



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

# Fall Booster

## Sunday, November 6, 2022

Drury Inn & Suites Northlake

6920 Northlake Mall Drive

Charlotte, NC 28216

Rooms rate is \$129.00

Reservations can be made by calling **1-800-325-0720** and using the Group number **10022965**.

Online Reservations can be made by going to <https://www.druryhotels.com/bookandstay/newreservation/?groupno=10022965>

Reservations must be received before **October 3, 2022**.

The Drury Hotel has the following amenities.

- ☆ **Free Hot Breakfast** - Start every day with make-your-own Belgian waffles, scrambled eggs, sausage, fresh fruit, oatmeal, biscuits and gravy, coffee and more. Free hot breakfast is served daily from 6–9:30 a.m. on weekdays and 7–10 a.m. on weekends.
- ☆ **Free 5:30 Kickback®** - from 5:30–7 p.m. every evening enjoy free hot food and cold beverages at the 5:30 Kickback® with a menu of hot food and cold drinks.
- ☆ **On-Site Facilities** - Take advantage of the business center, fitness center or pool.
- ☆ **Free Wi-Fi** - throughout the Hotel.

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# North Carolina Rural Letter Carriers' Association

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Alleghany/Ashe	4	Peach Belt	5	Brushy Mountain	3
Southeastern	8	Sea Level	23	Durham/Orange	12
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Foothills	10	Alamance	1	Albemarle	2
Central Carolina	16	Roanoke Chowan	7	Tri-County/N Wayne	25
Randolph/Montgomery/ Davidson	42	Burke/Caldwell/Catawba	9	Yadkin River	26
Roanoke/Beaufort/Hyde/Pitt	44	Sandhills	20	Mecklenburg	38
Piedmont	50	Watauga/Avery	57	Union	54

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**Articles are the opinion of the Author and not necessarily the NCRLCA, the NCRLCA or the Editor.**

## National Emergency Hotline

**1-888 EMERGNC  
(1- 888-363-7462)**

is a toll-free number for USPS employees to use in the event of a facility or weather-related emergency.

In an emergency, the hotline provides employees with information about the status of their facility and special instructions or guidance.

Please keep this phone number for future use.

## WEBSITE

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

This month the password will be Fab\*4Fall<3

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

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

## Cover Photo

Zinnias  
*By Stuart Tucker*

Taken at Dogwood Farms in Belevs Creek, North Carolina

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**WELCOME FALL**  
**FALL BEGINS SEPTEMBER 22**



**President**  
*Audrey Solomon*

## HAPPENINGS

Hi everyone. It has been a strange of couple months.

Since the State Convention, where we were informed the Postal Service did not want a new MOU for overtime. Guess what! We got one. Starting August 7, 2022 thru February 23, 2023 rural regular carriers can VOLUNTEER to work on other routes and on Sundays. A regular carrier's overtime is not guaranteed. RCAs and ARCs are scheduled first. Please read the MOU in its entirety.

As you know, it is time for the National Convention in Orlando, Florida September 6-9, 2022. Delegates be prepared to make up for two years of no Conventions. We have elections, constitutions, and resolutions to approve. Please bring your patience.

Our Fall Booster will be at the Northlake Drury Inn in Charlotte on November 6, 2022. Room rates are \$129.00. I hope to see you there.

With a sad heart, we will be saying farewell to Jesse Ray as Chaplain for the North Carolina Rural Letter Carriers' Association. Jesse Ray will not be retiring, just stepping back from being Chaplain. Thank you for all your dedication and service to the State Board.

We would like to welcome Pam Stanley from Spencer as Chaplain for the NCRLCA. She cares deeply for people and is willing to serve this association. (See Chaplain section)

The Postal Service has been hiring employees through Job Fairs and through hiring work teams. We have lots of obstacles within the Rural Craft. First, we are required to have a Private Vehicle when there is no Government Vehicle available. This usually turns a new hire away, however; for the new hires that make it to the offices, we need to try to retain them. Secondly, some managers think three days is enough time to make a perfect carrier. Finally, we assume that training ends after the third day. Be aware it does not, training is ongoing.

