



North Carolina Rural Carrier

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

Thirteen North Carolina First Timers at the National Convention



First Time Delegates, Alternates or Attendees.

Left to Right, Front row: Ralph Fernandez, Anatinisha Green-Harper, Lakita Miller, Daniqua Brown, Shari Schreiber, Bonnie Arsenault, & Tanisha Green.
Back Row: Tabitha Benfield, Mary Boggs, Joshua Rigeisky, Pamela Stanley, Mary Mangum & Carlton Crutchfield.

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SAC Meeting

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Foothills	10	Alamance	1	Albemarle	2
Central Carolina	16	Roanoke Chowan	7	Tri-County/N Wayne	25
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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 Peak\$ea\$on!

The password will be
changed to the above on
November 30, 2022.

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

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HAPPY THANKSGIVING



President
Audrey Solomon

All the Latest!

I would like to start off by saying **THANK YOU** to all the National delegates, non-delegates and guest that attended the National Convention. You were patient during the long days and nights.

Delegates voted on twenty-one constitution changes, one hundred seventy-five resolutions, heard fifty-two appeals, sat through caucus night, which did not conclude until 11 pm and voted for the new National Board. Their agendas were full, and they represented North Carolina's members awesomely.

First-timers, I know this convention was a little overwhelming, but I hope you will not let this be the last one. **THANK YOU THANK YOU THANK YOU!**

We would like to congratulate Jeanette Dwyer on winning her election to the National Board as the three year Executive Committee member. Best Wishes

We would also like to congratulate two of our North Carolina Juniors for winning their elections for National office.

- ☆ Anakin Hamlet—Treasurer—son of Brian Hamlet
- ☆ Lily Gray—2nd Vice President—granddaughter of Vicki Gray

Legislative – H.R. 4268 The Federal Retirement Fairness Act (aka the RCA buy back bill) needs your help. Please go the NCRLA.org site and get copy of the Form Letter. Tips: personalize, mail to the district office, keep the letter simple, be courteous and “Ask” for something.

By the time you receive this newsletter, we will already have held the Fall Booster. I hope you were in attendance and received information to take back to your offices. Please, please attend your district meeting.

Veterans day is November 11th.

Thank you to all the Veterans, we hugely appreciate your service.

Open season is coming up. Please compare and update your insurance.

Happy Thanksgiving and Merry Christmas, I hope you all enjoy your family and friends.

SAC will be January 28-30, 2023, in Atlanta, GA.

These are just a few things to keep in mind in the coming months.

Hall of Fame Award

I was honored to meet the Moore family in High Point. Mr. Owen Moore won the Hall of Fame Member for 2022. I was able to present him with the Hall of Fame and his sixty-year union membership award. I would like to thank Mr. Moore and his family for welcoming us in their home.

I would like to welcome Mark McKendree, who will be our next Provident Guild Representative. I am sorry to say farewell to Dale Sain. Dale has decided to step down as the Provident Guild Rep. Thank you for your dedicated service and enjoy your retirement.

As you already know, we are supposed to receive our back pay in January. Please read the update on the NRLCA.org website.

Please stay informed and get involved. Do not forget **YOU** are the **UNION**.

#UNION STRONG

Merry Christmas
&
Happy New Year!

Chaplain's Message

Pamela Stanley
Chaplain



Peace

What Is Peace?

So many people strive for one thing more than any other—peace. The reason they seek it is because there's no lasting comfort or freedom in their lives. It's like they are always unsettled. There is a book that defines peace primarily in three ways.

1. Psychological peace, the comfort within.
2. Relational peace, harmony among humanity.
3. Spiritual peace, which is between God and man.

During this season we hear people saying **Peace** on Earth, goodwill towards men. But what does that really mean? What does that look like? This reminds me of a story told by a peer. She stated that years ago she considered herself to be a news junkie - news before she went to work, watching the news when she got home from work, and reading the news online throughout the day. She goes on to state that she ended up with several medical conditions due to stress and was told to eliminate the stressors in her life. She didn't realize that all the negative news she had ingested caused her to be stressed out and was robbing her from **peace**. She began to pray and fast for healing. She studied and leaned on the word of God for spiritual healing of her mind, body, and her soul, as she restored the **peace** in her life.

The world projects negativity towards us daily—through the news, social media, people and even our jobs. As we journey through life, we must not internalize these evils and let it rob us of our joy and **peace** that was given to us. It is our responsibility to protect our minds and guard our hearts from the turbulence of this world.

God's desire is that we live our lives in perfect **peace**. The closer we are to Him the more **peace** we will have. Whenever the pressure of this world is weighing down on us, we can always trust in Him. A quote I enjoy is this *"Don't fret or worry. Instead of worrying, pray. Let petitions and praises shape your worries into prayers, letting God know your concerns. Before you know it, a sense of God's wholeness, everything coming together for good, will come and settle you down. It's wonderful what happens when He displaces worry at the center of your life."*

Finally, as we enter into this holiday season and reflect on loved ones that are no longer with us. Just remember that God can help you with that inner peace contained by you.

Prayer: *Heavenly Father, thank you for your amazing work in my life; thank you for your blessings and goodness. I acknowledge you for giving me peace in a troubled world and comforting me in pain and tribulations. Holy God, praise be to your name for bringing hope to the hopeless, even in the most challenging times. Thank you for your unending love and care. Forgive me for the times I failed to acknowledge and appreciate these privileges, dear God. May your peace and healing power abide with my loved ones and me always. Amen.*

Obituaries

Paul Timothy Williams peacefully transitioned from labor to reward at his home in Greensboro, North Carolina on Saturday, October 1, 2022.

Paul was born on January 30, 1979 in Queens, New York to the late Stephen E. Williams, Sr. and Delores Coaxum Williams.

On March 12, 2005, Paul was united in holy matrimony to the love of his life, Shirley Blackmon Williams, and to this union they were blessed with three children: Philip Michael Williams, Matthew Stephen Williams and Laila Danielle Williams.

Paul joined the United States Postal Service as a rural carrier in 2007.

Paul leaves to fondly cherish the memories of his life: his loving wife, Shirley; their three children, Philip, Matthew and Laila; three brothers, Stephen Williams, Jr (Dyriest), Pastor Lawrence Williams (TanYa), and Marcus Richardson; four sisters-in-law, Vivian Bailey, Sharon Surgeon (Marcus), Christina Robinson and Roxanne Jones; three brothers-in-law, James Bailey (Monica), Darius Blackmon and Tavarius Blackmon; mother-in-law, Pastor Betty Blackmon, nieces, nephews, beloved cousins and other relatives; and dear friends.

Safety

Brian Hamlett
Executive Committeeman



Keep It Between The Ditches

Winter weather is approaching along with our busiest season. Don't let the combination of poor road conditions and holiday stress keep you from being a safe driver. As with my last article I am going through sections of "Lifting the Fog", a safety guidebook put together through the efforts of the National Joint Steering Committee and the Quality of Worklife/Employee Involvement(QWL/EI) program from some years back. The following are two sections that we need to keep in mind as we enter the holiday season.

Defensive Driving

Every postal employee has the skills and ability to perform his/her job safely and correctly. We must make a daily commitment to ourselves to work safely, remembering that safety is the most important part of our job. Always wear a seat belt.

Use Your Skills

Drive defensively at all times. Always give yourself plenty of time and space to react to what other drivers do. It takes being aware 100% of the time to safely operate a motor vehicle.



Strive to Improve

After you do an assessment of your driving, I think you will find that none of us measure up to the title of "perfect driver". If we will admit it, we can all improve by identifying our bad driving and work on improvement. If we continue to drive with bad habits, sooner or later we will be involved in an accident.

Follow These Techniques

Defensive Driving requires the following:

Always use extreme care at intersections; first look to the left, then to the right, and then back to the left again. Look long enough to judge the speed of oncoming traffic.

Always use proper dismount procedures. Curb the wheels, put vehicle in park, set the brake, turn the ignition off and take the key with you. Upon returning, check all the way around the vehicle for children.

Always use your strobe lights, stay well to the right, slow down, blow the horn and always expect a vehicle to be coming from the other direction. Always look over your shoulder to avoid missing vehicles that may be in your blind spot.

Common Sense & Knowledge

Good drivers ALWAYS use common sense and knowledge to make decisions wisely and quickly.

