 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 the PAC dinner is 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.

Besides all the convention events there are several fun, free and interesting things to do in Cherokee.

In Cherokee you can enjoy many outdoor activities. There are hiking trails and rock climbing. You can visit swimming holes and waterfalls.

Go kayaking, tubing, or whitewater rafting on the rivers.

There are even several elk that can be spotted grazing in the fields near the Oconaluftee Visitor Center on Highway 441. You may see them on your drive in!

Another fun & free thing to do is search for the painted bears that are all over the town. In an effort to highlight Tribal artists, several Eastern Band of Cherokee artists have created a series of large, life-like fiberglass bears and painted them in bright vibrant colors and designs. Bears are a large part of the Cherokee culture. According to Cherokee legend, black bears are the keepers of dreams. They are placed throughout the streets of Cherokee. There are currently 19 bears completed. 25 bears have been commissioned. Each is a work of art. There is one at Harrah's resort.

To learn about the history and culture of the Cherokee people visit one of these spots.

* "Unto These Hills": is one of the most popular things to do in Cherokee. You'll be moved and transported back in time as you watch the story of the Cherokees unfold before your eyes. This is an outdoor drama. There is a preshow at 7:30 p.m. and the show starts at 8:00 p.m. nightly, except Sundays.

(Continued on page 13)

FYI ~ Driving to the State Convention

Most GPS systems will send you to Cherokee from I-40 via Highway 19. This route is shorter mileage wise but it is a narrow, winding road through the mountains. It is a beautiful, scenic route and will get you to Cherokee just fine, just at a much slower pace.

You can also get to Cherokee via Hwy 74/ Hwy 23/Great Smoky Mountain Expressway and then take Hwy 441 North into Cherokee (*do not take Exit 103 to Maggie Valley & Cherokee – stay on US 74 until Exit 74 onto Hwy 441N*) This way is a little longer in miles but is a nice wide road and has a higher speed limit. It is still a pretty a ride but is definitely not as narrow & winding as Highway 19.

Make sure you **park and check-in at the Cherokee Convention Center** and not the at the original Harrah's Resort. The Cherokee Center has a separate entrance with it's own parking garage. If you park in in the original facility you will have a long walk to your room and the convention.



Look for this entrance sign at the stoplight into the Cherokee Convention Center

(Continued from page 12) Cherokee Plans

- * Oconaluftee Indian Village: take a trip in a time machine and transport yourself back to a recreated village from 1760.
- * Qualla Arts and Crafts Mutual, Inc.: see authentic Cherokee arts and crafts as they're created: bead working, pottery, stone carving, wood carving, basketry, finger weaving and more.
- * Museum of the Cherokee Indian: learn about the fascinating heritage, history and culture of the Cherokees.

* Cherokee Veterans Park: is dedicated to all members of the Eastern Band of Cherokee who have served honorably in the Armed Forces of this great nation. It has many interesting statues and memorials.

Please visit <https://visitcherokeenc.com/things-to-do-in-chokeee-nc/> for more information.

I am hoping everyone stays safe & healthy!

I'm looking forward to seeing you at this year's State Convention.

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



North Carolina Membership Totals

as of April 15, 2022

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

District	District Name	Members	Delegates
1	ALAMANCE	80	14
2	ALBEMARLE	99	17
3	BRUSHY MOUNTAIN	146	25
4	ALLEGHANY-ASHE	53	9
5	PEACH BELT	56	10
7	ROANOKE-CHOWAN	60	10
8	SOUTHEASTERN	275	46
9	BURKE-CALDWELL-CATAWBA	190	32
10	FOOTHILLS	134	23
11	SMOKY MOUNTAIN	121	21
12	DURHAM-ORANGE	108	18
14	CASWELL-ROCKINGHAM	70	12
16	CENTRAL CAROLINA	123	21
20	SANDHILLS	213	36
23	SEA LEVEL-WAYNE	220	37
24	WAKE COUNTY	396	66
25	TRI COUNTY-WAYNE	162	27
26	YADKIN RIVER	175	30
28	PERSON-FIVE COUNTY	157	27
29	CLEVELAND-GASTON-LINCOLN	166	28
30	GUILFORD COUNTY	168	28
34	JOHNSTON -HARNETT	99	17
36	MCDOWELL-MT MITCHELL MADISON-BUNCOMBE	153	26
38	MECKLENBERG	325	55
42	RANDOLPH-DAVIDSON- MONTGOMERY	165	28
44	ROANOKE BEAUFORT-HYDE-PITT	146	25
47	RUTHERFORD-POLK HENDERSON-TRANSYLVANIA	108	18
50	PIEDMONT	247	42
52	TIDEWATER-PITT	329	55
54	UNION COUNTY	111	19
57	WATAUGA-AVERY	63	11
	North Carolina Total	4918	

- 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.