I received a letter from a four-year RCA after the State Convention. After attending the State Convention for the first time and hearing from fellow carriers complaints about retention, she made a few suggestions. They are as follows and does not point fingers at anyone if you are able to get a Sub.

1. Case labels - update labels on cases. This should be done at least twice a year, especially after growth. Also ensure all cluster boxes are marked and numbered correctly. We must give these new hires an opportunity to gain experience as quickly as possible. Each new hire comes in with a different learning curve and frustration level. Please be patient.
2. Ride along – have the new carrier take notes while riding. Please make sure boxes are marked clearly. We are used to the boxes on our routes, however; when a new sub comes in and they are on their own, they get overwhelmed. Give the sub a coworker that will mentor them when you are not there. Also encourage the sub to ask questions and again be PATIENT there are no dumb questions during training. **Please stress that mindfulness is necessary, keep distractions to a minimum.** For example, using your telephone on the route.
3. Cheat Sheet – some new hires are more visual. Encourage them to make a cheat sheet of how the route runs. In some cases, they learn the route faster. The first time I heard of this was about eight years ago when I trained a new sub that had been an accountant. He did a spreadsheet of my route. However, he learned it faster and he carried it over to other routes he ran in the office.

Those were just a few of her suggestions and I will say I did paraphrase them. I hope I did not take away from her meaning. Donna, thank you for your insight.

However, we must insure we keep subs. We are in a perfect storm; we have mass retiring of regulars and some managers not trained well to manage offices. Therefore, as regulars we need to mentor, and show subs the correct way. **(BE-KNOW-DO) BELIEVE IN YOURSELF-KNOW YOUR JOB-DO YOUR JOB**

Please do not forget to scan. RRECS is still real. We should be having a survey (count) in September for 10 days. Be prepared and keep up to date on all issues.





## Chaplain's Message

*Jesse Ray Farmer Jr.,  
Chaplain*

### Final Devotion for My Carrier Families

It has been a pleasure serving as the Chaplain of the North Carolina Rural Carriers for the past several years.

My family has enjoyed working with me on service projects and helping to write devotions for our newsletters. There have been so many opportunities to get to know my fellow rural carriers in the good times and through heartaches. I have been fortunate to be alongside rural carriers or their family's last days and offered some comfort in the form of a prayer or prayer shawl. I have had the opportunity to speak or pray during conferences and have received so much encouragement from fellow

carriers throughout the years.

Although my time is up and will no longer be serving, please remember that no matter what our position holds in life, we can all be useful in the kingdom of God.

For my final verse I would like to turn to John 3: 16 "For God so loved the world that He gave His only begotten son, that whosoever believes in him will not perish but have everlasting life."

If you can remember one memory of my service, it would be that faith in God can change your life by lifting you out of the mud of life and offering encouragement that the best is yet to come.

I hope God blesses you all each day!

**Prayer:** Dear heavenly Father, I pray that you touch each and every one of the lives of these precious carriers and their families. Thank you for the opportunity to serve and minister to the NC rural carriers for the past several years. Amen.

God Bless.



## New Chaplain's Message

*Pamela Stanley  
Chaplain*

### Striving for Excellence.

Greetings, allow me to introduce myself. My name is Pamela Stanley but you can call me Pam. I am your newly appointed chaplain.

I look forward to meeting many of you as we start having in person meetings again. As chaplain of the NCRLCA I look forward to providing emotional and spiritual support to all.

I embrace the spirit of servitude as I look forward to this opportunity. My purpose today is to share inside information about operating in excellence.