Defensive drivers know that their worst enemy is the unexpected.

Driving Too Fast for Conditions

Whether on Interstate highways or rural roads, there are posted speed limits which we must never exceed. Conditions of the road, the terrain, and other factors deter- mine these speeds.

Adjust Speed to Conditions

(Continued on page 7)

A rural carrier, while performing his duties, was traveling an unknown dirt road while the regular road was being repaired. This road made a sharp turn prior to entering a narrow wooden bridge over a creek. The carrier skidded in the dirt corner and entered the bridge in a skid. Vehicle slid off the side of the bridge, flipping upside down in the water below.

Preventable

During the performance of your route, keep these seven factors foremost in your mind.

1. Rural roads are generally not as smooth or well-maintained as city, state, or U.S. highways.
2. Rural roads are often built along property lines, and have sharp twists, sudden jogs and curves.
3. Often shoulders are non-existent, brush is overgrown and comes to the edge of the substandard road.
4. Fixed objects, such as telephone and utility poles, are at road's edge.
5. Slow-moving farm equipment, animals, and slow-moving vehicles can create hazards.
6. Wild and domestic animals can roam anywhere.
7. Because of all of the above and reduced visibility at night, the possibility of a fatal accident is increased.

Awareness is the Key

Rural carriers must constantly be aware of surrounding conditions and adjust their speed accordingly.

A big part of your job as a rural carrier is to "read the road" and determine whether conditions are present that make posted speed limits unsafe. Rain, wet leaves, standing water, children playing, or loose livestock, for example. Under these conditions, you must reduce your speed to below the posted speed limit to drive safely.

NCRLCA Dues for 2022-2023

Regular, PTF...Cash.....	\$785.00
1187...Bi-Weekly.....	\$30.19
Retired.....Cash.....	\$111.00
1187R...Monthly.....	\$9.25
73, RCA, RCR, ARC.....Cash.....	\$263.00
1187.....Bi-Weekly.....	\$10.12

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
Executive Committeeman



Retirement Options

The North Carolina delegates to the 2022 National Convention were lucky to again have Joni Montroy of Key Retirement Solutions presenting even more information than she presented at our recent state convention. There were two separate two hour seminars on Tuesday, the first was the same as what we received in Cherokee. The second went into more depth on life insurance, insurance income and Thrift Savings Plan withdrawal options.

"When can I retire?" is always on the minds of rural carriers after they make career status, either as a PTF or winning the bid on a regular route. Here are the key Retirement Ages and Years of Service numbers to end your rural postal career.

AGE	CAREER TIME	RETIREMENT PAY
*MRA	30 years	1.1% of high 36 months
60	20 years	1.0% of high 36 months
62	5 years	1.0% of high 36 months
MRA < 62	10 years	1.0% of high 36 months minus 5% per year under 62

*(MRA is Minimum Retirement Age)

MRA+10 is a provision that allows you to retire with benefits beginning immediately, if you have 10 years of service and have reached the Minimum Retirement Age (at least 55). However, the annuity is reduced for each month you are under age 62. The reduction equals 5 percent per year (or 5/12ths of 1 percent, per month).

To avoid the annuity payment reduction, you can postpone payment. You can request deferred or postponed payments of your annuity by completing the Application for Deferred or Postponed Retirement (Form RI 92-19). You should submit the form 2 months before you want the postponed payment to begin.

(Continued on page 8)

Federal Employees Government Life Insurance (FEGLI) after retirement

Annual salary is rounded up to the nearest thousand + \$2,000. Free to current employees.

When you retire there is a cost but you have the option to reduce the percentage of coverage.

Using \$77,000 as our example.

OPTION	No Reduction	50% Reduction	75% Reduction
\$ PER MONTH before 65	\$189.04	\$79.70	\$25.03
\$ PER MONTH after 65	\$164.01	\$54.67	\$0.00
COVERAGE before 65	\$77,000.	\$77,000.	\$77,000.
COVERAGE after 65	\$77,000.	\$38,500.	\$19,250.

How do I know how much FEGLI I have? Check your most recent Form 50, Element 30. That will give you the specifics of what coverage you have.

Often times carriers see an item on their paystub which says INS INCOME \$X.XX

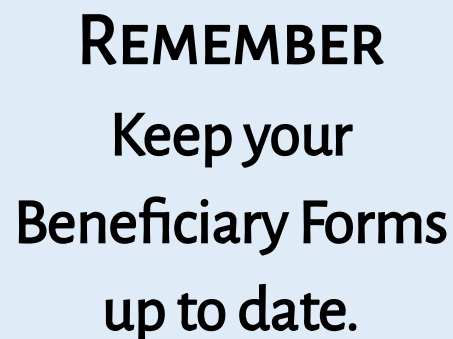
Insurance Income falls under the Internal Revenue Code (IRC), which governs the taxation of employer provided group-term life insurance. The value of life insurance in excess of \$50,000 must be included in income and is subject to Social Security and Medicare withholding. The IRS provides uniform premium rates by age brackets, which are used to calculate the taxable value. The taxable portion is reduced by the amount the employee paid for the coverage.

When applicable the system calculates an imputed gross regardless of the number of hours an employee is paid in a pay period. Imputed income is based on the value of the life insurance, not the number of hours paid.

TSP Withdrawal Options

There are three basic methods of withdrawing money from your TSP account if separated or a participant.

- ▶ Installment payments
 - which can be done monthly, quarterly or annually
 - fixed dollar amount or based on life expectancy
- ▶ Single lump sum withdrawals
- ▶ Annuity purchases



REMEMBER
Keep your
Beneficiary Forms
up to date.

You can use one of these methods or any combination of them that you choose. There is no limit of the number of withdrawals you can take after you retire, though processing times limit you to no more than one every 30 calendar days. For detailed information on your withdrawal options, specific tax consequences, withdrawal change requests and special withdrawal considerations, visit the TSP website or read the TSP booklet, [Withdrawing Your TSP Account for Separated and Beneficiary Participants](#).

When you take the opportunity to attend free seminars at the State or National Conventions, there is always something new to learn and share. And you never know who you might see sitting a few rows behind you, I hope you have started your planning.



Rural Carrier Health Benefit Plan

Tracy Greer
Executive Committeeman

It's Time! Choose Your Plan During Open Season

Don't miss the opportunity to enroll in a health plan that delivers like you do!

The 2022 Open Season is from November 14, 2022 through December 12, 2022. Open season is the time of year to ensure that you have the right health, dental or vision insurance coverage for you and your family. It is also time to consider the money you can save on your out-of-pocket medical and dependent care expenses for the upcoming year.

For nearly 60 years, the *Rural Carrier Benefit Plan (RCBP)* has proudly served the specific needs of NRLCA members and their families. While there are many options, we encourage you to take a look at your union sponsored health plan, RCBP. Some highlights are:

- Low copayments
- 100% coverage for treatment of cancer
- 100% coverage for labs performed by Quest or LabCorp
- 100% coverage for maternity by in-network provider
- 100% coverage for preventive care by in-network provider
- Large national network of 1.6 million providers
- No cost 24/7 Nurseline
- No cost telehealth through DialCare
- No cost coverage at CVS Minute Clinics
- No cost programs to keep you healthy

We are pleased to announce minimal rate increases for 2023. The new rates are below.

2023 Enrollment Type	Biweekly (active)	Monthly (annuitants)
High Option Self Only	\$130.98	\$283.79
High option Self Plus One	\$253.14	\$548.47
High Option Self and Family	\$243.23	\$527.00

Yes, Self Plus Family is cheaper than Self Plus One. That is not a misprint. This has to do with the way that the insurance companies calculate their risks. If it is to your benefit then you may select Self Plus Family even if it only you and one other. You do not have to go with Self Plus One.

You can compare plan benefits and out-of-pockets costs on OPM's comparison tool at <https://www.opm.gov/healthcare-insurance/healthcare/plan-information/compare-plans/>.

RCBPhealth.com has a wealth of information including forms, health and wellness resources and details on how to maximize your benefits. Or you can call speak to one of the dedicated RCBP representatives at **1-800-638-8432 (TTY: 711)** Monday–Thursday, 8 AM–5:30 PM ET; and Friday, 8:30 AM–5:30 PM ET.