NOTICE If Elected as a State Officer

If you are elected to the State Board at our State Convention please be aware that you will be required to remain after the conclusion of the State Convention on Wednesday for a Board Meeting. This meeting will take place immediately after the convention. It takes approximately 2 hours. If you are running for office please make arrangements to include this meeting in your plans.

It is required.

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

State Convention Committee Assignments

CREDENTIALS

Roger Southern, Chairman

Helen Woodard

Ricky Stafford

Steven Kim

Liaison Officers: Gray/Hamlett

CONSTITUTION

Mitch Reece, Chairman

Mark McKendree

Mike Leonard

Josh Rigefsky

Liaison Officers: Althoff/Schreiber

RESOLUTIONS

Judy Jones, Chairman

Shari Schreiber

Bonnie Arsenault

Matt Shaw

Liaison Officers: Hamlett/Greer

ELECTIONS

Debra Bennett, Chairman

Connie Lindsay

TBA

TBA

Liaison Officers: Gray/Solomon

TELLERS

Committee One Don Ayscue, Chairman

Elissa Gonzales

Lisa Stowe

Mike Redden

Leigh Huffman

Clarence Rogers

Committee Two Celeste Britt, Chairman

Donna Hazel

Josh Stowe

Georgia Kline

Wanda Burwell

Renee Johnson

Liaison Officers: Schreiber/Greer



We Need You!

We need you to participate in your union.

We need you to attend your State Convention and other meetings.

We need you to share your ideas with us.

**We need you to VOTE for your National Delegates
when you receive your ballot.**

We need you to consider becoming a local steward.

We need you to help recruit non-members.

We need you to donate to PAC.

We need you to keep our union strong!



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

GUIDELINES FOR SELECTION OF OUTSTANDING MEMBER OF THE YEAR

I. Method of Selection

1. Nomination of candidates for the award shall be made prior to the State Convention. Nominations may be made directly from the members inviting such nominations. Also, local, county or district units may select candidates for the award.

2. In either event, the name of the candidate should be submitted, with a brief resume of accomplishments, to a Selection Committee to be named by the State Board, or by any other means, which may be the prevailing policy in the State Association.

II. Eligibility for Award

1. Any MEMBER of the Association may be nominated as a candidate for the Outstanding Member of the Year Award.

2. State Association Officers should not be arbitrarily selected for the award nor should they be eliminated from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office and, thus may be worthy of selection.

III. Criteria for Selection

1. The primary consideration of the Selection Committee shall be:

- (a) The service rendered by the candidate to the Rural Letter Carriers' Association;
- (b) Attendance and participation in local, state and national meetings;
- (c) Willingness to accept responsibilities and dedication in performing those duties;
- (d) Fraternal Attitude to others of the Rural Carrier Craft.

2. The Selection Committee should also consider, as a secondary matter, other service which the candidate may have rendered, such as civic and community activities, which reflect favorably upon the Rural Letter Carrier Craft and the Postal Service.

3. Consideration shall be given for services rendered in the immediately preceding twelve-month period, but not completely limited to this period of time. New carriers

should be encouraged to seek to achieve this award.

IV. Presentation of Award

When each State Association has made its selection, the name of the candidate shall be reported to the

National Office by the State Secretary on the regular Annual Report. An appropriate award will be presented by the National Rural Letter Carriers' Association at its National Convention.

V. Other

These guidelines are not intended to be binding and a State may use any other selection procedure that is suitable for each State.

The announcement of the recipient of the award will be made at the banquet at the State Convention. The State Secretary shall report the name to the National Office and the award will be presented at the National Convention with State presentation at the Fall Booster.

This year the State Board has appointed the immediate past three recipients of the award to serve as the Selection Committee.