#### Striving for Excellence

We all strive for excellence, but is your excellence God's excellence? Our individual skills,

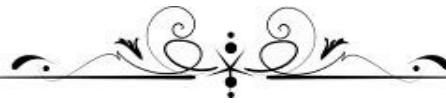
achievements and title means nothing if we are not unified as one body.

However, your gift isn't my gift and your life isn't my life. So how does a community of eclectic individuals move as one body when we barely know each others name?

God gave us all uncommon bodies, divided minds, unique hearts and dissimilar experiences, but at the end of it all He gave. This means we are all externally affixed using the gifts He gave in a cohesive fashion. We will move as one body under God, as one force, Him as the body, and everything we do will be excellent.

**Prayer:** Lord, I look forward to this new season. It is full of promise and hope. Though I know that challenges will surely come as well. I know you have all the courage, strength and love I need to meet each moment with a perspective of peace.

Let us turn to you for guidance. Lead us onward and upward. For you are the key to a good day, a good year and a good life. Amen.



## Obituaries

**Heike Kettering Smith**, 52, of Danbury, NC, went home to be with the Lord on July 21, 2022. She was born on July 27, 1969 in Hermersburg, Germany to Waltraud and deceased, Kurt Kettering. She was married to her best friend and love of her life, Steve Smith, for 26 years.

Heike loved her husband, son, family, and Lord with her whole heart. She was happiest when she was with family and friends, working in her flower gardens, or creating her latest Pinterest inspirations. She will always be remembered for her great love for people and love for life.

Heike worked at the USPS as a devoted and beloved mail carrier in Kernersville for 21 years. True to her character, throughout her years working she became great friends with many of her patrons.

Heike is survived by her loving husband, Steve Smith, their son Steven (Savannah), her mother/Mütti, Traudl Kettering, sister, Kerstin Kettering, and three stepchildren; Billy Smith (Rindy), Mark Smith (Nicole), and Lori Murray (David). Also left to cherish wonderful memories are special friends Eydie Franco, Maria Loew, and Sonja Austin.

It has been said that a person's life story is told in the dash between their birth and death. Heike's "dash" changed the world. Because of her, the world has more love, laughter, and kindness. She left this world a better place and we are better people because of her.

**Charles Adolph Conley**, 86 of Franklin passed away August 9, 2022. Born in Macon County, May 21, 1936 to the late Jesse Karr (Jack) and Hallie Hall Conley. He was married to the love of his life for 59 years, Lydia Conley who preceded him in death in October 2015. During his life, Adolph served in the United States Army and retired from the US Postal Service. He also enjoyed several years as a Dairy Farmer. Adolph was a member of Bible Baptist Church where he was a Deacon and also the Sunday School Superintendent.

Adolph is survived by his daughter, Linda Holland (Craig) of Franklin; two sons, Dennis Conley (Sallie) and Calvin Conley (Nathalie) of Franklin, NC; seven grandchildren, Jessica Willis (Justin), Stefanie Conley, Courtney Conley, Ryan Conley, Tyler Holland, Samantha Wolfe (Sam), and Kayla Holland; six great-grandchildren, Reid, Kimberly, Alyson, Greenlee, Hartleigh, and Ella; several nieces and nephews.

In addition to his parents and wife, Adolph is preceded in death by his brothers, J.L. Conley, Ed Conley, Bob Conley and Frank Conley, and a sister Marie Tyler.

## **September 15th Officially Recognized as Rural Carrier Remembrance Day**

A binding resolution passed at the 2015 National Convention in Reno, NV established "*Rural Carrier Remembrance Day*" to honor rural carriers who have lost their lives while performing their duties as employees of the United States Postal Service.

The NRLCA National Board has established that September 15th will hereby be recognized as "Rural Carrier Remembrance Day."

A plaque will be prominently displayed at the NRLCA National Office with the names of those carriers who have tragically lost their lives providing service to our communities and our nation. Additional names will be added as necessary.

We want to make sure we never forget these rural carriers and their sacrifices.