To make changes in your FEHB Coverage:

- ▶ Active rural letter carriers can make changes through PostalEase or can call HR Shared Services Center (HRSSC) at 877-477-3273; select Option 5 when prompted.
- ▶ Retired carriers and annuitants make changes through the Office of Personnel Management (OPM) at 888-767-6738 or online at <https://retireefehb.opm.gov/Annuitant/Home/Default>

As always, feel free to reach out any time. Peak season takes a toll on all the carriers and our families. Take time to stay healthy, get plenty of rest, and with an increase of traffic, stay alert!

I hope each of you have a Happy Holiday and Merry Christmas!

NEWS FROM THE 2022 NATIONAL CONVENTION



Vice President

Elaine Althoff

STATE OF THE UNION ADDRESS

Monday, September 5, 2022, at 1:00 p.m. the National Rural Letter Carriers' Association, held our first State of Union address since 2019 in the Panzacola convention hall in Orlando, Florida.

National Rural Letter Carriers' Association President Ronnie Stutts opened by wishing everyone a "Happy Labor Day" to celebrate the heritage of the labor movement in the United States.

The Finance Committee then came to the stage to report to the state of finances which has been the norm since a constitutional change made in 1997. They reported revenue of over \$44,674 million which was positive news. We now have one year's operational expenses in our reserves.

In not-so-positive news, they presented a decline in membership. In just the last year, our union has experienced a decline of 5,456 members. 2000 regular carriers, a lot of them overworked and RCAs quitting- "Our RCAs are worked to death. It is going to be difficult to rebound."

In the RCA hiring process, there is a proposal to oversee management for implementation. This reduction in members results in an approximate loss of around \$1.5 million and a total cost to the states of

an additional 1.5 million. A change to raise retirees' dues from \$56.00 annually to \$60.00 will also be considered later in the week. If passed, retirees' will generate \$71 thousand in dues from this proposed dues increase.

A constitutional change to move the Association to a biennial convention is being backed by the Finance Committee as a cost-cutting measure. This move would save the National Rural Letter Carriers' Association an estimated \$1.5 million and a total cost to the states of an additional \$1.5 million. This wouldn't go into effect till after the 2024 Reno Convention if passed.

Jim Slaughter, National Rural Letter Carriers' Association Parliamentarian since 1994, took the stage to give a brief rundown of things coming up later this week when the National Rural Letter Carriers' Association National Convention gets in full swing.

There are a suggested 21 constitutional changes to be considered. The number of resolutions to be considered stood at 258 resolutions, but we were informed that number could rise. Elections and appeals may run very late into the night. Jim Slaughter also went over rules of our contract and appeals rules to refresh us since it had been a while.

President Ronnie Stutts talked about how the Appeals Committee spends hours investigating all allegations.

He also declared that in the 46 years he has been here he's never seen the Post Office in worse shape. The reorganization, new management, restrictions and problems with POOMS. Management is not well trained. Ronnie went on to assert **"We have to make changes."** USPS and all four unions went to Postal Headquarters to meet with PMG DeJoy.

Ronnie went on to state that during Covid-19 restrictions we heard grievances and arbitration cases via zoom, some are still via zoom. We spent multiple days on teleconferences to get basic supplies to the field to keep you safe such as hand sanitizer and masks, what we needed to be safe. Package volume increased during this time. He called State Presidents, and Boards too, until we are back in business they too started meeting via zoom or teleconference.

Late contract negotiations were via zoom and

(Continued on page 11)



NEWS FROM THE 2022 NATIONAL CONVENTION

(Continued from page 10) *State of the Union*

some at postal headquarters. PMG Louis DeJoy let his people negotiate the contract, they wanted to rebase the cola. We were not going to rebase the COLA! Also, bigger pay raises were the questions of the hour.

President Stutts declared he knows that the million-dollar question is “When will we get our back pay?” The problem is they don’t have anyone in Eagan to program the computers. We have a step 4 with interest, and we have Labor board charges filed **“It’s very frustrating us not getting our money”** he commented.

Legal Counsel Michael Gann spoke of some trying times recently with COVID and now, monkeypox. Mr. Gann also encouraged members and guests to attend the screening of the movie Local 1196: A Steelworkers Strike, later that evening with the filmmaker Sam George being on hand for questions and comments.

President Stutts then spoke about the challenges ahead with the Postal Service in getting all the bugs worked out in the implementation of RRECS. The managers didn’t know what DPS was and wanted to know where to get the Blue Tool for the measurements. They are not trained, and carriers weren’t trained. They didn’t know what coverage factor is. Last week they stopped collecting data which was overloading the system. Carriers in the academy are not being trained on the scanning so that is to be



added. Managers not entering in safety talks, end of run reports are not given out daily; they are to give this out every morning to carriers. Scan Compliance Reports, firm sheets, and Carriers are being disciplined for wrong scans or doing it twice, the scanners are sensitive.

We’ve got to go back to the table and get it right! They have not even read the training manuals, they have not mapped routes, and there are some service problems, “We had to get ugly on why we can’t get RRECS implemented . **National Board is going to get this right before we push the button on RRECS.**

Carriers report for PP1 to current are under evaluation by an average 5.79 hours. In PP18 5700 out of 6500 are over the evaluation. 9000 workers are over their evaluation. The mini mail survey will affect your route by 2%.

Director of Labor Relations. David Heather stated that 1 year ago the Postal Service could have counted every route under the old contract. Mail volume was down 70% and routes would have lost if they would have counted. He stated we needed to update the Academy Training on the scans. He also gave the statistics on the year’s Convention. Convention-goers booked 6,318 rooms nights, which was a record number.

NRLCA provided N 95 masks, and sanitizer at the convention hall door, and covid tests were made available to anyone who wanted/need them.



Sharon Rush checks out the Next Generation Delivery Vehicle (NGDV) in the vendor display area.

NEWS FROM THE 2022 NATIONAL CONVENTION

First Time Delegate View

by Shari Schreiber

Being a first time delegate to represent North Carolina at the NRLCA National Convention this year began long before starting to pack a suitcase. For this RCA, it started when I attended rural academy in Kinston. Mr Jessie Ray Farmer, Mail Carrier of the year 2022, signed me up to be a brand new union member in November of 2011. Attending district meetings, Fall Boosters, State Conventions and National Conventions as a member, but not as an elected delegate, was quite the learning experience. I am privileged to tell you about my week in Orlando, Florida at the National Convention as a first time elected delegate!

The first step after hotel check-in is registration for convention. I receive a bag with a name tag, schedule, and my own yea/nay voting card. First order of business was the 'State of the Union' by President Ronnie Stutts. Then on to the First Timers meeting with Committeeman Jeanette Dwyer. We received a pin and a beautiful NRLCA Centennial book as well as some much needed information on convention rules. We have had our own Parliamentarian since 1994 and he was in our meeting to ensure we conduct our business according to correct procedures. This was the end of the unofficial first day of Convention.

On the first official day of the 2022 National Convention, we were treated to opening ceremonies including a Memorial service, special music performances and Military and Honor Guard

recognition. Then PMG Louis DeJoy addressed the association. His job description when he took over as PMG was to turn around the Postal Service with a projected 87 billion dollar loss over 7 years and a 152 billion dollar equity deficit, to stop 55,000 trucks running around the country with 30% capacity and to try to get the letter carriers pandemic money. Even though Delta Airlines received 13 billion dollars during the pandemic and didn't even fly their planes he said, we, the USPS were denied any funds.

We broke for lunch then reconvened for 4 hours of committee reporting and award recognitions. I can't deny that I am less sore delivering my route all day than sitting in a conference room now for two days on

**This week was no easy feat.
Vacation? Hardly! Early
mornings, late nights...**

a small thinly padded metal chair. It's time for dinner with friends and a good nights sleep. Breakfast tomorrow morning is for NC delegation and families at 6:45 a.m.

Day two and it's starting with breakfast and then a group picture taken for the state magazine. I am then part of the next group picture as it is for first-time NC delegates, Yay! First bit of business on day two is an address from Michael Gann, NRLCA legal council. I have notated on my little schedule booklet that I have found my hero for the week. He gets it, he gets everything we are going through and he is OURS, he works for US!! I sure hope he's around for a while longer. Next we heard nominations for National Officer candidates. Mind you, we have not had a convention for two years, so there were many seats up for election. We were introduced to 18 different candidates for 8 positions. I thought I knew who I was going to vote for after each introduction. In two days I was to find out if my choices aligned with the delegation. Last but not least, we started voting on 21 constitutional amendments. These amendments affect everyone from ARCs to retired members. After

(Continued on page 13)



NEWS FROM THE 2022 NATIONAL CONVENTION

(Continued from page 12) 1st Timers View

number 19 we convened for the day..... Yay!! Every amendment had failed thus far, and I along with the 1,123 other delegates were ready for dinner!