Please mail the name of the candidate, along with a resume to ALL members of the Selection Committee listed below, prior to the State Convention.

Roger Southern
221 Renn Rd
Stokesdale, NC 27357

Carl Kelly
PO Box 573
Dunn, NC 28335

Steve Rogers
233 Karen Cr
Winston-Salem, NC 27105

**Nominations are being
accepted at this time
for this award.**



Legislative Representative

Van Heath

Signed, Sealed, & Delivered Postal Reform

In the last issue I wrote that Postal Reform had passed in the House 342-92 and had been sent to the Senate. Majority Leader Schumer intended to fast track the bill and get it to the President. It did not happen that way. It only takes one objection and fast track ends. It took several weeks to get the bill onto the agenda and then there were Senators that objected to the new postal transportation contract. There was an insistence that Postal Vehicles be electric. That went on for a few days, some sort of settlement was reached and finally the Senate passed Postal Reform 79 to 19. Both NC Senators voted in the affirmative. The bill was sent back to the House where no changes were made and forwarded to the President on March 28th where it sat for nine days. On April 6th 2022, President Biden signed Postal Reform becoming Public Law 117-108.



And with one stroke of a pen sixteen years of hard work by many members of Congress, the Postal Service, all of the Postal Unions and all of us, Postal Reform has been enacted.

Many of the bills that did not pass would have drastically increased what Postal Workers and Retirees paid for healthcare.

This legislation was different.

First, no one will see decreased benefits. The Postal Reform Service Act of 2022 creates a new Postal Service Health Benefits (PSHB) program for all USPS employees and retirees; benefits will mirror those offered through the Federal Employees Health Benefits (FEHB) program. Cost for coverage for postal employees and retirees are expected to stay the same or even drop because of savings from integration with Medicare.

Second, the legislation upholds promises to retirees. While postal employees will need to enroll in Medicare Part B after retirement, current retirees will not be required to do so.

In addition, the Postal Service Reform Act ensures mail delivery will continue six days per week, a service fundamental to the USPS's core mission.

This bill also relieves the Postal Service of the burdensome prepayment of retiree health benefits. That is the \$5 billion dollar per year debt that the Congress levied upon the Postal Service in the 2006 bill. That is gone.

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

–Dr. Martin Luther King



PAC CHAIR

Brenda Gibbs

PAC Works!

On Wednesday April 6, 2022, President Biden signed the Postal Service Reform Act into law. This is the first overhaul of the Postal Service in over a decade. This legislation repeals the requirement by the Postal Service to prefund its retirees' health benefits decades in advance. Your PAC dollars worked toward making this happen!

We now must be vigilant and contact our representatives asking for their support of H.R. 4268, the Federal Retirement Fairness Act. This bill would allow nondeduction service (service that is performed by a noncareer employee) on or after January 1, 1989, to be creditable under FERS providing a deposit is made into the retirement fund.

This legislation has **NO COSPONSORS** in our state. On June 30, 2021, it was referred to the House Committee on Oversight and Reform. We have one member that is on that committee. She is Virginia Foxx and is the Representative for the 5th District.

Now for North Carolina PAC news!! North Carolina ranked **third** in the year-to-date aggregate totals with over \$12,000.

We have some big giveaways coming up so be sure to attend your district meeting and the State Convention.

We currently have 2 raffles going. One is for a lovely ladies Seiko watch valued at \$295.00. The other is for a \$250.00 Amazon gift card.

With a PAC donation of just \$5.00 you get one chance at either prize. With a PAC donation of \$20.00 you will receive five chances to divide between our 2 prizes however you want.

If you are not able to attend your district meeting, I do accept checks and money orders. My address is on page 2. Be sure to include which prize you would like your tickets to go toward.



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.

BOOTS

AND

BANDANNAS

PAC FUNDRAISER



**DINNER
SILENT
AUCTION
MUSIC &
DANCING**

**TUESDAY
JUNE 21, 2022**



PAC Sustaining Donors

February 2022

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

THANK YOU!



Auto-Home Insurance

Celeste Britt

Road Trip!

Vacation & road trips could be on the horizon. Many of us will be taking those summer excursions to the beach or maybe the mountains for a much needed break. I hope you take the time off that you deserve.