## Safety

*Brian Hamlett*  
*Executive Committeeman*



## Lifting the Fog

*Lifting the Fog from Driver Safety* is a training guide meant to be given out as a series of safety talks from management throughout the year.

To help you make sure you are following the guidelines our employer expects us to, here is the first section on vehicle inspections. Whether you drive a POV or Postal owned vehicle, YOU are responsible for ensuring the vehicle meets the guidelines listed on Notice 76, Expanded Vehicle Safety Check, standards.



### Outside the Vehicle

**Tires:** You need as much traction as possible to react suddenly to hazards. Check your tires regularly by using a Lincoln penny. Stick it into the groove, and see if you can see above Lincoln's hair. If so, your tires no longer meet state safety standards.

**Muffler:** Your muffler must not have any leaks or holes and must be secured to the vehicle with a bracket.

Carbon dioxide can leak into your vehicle, resulting in drowsiness, headaches or loss of consciousness.

**Windshield:** Clean your windshield regularly, not just with your wipers and washer fluid, but with a rag and a good glass cleaner. Birds, trees and other factors leave residue on your windshield that if not

removed can reduce visibility.

**Fluid leaks:** Check your driveway under the car for fluid leaks. If your brake fluid is low or empty, you might find yourself without that life-saving mechanism when you need it.

**Lights:** Have someone help you check all of your lights. Headlights - Rural carriers have been seriously injured and killed because the other driver just didn't see them. Directional Signals - Someone might try to pass on the left as you're attempting a turn. Strobes - Provide needed visibility only if they are operational. Brake lights - You don't want an uninvited guest in your back seat.

### Inside the Vehicle

**Mirrors:** While seated in your driving position in the vehicle, adjust the mirror everyday to provide a view of the other driver coming up behind you. Your mirrors provide valuable information about what's going on around you. It may give you time to react to other driver's inattentive driving.

**Horn:** You might find yourself in a situation where you need to make your position known, so your horn must be operational.

**Windshield wipers:** Check your wipers regularly and change them out at least once a year. You must make sure your visibility will be as good as possible during inclement weather.

**Interior:** Keep the interior of your vehicle neat and clean. Don't leave dog spray or other objects in your vehicle which may impede your driving or become missiles if an accident occurs.

### You Are the Key

Conducting daily inspections could prepare you for the unexpected. You never know when or where you may breakdown. It may be a location placing you at risk while simply changing a flat tire. Avoid these hazards by keeping your vehicle in the best shape possible.

## Retirement

Jay Schreiber



## Retirement Distributions

Rural carriers work hard to make it to retirement. Many may be making that decision sooner than later due to a variety of reasons. This article is about your investments after retirement and the requirement of taking a minimum amount of distribution from your balance.

### Required Minimum Distributions

The Internal Revenue Code (IRC) requires that you begin receiving distributions from your account in the calendar year you become age 72 and are separated from federal service.

Your entire TSP account—both traditional and Roth—is subject to these required minimum distributions (RMDs). If you have a civilian or uniformed services TSP account, we calculate RMDs using your age, your prior year-end account balance, and the IRS Uniform Lifetime Table.

Note: If your TSP account record has your date of birth or separation from service recorded incorrectly, or if your agency or service is late in reporting your separation, you may not receive a payment that satisfies the minimum distribution requirement by your required beginning date (defined below). If this happens, you may be subject to an IRS penalty tax of 50% on the amount that was not paid to you on time. To avoid this penalty, you must be sure that the information in your TSP record is correct and that your agency or service reports your separation promptly.