Day three and the constitutional amendments are finished. Next we start on 179 resolutions! What a process this is. Each resolution is passed or objected, some people seem to object to almost everything. If objected to then we will later have a debate. As an RCA it was an awesome experience and honor to have a vote in matters of our craft. My yea/nay card was on fire. All decisions are made based on the delegates votes.

That evening we had caucuses, where nominees running for office on the NRLCA board get 15 minutes with several state groups. We sat for 5 hours while nominees paraded in with their supporters and gave away freebies, candies and other treats. At 11:00 p.m. we were headed to the room, exhausted.

Day four and Election Day! Predictions of late night election totals have been uttered. I am praying for clean wins and an early night. We start our first vote by paper ballot. The teller committees will be busy today! Each teller committee is made up of carriers throughout the country. As we wait on vote tallies to come in, we recognize retirees, former board members, stewards, and RCA's. That's me! I stand proudly as I represent the RCA craft. I see a few others, not nearly enough. Out of 1,123 delegates, the totals for retirees, regular carriers and leave replacements are not equally represented in proportion to membership. We all share the same union and need more participation by RCAs. If you are an RCA, please consider submitting your name for state and or national conventions. As our day wears on we learn that our Jeanette Dwyer of North Carolina, has won the three year committeeman seat she campaigned for. (Congratulations Jeanette, you had an awesome group walking with you!) I chuckle because one was my very own husband. She has quite the support system not only in our state but the rest of the states delegates as well.



Our current President Ronnie Stutts was elected for another year (he says he's retiring next year) and several new positions will have newly elected members serving.

This week was no easy feat. Vacation? Hardly! Early mornings, late nights, and schedules to keep. New words like sidebar, parliamentarian, germane.

It is a fatigue unlike our daily jobs as carriers. However, I wouldn't trade this experience of being a National Delegate for anything. Thank you to those who voted for me this year. It truly was an honor to represent North Carolina!

First Timer Attendee Views

MY FIRST NATIONAL CONVENTION

By Anatinisha Green

As this was my very first National Convention and I was also a first time delegate, I was a bit nervous but also excited to be there.

It was good to see familiar faces and other first timers like Daniqua Brown, Ralph Ferenandez, and Gail Naillon.

Any question or concerns that I had were answered by the other delegates. Not only was the meeting very informative but I now have a better

(Continued on page 14)

NEWS FROM THE 2022 NATIONAL CONVENTION



New National Officers Left to right: President Ronnie Stutts, VP Don Maston, Secretary/Treasure Tommy Turner, Director of Labor Relations Bridgett Boseak, Director of Steward Operations Shirly Baffa, 4-year Committeeman John Adams, 3-year Committeeman Jeanette Dwyer, 2-year Committeeman Patrick Pitts & 1-year Committeeman Nicky Phillips.

(Continued from page 13) 1st Timers View

understanding of the importance of the National Convention.

The guidance and willingness to help from the other delegates was very heartwarming and I would like to thank each and everyone of you.

I look forward to attending more conventions and offering assistance to other first timers in the near future.

MY FIRST NATIONAL CONVENTION

By Joshua Rigelesky

I have to say attending the national convention is both an exciting and exhausting experience. I would strongly recommend that anyone that wants to get involved in the union and can attend the national convention should. I know it is a large commitment of both time and money. I personally passed on going to 2, because I knew I could not afford to go. I was not sure how I was going to afford to go to this one but made the commitment anyway. Luckily, I became a paid alternate delegate which helped.

Once I made the decision that I was going to go to the National convention in Orlando I was

excited. I did not know what to expect exactly. I had it in my head that it was like the State convention just on a larger scale. I do not think I realized it was like the state convention on steroids. I knew it was going to be a learning experience, but it was much more. I got to see exactly how the decision-making process worked. I could see how carriers from different areas in different size offices were able to see why a resolution was a good or bad idea and why.

The days were long with something almost every evening. There were optional seminars the first couple days that ran little later into the evening. I did attend a few. There was the banquette, Caucus night, and elections that ran late into the evening. Even with the late nights it was still a fun learning experience. Caucus night is where they broke all the states into smaller groups in different rooms. The candidates would come in one at a time and “plead their case” on why we should vote for them and then take questions from the delegates. Friday was elections which lasted until after 10pm.

I did make a lot of new friends (some I have talked to in the past). I do look forward to seeing them again at future conventions. As long as the days were I do have to say I did enjoy myself, I did learn a lot, and plan to go to the national convention again.

NEWS FROM THE 2022 NATIONAL CONVENTION

North Carolina Receives Honorable Mention In State Publications

Editors are invited to enter the NRLCA State Publications Competition each year for the General Excellence Award to be given out at the National Convention. The General Excellence Award recognizes publications that best serve the membership of the State Associations.

I want to thank everyone that wrote an article for our newspaper. Our officers and our stewards do their best to provide informative articles for us. I also want to thank our members for sending in those milestones and other rural carrier stories and photos. We received this award because of all of these contributions.

The awards are divided into four categories based on the size of membership in each state.

The four categories are:

Category I: 1-999 members

Category II: 1,000-2,000 members

Category III: 2,001-3,300 members

Category IV: 3,301+ members

North Carolina belongs in Category IV.

Independent judges with editing and design backgrounds determine the winners. No judge is associated with any State Editor or with the National or State Associations.

Judges consider:

1. Content (appropriate and original articles, useful information for rural carriers)
2. Style (clear writing, correct spelling and grammar, effective headlines, good story placement)

Overall design (readability, attractiveness, use of photos and art)

Please feel free to submit to me any pictures or news you would like to see in the *NCRC*. I will do my best to include them. I do believe they make the newsletter more interesting and absolutely contributed to North Carolina obtaining this award.

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



Editor Vicki Gay receives Honorable Mention Award for North Carolina State Publication

WRITE Those Letters



Legislative Representative

Van Heath

Back on Opening Day of the National Convention we were addressed by both Legislative Director Paul Swartz and National PAC Chair Natasha Patterson. Both stated the importance of taking time to write to our members of Congress in support of the bills we are trying to get passed.

Never underestimate the value of a phone call or a letter stating what we support and giving information of how the passage of that bill will affect YOU.

We need letters from all NRLCA members, spouses, adult children and other family members and friends that are willing to help out.

Most bills we support have prewritten letters usually found on both the National and State websites. You can always personalize them before you mail them.

Legislative Updates:

HR 4268, the Federal Retirement Fairness Act or better known around here as the **Retirement Buy-Back Bill:**

89 Cosponsors currently, we need 218 cosponsors as an absolute minimum.

NC Cosponsors are:

Deborah Ross, (D-NC-2) and

Kathy Manning (D-NC-6)

HR 82, the Social Security Fairness Act. This bill repeals provisions that reduce Social Security benefits for individuals who receive other benefits, such as a pension from a state or local government.

The bill eliminates the *government pension offset*, which in various instances reduces Social Security survivors' benefits for spouses, widows, and widowers who also receive government pensions of their own.

The bill also eliminates the *windfall elimination provision*, which in some instances reduces Social Security benefits for individuals who also receive a pension or disability benefit from an employer that did not withhold Social Security taxes.

There are 303 Cosponsors on this bill and it is expected to be voted on soon.

NC Cosponsors are:

David Price (D-NC-4)

Kathy Manning (D-NC-6)A

Alma Adams (D-NC-12)

Deborah Ross (D-NC-2)

G K Butterfield (D-NC-1)

As I write this article in early October, this bill could come to a vote on the House Floor at almost any time. While this bill may not affect many of us, it is a big deal to those that it will affect. If you are married to another Federal worker or if you or your spouse has already retired from a state or local government job, the passage of this bill could make a big difference in you and your spouse's income after retirement or one of you passing on.