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.

See you in Cherokee!

Check the Website for the Latest News

The NCRLCA website is getting a lot of traffic and rightfully so. With Junior Auxiliary Scholarships, Annual Spring Business Meetings, reservation link for rooms at Harrah's Resort & Casino for the 2022 North Carolina State Convention, Postal Reform Legislation, NRLCA/USPS contract ratification, RRECS scanning news, and the end of the Safety Ambassadorship Program—just to name a few of the items shared with members—the numbers are growing.

Between February 2, 2022 and April 1, 2022, users were up 26%, and pageviews were up 69%. Rural carriers are experiencing change every day. Sometimes the changes reflect what we will have to

Webmaster

Renee Johnson



do going forward to comply with the new RRECS scanning requirements and sometimes the changes reverse action taken during the COVID-19 outbreak, such as the end of regular carriers volunteering on Sundays for package delivery assistance.

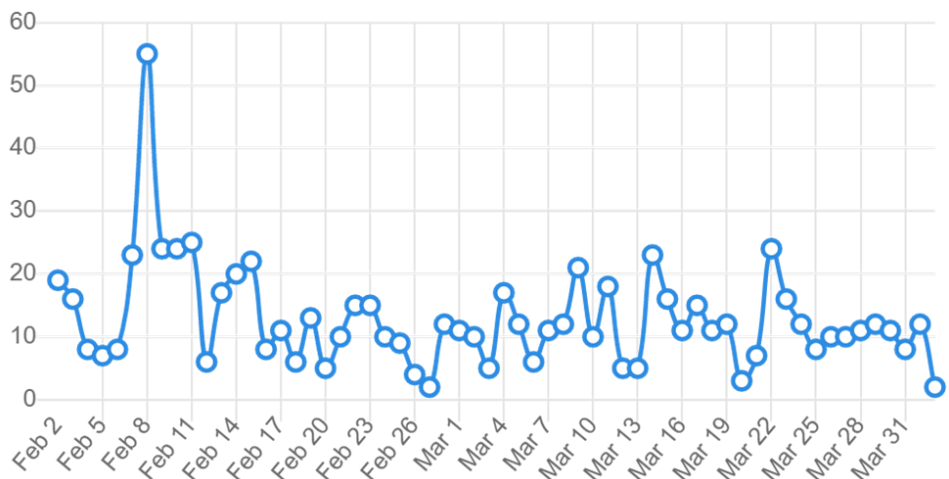
Your NCRLCA State Board and Webmaster strive to keep you updated through the newsletters and website, and we are glad to see so many members using the site.

Come back for more news @ <https://www.ncrlca.org>.

Until next time.

From February 2, 2022 to April 1, 2022

USERS **706** UP 26%
PAGE VIEWS **1736** UP 69%



Provident Guild Representative

Dale Sain



What is the Provident Guild?

Hello to all my fellow North Carolina rural carriers.

I begin my article in this issue with a question....just what is the Provident Guild? Simply, it is a non-profit fraternal organization created in 1931 by rural carriers for our members and auxiliary members. Any rural carrier union member and their spouse can join as long as you are under the age of fifty six.

The Guild provides your survivor an amount of **READY CASH** for those days when routine procedures of the courts and legal action tie up our estates after death. If you have questions, please call me. An application for membership is included here. Please consider joining!

I will have a drawing on Wednesday at the convention for a free Provident Guild membership. Anyone who joins the Guild from Monday through Wednesday morning will be eligible to win.

I hope to see you in Cherokee!

SOME GAVE ALL

PLEASE TAKE A
MOMENT ON THIS
MEMORIAL DAY TO
REMEMBER THOSE
THAT PAID THE
ULTIMATE PRICE.



(Continued from page 5) Obituaries

Melanie Lynn Sherrill Shultz, 46, of Conover, passed away Friday, Feb. 25, 2022, as a result of a motor vehicle accident. She was born Jan. 28, 1976, in Catawba County, to Fred Nelson Sherrill Jr. and the late Kathy Setzer Sherrill.

Melanie was a 1994 graduate of Bandys High School and attended CVCC — she had just purchased her cap and gown and was to graduate in May. She was employed with the U.S. Postal Service as a mail carrier. Melanie enjoyed shopping, traveling, spending time with her family, and listening to Garth Brooks music.