*(Continued on page 9)*

### Uniform Lifetime Table for Calculating Minimum Distributions\*

Age	Distribution Period	Age	Distribution Period	Age	Distribution Period
72	27.4	92	10.8	112	3.3
73	26.5	93	10.1	113	3.1
74	25.5	94	9.5	114	3.0
75	24.6	95	8.9	115	2.9
76	23.7	96	8.4	116	2.8
77	22.9	97	7.8	117	2.7
78	22.0	98	7.3	118	2.5
79	21.1	99	6.8	119	2.3
80	20.2	100	6.4	120+	2.0
81	19.4	101	6.0		
82	18.5	102	5.6		
83	17.7	103	5.2		
84	16.8	104	4.9		
85	16.0	105	4.6		
86	15.2	106	4.3		
87	14.4	107	4.1		
88	13.7	108	3.9		
89	12.9	109	3.7		
90	12.2	110	3.5		
91	11.5	111	3.4		

\* A required minimum distribution is calculated as illustrated in the following example: The participant reaches age 75 in 2022. As of December 31, 2021 (the last day of the calendar year immediately preceding the calendar year for which the required distribution will be made), the value of the participant's TSP account was \$246,000. Based on the table above, the expected distribution period (in years) for a 75-year-old individual would be 24.6, so the participant would divide \$246,000 by 24.6. Through this calculation, the participant would determine that the calendar year 2022 would require a minimum distribution of \$10,000.



## Deadlines for Receiving RMDs

**The first year you are 72 or older and separated from service is called your first distribution calendar year.**

If you do not receive enough money from your account to meet the requirement during your first distribution calendar year, we are required to disburse your first RMD to you by April 1 of the following year. That date is called your required beginning date, and it happens during your second distribution calendar year. Your RMD deadline for your second distribution calendar year is December 31 of that same year, so you may have two RMDs in the same year. In the years that follow, you'll have just one RMD, due December 31.

## Ensuring You Receive Your RMD

You will fully or partly satisfy your RMD with any distributions you choose to take. If you don't take any distributions or if your distributions fall short of the required amount, we will automatically send you the amount that's still required. This section explains the different rules that apply in your first distribution calendar year and in your second and subsequent distribution calendar years. It also shows how different withdrawal methods may have different effects on your RMD. See the TSP booklet *Distributions* for more information about these methods.

The scenarios described here assume that the activity described is the first distribution you've taken in the year and that you have not taken a total distribution. Total distributions automatically satisfy the RMD.

## What Happens During Your First Distribution Calendar Year

- If you receive installments, your installments will count toward satisfying your RMD. If your installments, combined with any subsequent distributions you might make, do not meet the required amount, we will give you a supplemental payment in March of the following year to satisfy your minimum distribution requirement before the April 1 deadline.
- If you take a partial distribution, your RMD will be satisfied if the withdrawal is at least the amount of your RMD or reduced if the distribution is less than your RMD. If your partial distribution, combined with any subsequent distributions you might make, do not meet the required amount, we will give you a

supplemental payment in March of the following year to satisfy your minimum distribution requirement before the April 1 deadline.

It's important to keep us updated if you have a change of address. If we're aware that the address we have for you is incorrect, we will not send you an RMD check. Log in to My Account on [tsp.gov](https://tsp.gov) to update your address.

- If you purchase an annuity, we will send you a separate check for your full RMD amount before processing the annuity purchase.

## What Happens During Your Second and Subsequent Distribution Calendar Years

Because the deadline for your first distribution year is April 1 of your second distribution year, we will continue to follow the rules just explained for the first two months of the second year unless the first year's RMD has been satisfied. Your distributions taken in the second year won't start counting toward your second year's RMD until your first year's RMD is satisfied. If it's still not satisfied by mid-March, we will send you what remains of your first year's RMD. After that, your distributions will count toward your second year's RMD using the same rules described for the first distribution calendar year with two important exceptions:

- December 31 deadline. After the first year, the deadline for a given year's RMD is December 31 of that same year. So if you haven't satisfied your RMD by December, we will send you the necessary amount then.
- Treatment of annuity purchases. The rule about sending you a check before processing any withdrawal that includes an annuity purchase no longer applies after you've satisfied your first year's RMD. If you purchase an annuity in a later year, your annuity purchase will satisfy a portion of your RMD for that year in this way: The percentage of your account that you use to purchase the annuity is the same percentage of your RMD that the purchase will satisfy. In other words, if you choose to purchase an annuity with 50% of your account balance, then 50% of your RMD amount will be satisfied.