HR 3287, the United States Postal Service Shipping Equity Act

This bill authorizes the mailing of alcoholic beverages by certain entities in accordance with the delivery requirements otherwise applicable to a privately carried shipment. The authorization applies to an entity (including a winery, brewery, beverage distilled spirits plant, or other wholesaler, distributor, importer, or retailer of alcoholic beverages) that has registered with, obtained a permit from, or obtained approval of an application from the Department of the Treasury.

47 Cosponsors

NC Cosponsor is:

Kathy Manning (D-NC-6)

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

—Dr. Martin Luther King Jr.

PAC CHAIR

Brenda Gibbs

We Are In 1st Place!



We are currently first place in PAC totals and second place in per capita! Our State Convention totals were delayed until after the new fiscal year began due to changes at the National level.

If you have noticed changes in the timing of your PAC sustaining donor bank debits; they should now be back to normal (around the fifth of each month). Payroll donations were not affected.

Shayla Barksdale left for new adventures, and we welcome Nicole Dunn as Paul Swartz new PAC assistant. We look forward to working with Nicole in the future.

Please consider becoming a sustaining donor. You can become a sustaining donor by calling PostalEase at 877-477-3273 or by going to the liteblue.usps.gov website and making an allotment to the NRLCA PAC. You can also choose to sign up for Electronic Fund Transfer once a month through your bank. The directions for all three options are available in this issue and on the NCRLCA.org website.

If you are not a sustaining donor, please consider this

option as a way to seamlessly continue your PAC donations year round.

Paul spends a significant amount of time on Capital Hill speaking on our behalf. These funds allow us that voice.

We still need support for **H.R. 4268, the Federal Retirement Fairness Act**. For those rural carriers who served as relief carriers after December 31, 1988, this legislation would allow you to make catch-up retirement contributions thus buying back that time you served. With so many of you now working long hours and several days a week, this could be very beneficial to you!

We now have 89 cosponsors nationwide. My Representative, Kathy Manning (District 6) and Deborah Ross (District 2) are the only two Representatives from our state that are cosponsoring this legislation.

To find out who your representative is go to www.house.gov. Enter your zip code at the top right of the page under “find your representative” and the name will show up. You may need to enter the address if there are multiple representatives in the same zip code. Click on their name and their website comes up. You can sign up for their newsletters and you can contact them and let them know which issues are important to you and your coworkers. **Ask for their support.** We need them all on board!

Another piece of legislation I would like to mention is **H.R. 3287, the United States Postal Service Shipping Equity Act**. This would allow us to join our competitors in the delivery of alcoholic beverages to those consumers over the age of 21. We already require customers to sign for certain items, including restrictions on the age of the person signing for that item. There are now 47 cosponsors nationwide. Kathy Manning (District 6) is the only Representative from our state that is cosponsoring this legislation.

Again, we need them all to support us in this matter. This could fill the financial void that the reduction in letter mail has created.

Jay Schreiber brought this heavy USPS sign to the National Convention in Orlando and donated it to PAC. It's from a former Post Office building. PAC auctioned it off to the delegates. It raised \$1500 through the auction.



2021-2022 PAC Donors

Thank you to everyone that has supported PAC this past year! I want to recognize those members that have donated to PAC from August 01, 2021, thru July 31, 2022.

Donations made at the State Convention have not been included in this report.

\$3000 and above

Brenda Gibbs

\$\$2000 -\$2999

Dennis Conley

\$1500-\$1999

Brenda Prevatte

500-\$999

Elaine Althoff

Vicki Gray

Jay Schreiber

Celeste Britt

Richard Brian Hamlett

Bethany Small

Jeanette Dwyer

Van Heath

Audrey Solomon

Phillip Fulwood

Renee Johnson

Hugh Williams

\$100-\$499

Bonnie Arsenault

Debra Bennett

Michael Caudill

Ralph Fernandez

Mary Hill

Eric Hunter

Brenda Johnson

Janet Knight

Melissa Liverman

Deborah Neal

Cecil Reavis

James Simmons

Sara Waisner

Robert Barron

Dianne Boone

Sally Corriher

Robert Gurganus

Catherine Hogan

Robert Inman

Glen Johnson

Georgia Kline

Crystal McIntyre

Reginald Neal

Clarence Rogers

Joshua Stow

Betty Westbrook

Bobbie Battle

Stacy Bright

Samanta Cullifer

Derek Harpe

Bryan Hudgins

Eileen Jensen

Carl Kelly

Karen Lawrence

Mark McKendree

Donna Parker

Dale Sain

Lisa Talini-Zamora

Pete Williford

Cynthia Beheler

Doug Byrum

Ralph Dagenhart

Kathy Hedrick

Jerry Huffines

Bonnie Johnson

Kelly Kenny-Futch

Martha Ligon

James Morrison

David Rasnick

Shannon Santos

Doretha Wagoner

Johnathon Wolbert

Honorable Mention

Judy Adams

April Barnette

Brittany Blackwood

Wanda Burwell

Patricia Casey

Melinda Clark

Jennifer Daniel

Zoe Drew

Merilyn Ellis

Emily Flores

Elissa Gonzalez

Diana Andrews

Terry Bell

Callahan Bowers

Marlene Cantler

Dawn Chambers

Laura Cockman

Melissa Davis

Lindsey Duncan

Jesse Ray Farmer

Carrie Franklin

Linda Gurganus

Myra Austin

Catherine Bescher

Lucia Bradshaw

Ann Marie Carlson

Crystal Childers

Jared Compton

Christopher Derrick

Kay Dunn

Serena Faw

William Futch

Mary Hale

Donald Ayscue

Angela Bethea

Elsie Bromell

Robin Carnes

Joanne Church

Sue Cooper

Teresa Diggs

Lisa Durham

Tamara Fisher

Claire Glass

Richard Hamlett

Honorable Mention (continued)

William Hardy	Matthew Hargrove	Grayling Harrington	Donna Hash
Donna Hazel	Adele Headley	Matthew Headley	Bonnie Heath
Priscilla Hedgepeth	Lynn Hickey	Jennifer Hinshaw	Stanley Howell
Jacqueline Jackson	Michelle Jones	Mary Josewitz	Deborah Joyner
William Kershner	Cynthia Klamer	Barbara Koontz	Robert Kreuger
Gwendolyn Laws	Kenyette Lee	Traci Lewis	Lisa Lockey
Telisha Locklear	Sherry Lowry	Michelle Lucas	Alhina Mancha
Mary Mangum	Tina Mellor	Ruth Metcalf	Norbert Mildner
Mike Moose	Leah Morgan	Arlenea Nair	Frank Oliver
Dulcey Parker	Jackie Parker	Susan Parker	Kristina Parks
Faye Parrish	Denise Perri Wood	Mark Rainey	Tiffany Ratliff
Lue (Ellen) Reavis	Evelyn Reid	Kendra Reinhart	William Richardson
Carolyn Ross	Joann Saulnier	Laneechi Scott	Lisa Sherrill
Mike Shue	Mary Skaar	Barbara Smith	Shonna Smith
Deborah Spell	Susan Stade	Ricky Stafford	Pam Stanley
Mark Suggs	Linda Swain	Katie Sweka	Phermela Tann
Julie Taylor	Jennifer Thompson	Kevin Todden	PJ Tripp
John (Marcus) Turner	Michelle Vance	Teresa Warren	Bruce Watford
Jessica Webster	Brenda White	Margaret White	Sallie Wilkes
Susan Wilkinson	Margaret Williams	Claudine Winston	Helen Woodard
Howard Wynn	Jennifer Yankaitis-Hanne		

BECOME A SUSTAINING DONOR

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



I authorize my bank to deduct from my checking account the monthly sum of:

\$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.

South Atlantic Conference

January 28th-30th, 2023

SAC 2023 – COME AND JOIN US!

Hello NC RLCA Members! Hope this finds you well.

Do you have questions about RRECS, your job or contractual issues? Come to find answers to your questions at the upcoming 44th Annual 2023 South Atlantic Conference (SAC). We have NRLCA National Officers and representatives from NRLCA Departments scheduled for SAC. Come and hear their presentations to answer your questions and to keep you informed.

Join us on Saturday, January 28th thru Monday, January 30th, 2023 at the Sonesta Atlanta Airport North, 1325 Virginia Ave., Atlanta, GA 30344.

The room rate is \$99.00 per night plus tax and parking is complimentary for guests of the hotel.