Melanie was preceded in death by her mother, Kathy Setzer Sherrill.

Those left to cherish her memory are husband, Patrick Shultz of the home; daughters, Kaylee Goulds of Conover, and Alyssa Goulds of Conover; father: Fred Nelson Sherrill Jr. of Lincolnton; maternal grandmother, Jewel Campbell Setzer of Claremont; and dog: Sophie Shultz.

Ann Jennings Lewis, age 90, of Elizabeth City, NC died on Wednesday, March 02, 2022 at her home.

Born in Pasquotank County, NC on December 22, 1931 to the late William Clinton Jennings and Mildred Jackson Jennings, she was the widow of Hillary Talmadge Lewis.

A retired letter carrier for the U. S. Postal Service, she was a member of Blackwell Memorial Baptist Church, the Providence Home Demonstration Club, and the Albemarle Craftsman's Guild.

She is survived by her children, William "Billy" Lewis (Roberta) and Rhonda Watts (Norman); her grandchildren, Phillip Lewis (Nicole), Holley Metzger (Daniel) and Bryan Watts; two great-grandchildren; and two sisters. She was predeceased by one sister.

PROVIDENT GUILD APPLICATION

PLEASE FILL PRINT LEGIBLY WITH INK

ALL QUESTIONS MUST BE ANSWERED

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

Date _____

APPLICATION FOR MEMBERSHIP

CIRCLE CLASS DESIRED

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

For Class: _____

+Entrance Fee \$2.00

*Amount Enclosed: _____

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

ACTION OF ADMISSION
BOARD
Not to be filled by
Applicant

Those who submit applications during:

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

Male Female Married Single Divorced Widowed

1. Name _____
 First Middle Last Phone Number

2. A. Home Address _____
 Street County

 City State Zip Code

B. Mailing Address if different from residence _____
 Street

 City State Zip Code

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

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

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

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

7. 1st Beneficiary _____
 Name Address Phone Number

2nd Beneficiary _____
 Name Address Phone Number

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

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

Signature of Applicant

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North Carolina Rural Carriers



**Presented by North Carolina
District Representative
Bethany Small
with
National Executive Committeeman
Dennis Conley.**

July 12, 2022 ~ 6:30–9:00 PM

Link will be posted on

www.NCRLCA.org

when available



**North Carolina
District Representative**

Bethany Small

**So Many
Questions!**

Hello everyone!

This month I am going to keep my article brief as I would like to focus on the training opportunities we have coming up that will help us all to better navigate the changes coming with RRECS.

There are many things that are going on around the district, and I just want to thank everyone who was able to come out to a District meeting during the springtime. At the time of drafting this article, I am about halfway through my list of district meetings, and I have been pleased with the attendance. There are many things that people want to know about including contract changes, RRECS mapping details and RRECS Scanner information.

As we know, the Post Office had to delay the data collection from the scanner a full month due to a complete failure on their part to train management and the carriers.

We have been addressing the Scanner basics at each of the district meetings, and we have several training opportunities coming up.

During this year's Steward presentation at the State Convention in Cherokee, NC, we will also be spending a good deal of time on RRECS, including mapping, scanning and the mini-mail count. Additionally, NRO Dennis Conley will join me on July 12, 2022, from 6:30-9 pm for a state-wide Zoom where we will focus on RRECS. Since this will be open to all members, we anticipate there being limited time to answer questions, but we will make sure that all questions submitted in advance will be answered, and then we will take additional questions if time permits. The Zoom Link will be posted on the state website (NCRLCA.ORG) prior to the meeting date.

There will be training sessions scheduled for the mini-mail count that will be coming up in the fall – look for details in the next edition of this magazine.

(Continued on page 30)

(Continued from page 29) **RRECS**

We also have been busy training approximately twenty new local Stewards around the state of NC. We are encouraging anyone who wants to be the Steward in their office to post the Election Call sheet and hold an election. We are also scheduling enhancement trainings for existing Stewards. We have had a long hiatus, but we are back at it full speed ahead!

Finally, I want to encourage everyone to hang in there! We have been waiting for nearly a decade for a new way to evaluate our routes and it is finally here. Please do not give up now! We must be diligent in making sure that we are clear on what is expected of us and how that will impact our route evaluations and subsequently, our pay. The entire craft needs to pull together to ensure that we are maximizing every credit we are due. Please join us at one of the upcoming meetings to ensure that you are fully aware of what is going on.