The same rules apply for the years that follow except that distributions taken in all months of a year count toward that year's RMD.

Knowing how much you will have and how long it will last is key to being able to retire without a cloud of doubt hanging over your head. Please remember it's never too late to make a plan.



## Rural Carrier Health Benefit Plan

Tracy Greer  
Executive Committeeman

## Postal Reform Act and Retirement

In my previous article we discussed the impacts of Postal Reform and the primary changes. This issue we will cover the impacts and requirements of carrying your health plan into retirement. So, in the words of Paul Harvey, “And now for the rest of the story”.

As I have mentioned you must enroll in Medicare to keep your health insurance plan, but what is Medicare and the components of Medicare?

Medicare is health insurance for the Elderly, Disabled, individuals with end stage Renal Disease, and is made up of 4 key parts:

Part A - Hospital Insurance: Hospital Stays, skilled nursing, home health, etc.

Part B - Medical Insurance: Doctors’ visits, medical equipment, etc.

Part C - Medicare Advantage Plan

### Part D - Prescription Drugs

Medicare, along with your health plan, and the formation of a Postal Service risk pool will make up your health coverage after 2025. Risk pooling in insurance means that there are many contributors to help spread the financial risks from expensive claims more evenly.

The risk pool is **not** a new plan and currently the FEHB Program is the risk pool for the Postal Service, federal employees, retirees, and annuitants.

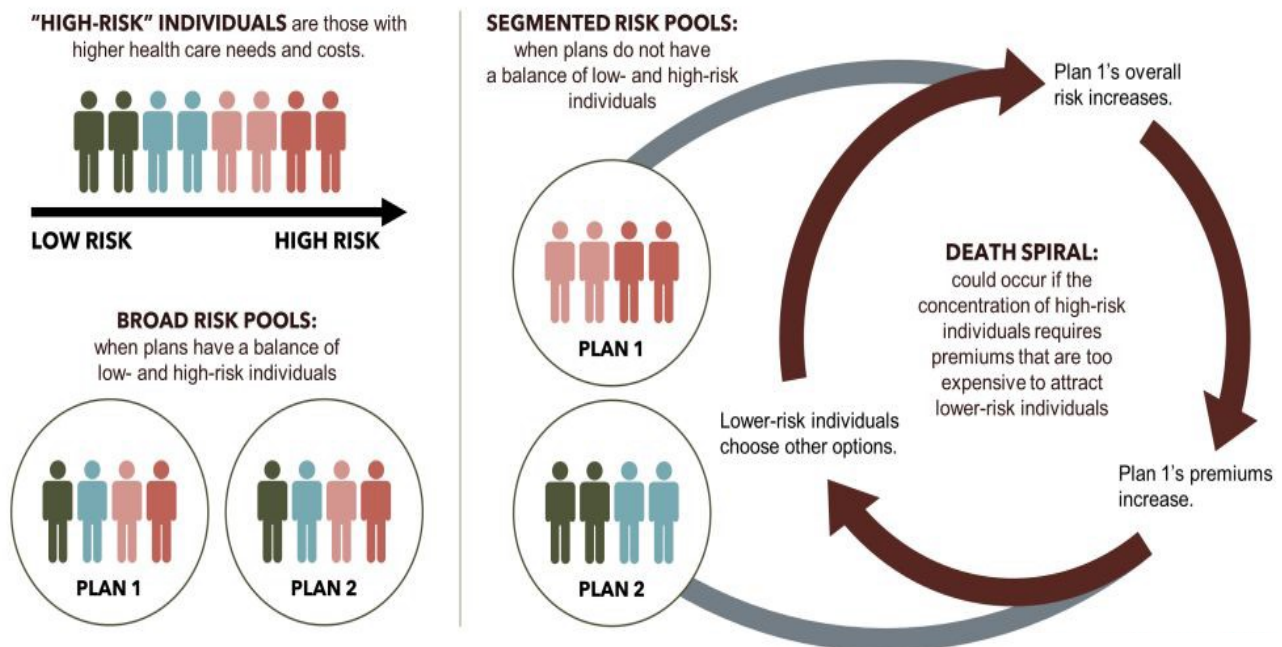
Medicare integration will be required in order to keep your health plan and they must embed or integrate Medicare Part D and the carrier is required to opt in and pay for Medicare Part B when eligible. The carrier will **NOT** need to elect Part D as it will be integrated into the plan. While there are many exceptions, Medicare Part B will be **MANDATORY** in order to continue your PSHB plan beyond 2025.