For those who drive in or stay off site, the parking rate is \$7.00 per day.

The number for the hotel is 404-768-6660. Be sure to give the name of the South Atlantic Conference when making reservations. For your convenience, please find the direct link to Sonesta listed below.

<https://www.sonesta.com/sonesta-hotels-resorts/ga/atlanta/sonesta-atlanta-airport-north?isGroupCode=true&groupCode=012423SACC&checkin=2023-01-26&checkout=2023-01-30>

SAC Officer
Derek Harpe



We hope to provide the membership with current information concerning our craft. Information will be provided through seminars, invited speakers, and management, and through a question and answer session..

This conference provides you with the best opportunity to speak with your NRLCA National Officers and department representatives.

The APCU Annual Meeting will not be held in conjunction with the South Atlantic Conference this year. We have added a seminar that will begin on Saturday afternoon 3:00-5:00 pm regarding Constitutional Amendments and Resolutions 101.

Registration will be open from 10:00 am Saturday thru Monday morning's session.

The South Atlantic Conference will adjourn Monday no later than 12:00 pm.

Hope to see you at SAC and find the answers to your questions!

South Atlantic Conference

January 28th-30th, 2023

Sonesta Atlanta Airport North
1325 Virginia Ave
Atlanta, GA 30344

Reservations: 1-404-768-6660

Room Rate is \$99.00/night plus tax
with free parking

**Parking is \$7.00 per day,
if not booked at the Hotel.**

Atlanta Postal Credit Union will not be meeting on Saturday.

September Views

Webmaster
Renee Johnson



Greetings, fellow North Carolina rural carriers!

Your website statistics for September are graphed below from the heaviest day to the lightest. While sessions are up 5%, the number of users has not changed. I want to challenge you to tell at least one person about the website by the next edition of our newsletter.

As we gear up for our peak season, we have much information coming your way. Our Fall Booster will have occurred by the time you read this article, and the Open Season for our Annual Insurance Open Market will be near. District-wide route postings, district meetings, online newsletters, grievance forms and instructions, MOUs, and other important details are available here. Let's finish 2022 stronger than ever.

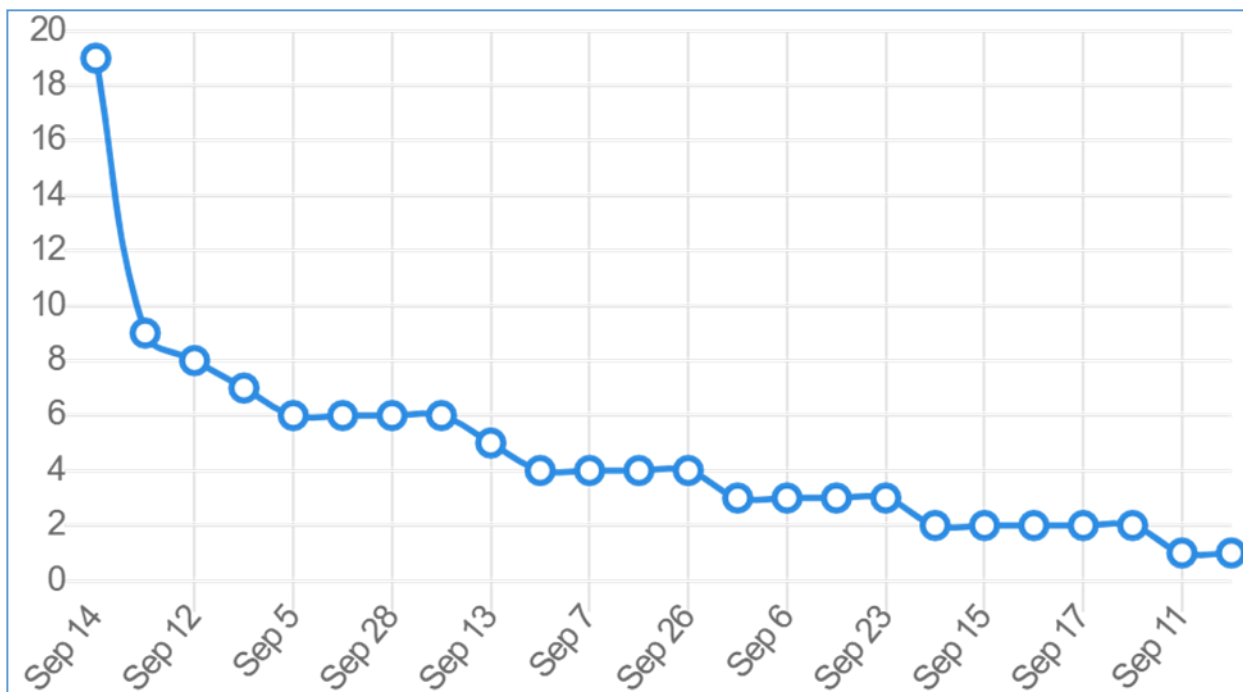
Meanwhile, send your milestones to ncrlcawebmaster@gmail.com.

Best wishes & Happy Holidays from your webmaster,
Renee Johnson

CHECK
THE
WEBSITE
www.NCRLCA.org
FOR
THE
LATEST
NEWS

GENERAL STATS
AUDIENCE
TOP PAGES & VIEWS
TRAFFIC

SESSIONS 123 ↑ 5% USERS 109 ↑ 0% PAGEVIEWS 396



2022 Hall of Fame Inductee Owen Moore



President Audrey Solomon visited Mr. Moore at his home to present him with his North Carolina Hall of Fame award.

Owen Moore served this association for many years. He is a former State President and was the original creator of our newsletter back in 1985. He served as its' editor for the first ten years of printing.. He was also instrumental in the creation of the "L Route".

While there President Solomon also presented him with his 60 year membership award. Mr. Moore earned this award last year. It was delayed in delivery because of the Covid-19 restrictions.

Mr. Moore continued his service to his community upon his retirement from the postal service. He became a school bus driver for Davidson County Schools. A job he did for an additional 18 years.

Thank you Owen Moore for your lifetime of service. You are well deserving of this North Carolina Hall of Fame Award. Congratulations!



Owen Moore with his service vehicles.



In this photo with Mr. Moore are his wife Norma, other members and friends Doug Byrum, Ellen Reavis and Harold Knight.

RURAL CARRIER MILESTONES

Mark Hodges Receives 25 Year Award

Postmaster Susan Arthur recognizes rural carrier Mark Hodges for his 25 years of service at the Vilas Post Office.

Mark started at the Post Office in August 1995. He became a regular carrier in January 1997.





Auto-Home Insurance

Celeste Britt

**Get A Quote
Today!**

Hello Everyone!

Now that Fall has arrived and Winter is fast approaching, it's time to check over your insurance policies to make sure you are completely covered!

National General can cover all of your insurance needs! I have listed below a few of the things National General can do for you, plus they are the **ONLY** insurance company endorsed by the NRLCA!

- National General will insure more than your route and personal autos, they are a full line insurance agency and can bundle home, motorcycle, umbrella as well as many other products.
- If you have an existing policy, contact the Service team to receive a policy review 1-855-752-8477
- Calling for a quote only takes about 10 minutes.
- Just for calling to get a quote you will receive a \$10 Visa Reward card*.

So call and get those quotes and that \$10 Visa card just for calling!

Stay safe and I hope to see you all soon!

**HAPPY
HOLIDAYS!**

Provident Guild Representative

Dale Sain



I'm just back from a great convention in Orlando, Florida. We signed up several new members there for the Provident Guild.

Please consider joining the Provident Guild if you are eligible. You simply must be a rural carrier or spouse and under the age of 56.

Thanks for your consideration.

“Fraternalism at Its Best”



“Are you preparing your family in the event of your death?”

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

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

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

Name _____

Address _____

City _____

State _____ Zip code + 4 _____

My Date of Birth _____

Spouse Date of Birth _____

Mail to: **DALE SAIN**
6289 Nobby Lail Rd
Connelly Springs, NC 28612-7425

Veterans Day is Friday, November 11th



Veterans Day is a federal holiday in the United States and is observed annually on November 11.

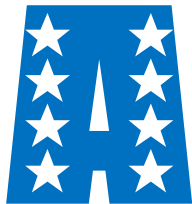
It is for honoring our military veterans, that is, people who have served in the United States Armed Forces.