We look forward to seeing you!

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.

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.

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.

Calling All Juniors Adventure Awaits! In Cherokee June 20-22



The Junior's went rafting down the Oconaluftee River at the 2017 State Convention in Cherokee. In this photo is Junior Justin Reavis with Auxiliary Officer Linwood Smith.

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 pool party, arcade party, possible mining, and maybe even a 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 we will go to Cherokee or Bryson City on Tuesday for an adventure.

You can email the form on page 32 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.

I hope to see you there!

Thanks for helping make this a great year.



The Children's Mixed Bear

One of the Cherokee Painted Bears. This one is located at the Cherokee Youth Center. It features the Seven Clans of the Cherokee.

1. Deer (Aniawi)
2. Paint (Aniwodi)
3. Wild Potato (Anigatogewi" or "Anigadogewi)
4. Blue (Anisahoni)
5. Bird (Anitsiskwa or Anitsisqua)
6. Long Hair (Anigilohi)
7. Wolf (Aniwaya or Aniwahya)

This bear was painted by the Youth Center.

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CHAPLAIN

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Happy 98th Anniversary of NRLCA Auxiliary

Auxiliary News

From

Deliah Johnson

Grab your bags, let's go to Cherokee, NC for the 98th anniversary of the Auxiliary! It was founded in 1924 in St. Paul, MN. The purpose of the Auxiliary as stated in our Constitution is:

- ❖ to unite fraternally its members
- ❖ to help create a greater interest in rural mail service and Association work
- ❖ to cooperate with the National Rural Letter Carriers' Association to seek beneficial legislation

You might ask, "How do I become a member?" It's easy!

Spouses of carrier members are automatically members of the auxiliary. And we would like for you to come to our meetings. It's a great place to make new friends, to learn more about your spouse's work and benefits.

The Auxiliary has a national program and a humanitarian project. Another plus, the Juniors meet at the same time as we do. They learn parliamentary procedure and elect officers, not counting all the fun and friendships they make.

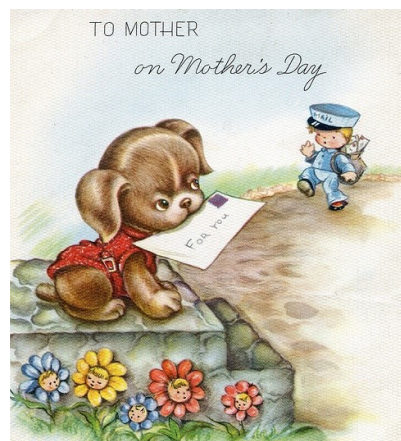
The Convention will be at Harrah's Resort and Casino June 19-22, 2022. Cherokee is a great place to visit in the summer. There is something for the entire family to enjoy. Lots of outdoor fun, fishing, hiking, and golfing. There is an outdoor drama, "Unto These Hills", a variety of eateries at the Resort and retailers around town if you're shopping.

We have missed two state and national conventions due to the pandemic, so we will pick up with the national President, Cyndy Keyes' "Program of Cooperation". Please come and find out more about the Postal Employees' Relief Fund (PERF).

Just a reminder to the parents and grandparents of the Juniors, their entries are due the first full day of the Convention. The March-April publication of the "North Carolina Rural Carriers" has all the details about the contest!


Mrs. Sarah Stewart, the Juniors sponsor, has great plans for them.

We look forward to seeing you in the Great Smoky Mountains!



Happy Mother's Day!

JUNE 2022

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

JULY 2022

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

Important Dates

May 8	Mother's Day	June 19	Fathers Day
May 21	Armed Forces Day	June 19-22	State Convention
May 30	Memorial Day Holiday	June 20	Juneteenth Holiday Observed
June 19	Juneteenth Holiday	July 4	Independence Day Holiday



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

NON-PROFIT ORGANIZATION
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28302

Address Service Requested

Official Convention Call

North Carolina Rural Letter Carriers' Association

117th 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 Code is **S06NRLC**

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

Hurry ~ Rooms are almost sold out!



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 19-22, 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.