When you combine Medicare Parts A and B with the Rural Carrier Benefit Plan, most deductibles, copays and coinsurance is covered or waived. Remember, currently there is no action needed and we are waiting on formal guidance from OPM and how these plans will be offered. I will keep you guys up to date via the magazine and website as new details are released.

Open Season is around the corner!!

(Continued on page 11)

## HEALTH INSURANCE RISK POOLS 101



(Continued from page 10) **RCHBP**

**Open Season** will run from November 14, 2022 through December 12, 2022. At the time of this article the new insurance premium rates have not been released.

It is a good idea to start your research early if

you need to make changes. Maybe your over insured and not using a plan fully or underinsured and need more coverage. You can compare all the plan rates and benefits for health, dental, and vision at OPM.gov.

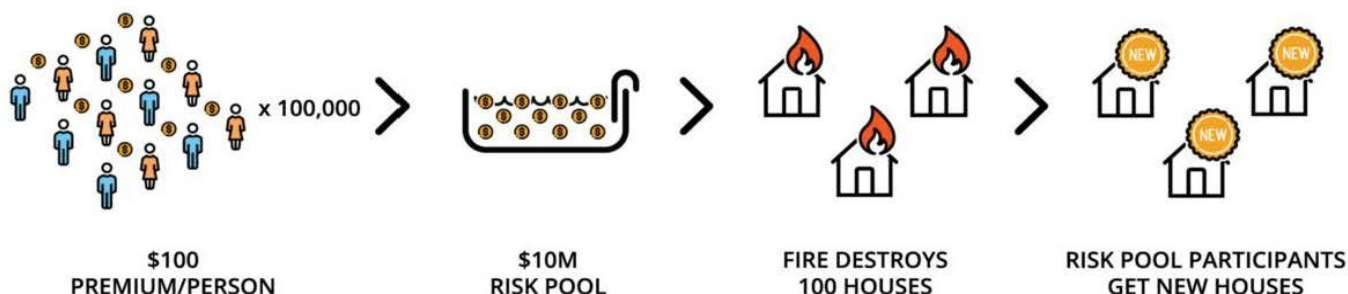
Once I have the new premium rates, I will post those to the website.

## POSTAL REFORM – WHAT IS A RISK POOL

### No Insurance



### Risk Pooling



In insurance, the term "risk pooling" refers to the spreading of financial risks evenly among a large number of contributors to the program. Insurance is the transference of risks from individuals or corporations who cannot bear a possible unplanned financial catastrophe to the capital markets, which can bear them easily – at least in theory. The capital markets, meanwhile, are generally happy to take on risk from individuals and corporations – in exchange for a premium they believe is sufficient to cover the risk.

The premium is the cost of pooling one's own risk with that of others via an insurance company and includes the insured's share of expected claims costs, administrative expenses, sales and marketing expenses, and a profit for the insurer. If a premium payer is affected by a covered risk, the insurance company, and not the insured, takes the hit.