It also coincides with other holidays including Armistice Day and Remembrance Day, which are celebrated in other countries, that mark the anniversary of the end of World War I.

Major hostilities of World War I were formally ended at the 11th hour of the 11th day of the 11th month of 1918, when the Armistice with Germany went into effect.

At the urging of major U.S. veteran organizations, Armistice Day was renamed Veterans Day in 1954.

Please take a moment to remember and honor our veterans for their service and their sacrifice to our country.



**ARMED FORCES
VETERAN'S CLUB**



The Armed Forces Veterans Club (AFVC) is a fraternal organization designed to support the Armed Forces and veterans by providing scholarships for children and grandchildren of members enrolled in higher education.

The national AFVC met at the 2022 national convention in Orlando and awarded at least 90 scholarships to its members. They raised over \$11,000 through memberships, donations and raffles.

At the state convention this past June, the North Carolina chapter of AFVC enrolled 26 members. The Club is open to all veterans and associate memberships are also available to any non-veteran who supports their goals and ideals.

Dues are \$7 annually with \$3 going to the national organization. The fiscal year runs from July 1st to June 30th. If you would like to become a member, please send your \$7.00 to Mike Shue, 325 Ed Weavers Road, Salisbury, NC 28146-8570. Thanks to everyone who joined or renewed this year.

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North Carolina District Representative

Bethany Small

Change Is Inevitable

I hope this article finds everyone doing well and ready for another record-setting holiday season and the ending of yet another year. The pandemic has taught us many things, but a standout in our line of work is that online shopping became a way of life for Americans! Whether you shopped online because you were avoiding crowds, unable to get out of the house or you could get a great deal, America's habits have changed and home delivery of pretty much everything has become common place.

While this kept the economy moving in some regards over the last few years, it has also put tremendous stress on certain industries, most notably, the United States Postal Service. We have been understaffed for years, but the increase in the parcel volume has made the labor shortage even more apparent. We are tasking fewer people with more work, making the job even more stressful and our workforce even more strained. This has had far-reaching consequences in our craft, and those consequences are now impacting all of us, regardless of the size of your office, or whether your office is suburban or completely rural.

In the words of late literary master Charles Dickens,

"change begets change. Nothing propagates so fast. If a man habituated to a narrow circle of cares and pleasures, out of which he seldom travels, step beyond it, though for never so brief a space, his departure from the monotonous scene on which he has been an actor of importance would seem to be the signal for instant confusion. The mine which Time has slowly dug beneath familiar objects is sprung in an instant; and what was rock before, becomes but sand and dust." To me, this excerpt means that the very process of change creates and causes more change.

All change is inherently interconnected, and therefore, change does not spare any of us. It feels as if the job of a rural carrier changed with lightning-fast speed over the last few years, and with the evolution of the Rural Carrier position and the associated duties, comes good change and bad. In this article, we are going to explore a topic that has gained tremendous momentum in the last 10 months, and the profound change that comes with it.

"The Formula"

A concept that many of us are just getting to know is the 'formula.' What was once a last-ditch attempt to preserve relief days in short-staffed offices has become a mis-guided, and often misused, management tool to conceal perpetual inadequacies regarding adherence to the National Agreement.

It is a short-term answer to a long-term problem. It's a remedy that relocates rather than rectifies the problem. One of the primary functions of an efficient management team as outlined in Article 3 of our National Agreement is to 'hire, promote, transfer,

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Jeanette's group working on Caucus night. Left to right: Jay Schreiber, Andy Dwyer, Eddie Moss, Larry Dwyer, Jeanette Dwyer, Bethany Small, Celeste Britt, Elaine Althoff, & Jesse Ray Farmer, Jr.

(Continued from page 28)

assign, and retain employees in positions within the Postal Service...' MOU 14 discusses how important our words and actions are in addition to the absolute requirement for contract compliance.

The 'Management of Rural Delivery Services' handbook (M-38) states clearly in Section 229.4 that management is the responsible party for seeking an atmosphere which assures mutual respect of each other's rights and responsibilities. What is the connection between these 3 sources?

Simply put, the need to invoke the "Formula" in an office is directly related to, and ultimately a product of, managements failure to hire and a failure to retain.

The Formula is properly invoked in an office only after three conditions have been met.

Article 9.2.C.5.b states that an office may invoke the formula when there is a shortage of leave replacements, when regulars are working their relief day on more than an infrequent basis, and when the office has documented at least 4 hiring attempts in the last 6 months. If **ALL** these criteria have not been met, then the office does not qualify to invoke the formula.

What does this really mean to us? This means that management uses a 'formula' that takes into consideration the number of routes entitled to a relief day, the number of auxiliary routes and the number of leave replacements in the office to determine how many relief days can stay on Saturday, and how many need to be moved to days during the week.

Management then must determine by seniority, the Saturday and non-Saturday relief days. Under our new National Agreement due to the invocation of the Formula, management must create enough Part-Time Flexible (PTF) positions within the leave replacement ranks such that the total of PTFs is equivalent to 10% of the number of K routes in the office.

Management's work is not done, however, as **Management is now required to continuously hire as they have demonstrated that the office does not have adequate leave replacements.**

Within the Rural Craft, unless your office invoked the formula or unless you have mutually agreed with your manager to have a non-Saturday relief day, all relief days are Saturday.

If your office is not a Formula office, management CANNOT require you to have a non-Saturday relief day. You may agree, mutually, along with your manager to move your relief day to a non-Saturday, but that agreement can be revoked by either party at any time, which then reverts your relief day back to Saturday.

Once the Formula is invoked, then management can change your relief day without your consent post implementation, based on the formula and your seniority.

Once the relief days are set at implementation, management MAY NOT change your relief day except for in a few instances; one of which being that a formula recalculation occurs.

Management is required to re-calculate when there are changes in the office such as a change in the number of regular routes authorized a relief day, a change of the number of auxiliary routes in the office, or a change in the number of available leave replacements in the office.

The purpose of the recalculation is to realign the office with the rules of the formula, making sure that relief days are situated proportionately to the actual formula. When the office gains leave replacements, the office may increase the number of Saturday relief days and conversely, when an office loses leave replacements, the recalculation may reduce the number of Saturday relief days and increase the number of non-Saturday relief days. Changes brought about by the recalculation must be implemented in the office within 30 days.

Becoming a Formula Office

There are many misconceptions about what happens at various stages of the process. Management cannot simply declare that an office will be implementing the formula.

The Formula cannot be implemented without the involvement of the district. The need for the formula must be proven by the office and there are no exceptions to meeting the established criteria.

The establishment of PTFs in a formula office is not negotiable – it is a requirement of the contract. Sustaining the 10% PTF requirement is also not negotiable. A regular carrier still has the right to have a leave replacement and may still use a 120-Day letter to request a leave replacement. The only way to

(Continued on page 30)

Management cannot simply declare that an office will be implementing the formula.

Procedure to File a Grievance

(See Example PS Form 8191 on next page)

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

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

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

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

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

Management must fill out sections 3b & 3c.

(Continued from page 29)

get more Saturday relief days back is to hire more RCAs.

Many regular carriers do not want the formula. And while the 'formula' does not have a great reputation, there are some good things that will come out of its implementation. In some offices, it can restore leave replacement availability for relief days, meaning that more carriers might get to have their relief day. While this has not been the case in some of our most mismanaged offices, regaining the stability of a predictable and dependable relief day can greatly improve a work/life balance.

It also creates career positions for our RCAs. These career positions allow our over-worked subs to start their path to retirement, and to earn matching funds for retirement contributions and insurance benefits, amongst other things.

Please reach out to your steward or file a grievance if:

- ▶ your office is talking about invoking the formula
- ▶ your office has invoked the formula office and there are not continuous RCA postings
- ▶ your office has invoked the formula and no PTF positions have been created
- ▶ your office is not formula and you are required to have a non-Saturday relief day

We have just touched only on the basics of the Formula. There are many more pieces to this puzzle so if you have a question regarding a situation in your office, please reach out to your steward.

In the next edition, we will look into the PTF position and what it means for our RCAs.

RCA Column Coming Soon!

Also in the next issue, we will be introducing a new section just for RCAs. Our North Carolina state board has shared feedback from our membership that they would like to have a column dedicated to RCA issues, areas of interests and concerns. Ask and you shall receive!

From the steward system to the entire rural craft, we hope that you have the most joyous of holiday seasons and a peaceful new year. May God bless you all.



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 ● received or contract violation occurred	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.

PS Form 8191, March 2007

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SECRETARY/TREASURER

ALLISON HOLT

CHAPLAIN

EASTON SMITH

Auxiliary News

From

Roanoke Heath

President

The National Convention is now a memory. It was held at the Rosen Shingle Convention Center in Orlando, Florida. It was a very busy time for the association, auxiliary and our juniors. The delegates are required to serve on a committee and this year I served on the Courtesy Committee.

The Auxiliary awarded prizes for our Juniors contests and I'm proud to announce that North Carolina received 11 awards. The winners were: Dominick Haney, Elizabeth Haney, Isaiah Depue, Zoe Depue, Lily Depue, Easton Smith, Harleigh Cox and Robert Simmons. These juniors are the grandchildren of Carl and Sue Kelly, Linwood and Barbara Smith and James and Peggy Simmons. They received cash prizes.

The Juniors also had two Members running for the Junior National Board. They both won: Lily Gray 2nd Vice President (Vicki Gray's granddaughter) and Anakin Hamlett Secretary (son of Brain Hamlett).

New National Auxiliary President Lesa Routh-Halcomb presented her new program for 2022-2023.

Humanitarian:	Give Kids the World
Symbol:	Mailbox with the "Give Kids the World" balloons
Americanism:	Volunteering
Safety:	Skin Cancer Awareness
Songs:	"Jesus Loves the Little Children"
Flower:	Mixed Flowers

As always, we ask our Juniors to enter the Junior contests. We have contests for every age group. Rules can be found on our state website and from Auxiliary Officers.

Age 8-9:	design a poster	"Ways You Include Friends"
Age 10-11:	design a poster	"How Can You Volunteer"
Age 12-14:	design a poster	"Staying Safe in the Sun"
Age 15-17:	write an essay	"What Qualities Make You a Friend"
Age 18-20:	write an essay	"Ways You Have Volunteered"
Special Ed:	design a poster	"Helping Your Friends"

Wishing everyone of you a Merry Christmas & A Happy New Year!



Junior Auxiliary President

Anakin Hamlett

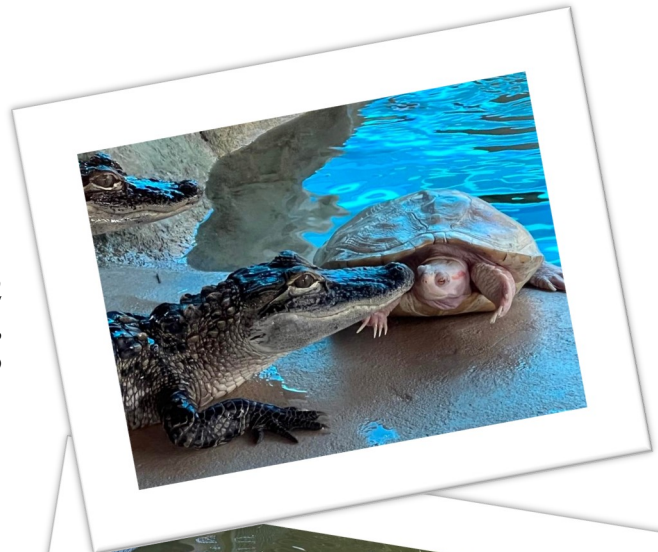
Lily Gray and I attended the 2022 National Convention in Orlando, Florida and we are proud to say that we were elected to the National Junior Auxiliary board!

I now serve as the Secretary and Lily is serving as 2nd Vice President on the National Board. Thank you all for your support of us!

When we stepped out of the car to unload, it felt like we were back in Texas, hot and humid. This is why I can't wait to be in Grand Rapids, Michigan for our next National Convention!

This year we visited Orlando's largest alligator preserve, Gator Land, where I tried alligator jerky for the first time. We had a banquet and mixer on Tuesday and Thursday nights.

We, as a board are looking to plan new and exciting activities in order to improve interaction amongst our members for next year. I look forward to seeing you guys at our next meeting!



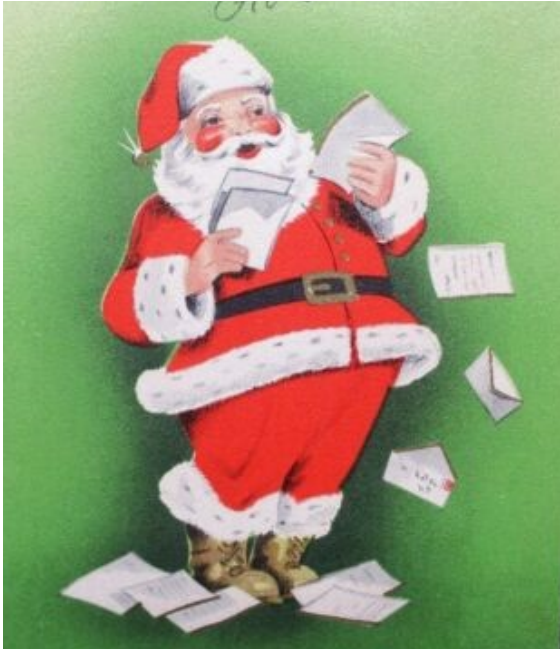
Auxiliary Humanitarian Project Give Kids the World

Give Kids the World Village is an 89-acre, whimsical nonprofit resort in Central Florida that provides critically ill children and their families with magical weeklong wish vacations at no cost.

When wish granting organizations from around the world receive a request from a critically ill child who wishes to visit Orlando and its world-renowned theme parks, Give Kids the World fulfills all these wishes - providing every child and his/her family with an all-inclusive experience that includes transportation, accommodations, all meals and snacks, donated theme park tickets, nightly entertainment, daily gifts and more.

Since its founding in 1986, Give Kids the World has welcomed more than 177, 000 children and families from all 50 states and 76 countries.

2022 Auxiliary Project Symbol: Mailbox with "Give Kids the World" Balloons



GET A LETTER FROM SANTA FOR YOUR CHILD

NORTH POLE – The United States Postal Service is offering a service so children can receive personalized letters back from Santa Claus, complete with a North Pole postmark.

Here are the steps for your child to get a letter back from Santa:

1. Have your child write a letter to Santa and place it in an envelope addressed to: Santa Claus, North Pole.
2. Later, when alone, open the envelope and write a personalized response.
3. Insert the response letter into a separate envelope and address it to the child.
4. Add the return address: SANTA, NORTH POLE, to this envelope.
5. Affix a First-Class Mail stamp to the envelope.
6. Place the complete envelope with your response letter into a larger envelope — with appropriate postage and address it to:

North Pole Postmark Postmaster
4141 Postmark Drive
Anchorage, AK 99530-9998



The USPS says “*Letters from Santa*” must be received no later than Dec. 15 by the Anchorage, AK postmaster. USPS recommends mailing by Dec 2nd. Santa’s helpers at the Postal Service will take care of the rest!

Tips from USPS:

- To save paper, write Santa’s response on the back of your child’s letter. If you keep them together, your child will also be able to recall what he or she wrote.
- When responding as Santa, make the response as personal as possible by highlighting your child’s accomplishments over the past year, for example, helping around the house, receiving good grades in a particular subject at school or participating in community service activities.
- Don’t forget to disguise your handwriting!

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DECEMBER 2022

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

JANUARY 2023

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6 PAY DAY	7
New Year's Holiday						
8	9	10	11	12	13	14 PP 3
15	16	17	18	19	20 PAY DAY	21
	MLK Holiday					
22	23	24	25	26	27	28 PP 4
						SAC
29	30	31				
SAC						

Important Dates

November 11 Veterans Day Holiday
 November 24 Thanksgiving Holiday
 December 25 Christmas Holiday

January 1 New Year's Day Holiday
 January 16 Martin Luther King Jr Holiday
 January 28-30 South Atlantic Conference



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SPRING LAKE NC 28390-1562

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28302

Address Service Requested

North Carolina Delegates



**& Guests at the 116th National Convention
Held in Orlando Florida ~ September 2022**

Missing from this photo are Dennis Conley, Jeanette Dwyer, Renee Johnson & Elissa Gonzalez.