If claims are higher than expected, however, the insurance company may have to raise rates on policy holders across the board.

Risk pooling is essential to the concept of insurance.

# We All Need To Get Involved



**Legislative Representative**

*Van Heath*

The State Convention is behind us. The National Convention is behind us as well. At both of these gatherings a lot of time was spent talking about The United States Postal Service Shipping Equity Act (HR 3287 & S 1663) and The Federal Retirement Fairness Act (HR 4268).

Your State President and Vice President did their parts in either talking with or visiting with twelve of our thirteen members of Congress to talk up these bills. I participated in these conversations and visits as well as having written both emails and letters to Senators Burr and Tillis and to Congressman Butterfield. Now it is time for everyone else to call or write to your members of Congress in support of these two bills.

Since the State Convention I have received one letter and several phone calls from carriers that would like to buy back their RCA time to enhance their retirement. No one will be able to do this until the bill becomes law. For it to become law a lot of letters and phone calls are going to have to be received by members of Congress. There are no guarantees unless you don't write or call. Then we are guaranteed that the bills will never come to the floor for a vote.

CONGRESS.GOV is still the best place to find the address of your member of Congress. Go to the [Congress.gov](https://www.congress.gov) website. Look on the right side of that page where you will see a Black Box that says "Contact Your Member." Type in your home address

and it will tell you who your Congress member is as well as your Senators. That information will also include their mailing addresses and a link to their web pages for any other information that you may want to see.

You will find sample letters to send to Congress on both the NRLCA and NCRLCA webpages in the Legislative links. If possible, when you write to your members, add a personal story about you to help them understand what the passage of the bills will mean to you and your family. These personal stories go a long way towards helping a member of Congress make up their minds as to whether to support a bill or not.

Once or twice a week I get updates from the Congress.gov website about members of Congress signing on as a cosponsor on the bills that we are following.

As I write this article our current count of cosponsors for HR 3287, The USPS Shipping Equity Act is 44. We need 218 before the bill has a chance of coming up for a vote. Representative Kathy Manning is still the only Cosponsor from NC. In the Senate there are only 4 cosponsors and neither NC Senator has signed on.

HR 4268, The Federal Retirement Fairness Act is up to 76 cosponsors. Representatives Ross and Manning are still our only two cosponsors from NC.

We need everyone to participate in trying to get these bills passed. We need regular carriers. We need PTFs. We need RCAs. We need retirees. We need Auxiliary members and we need Juniors. This is an all-hands-on-deck activity. We can all work together and get this done or we can wait and hope somebody else does it for us. I have written, emailed and visited with members of Congress. When the new year rolls around I will do it all again.

Happy Autumn everyone.

**Please write or call your Representative and ask them for their support of HR4268 and HR 3287**



## PAC CHAIR

*Brenda Gibbs*

### New Contest!

By the time you read this article we will probably be in Florida enjoying the 116<sup>th</sup> NRLCA National Convention. The vast amount of knowledge we gain by attending is irreplaceable. While you may not be able to attend, there are still things you can do here.

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. Currently there are 76 cosponsors nationwide. Contact your Representative and ask for their support in this matter. Kathy Manning (district 6) and Deborah Ross (district 2) are the only two Representatives from our state that are cosponsoring this legislation. 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 have the



ability to require customers to sign for certain items, including restrictions on the age of the person signing for that item. This would increase the revenue for the Postal Service. Currently there are 44 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.

### I AM ROLLING OUT MY NEXT CONTEST!

Any member of the NCRLCA that signs up to become a sustaining member or increases the amount of their contribution will be entered into the drawing for a **\$300 gift card**.

You can become a sustaining donor by calling PostalEase at 877-477-3273 or by going to the [liteblue.usps.gov](http://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.

**One ticket will be entered in the drawing for every dollar you increase your donation by!**

The winner will be announced at our Fall Booster on November 6<sup>th</sup>. That winner will have their choice of a \$300 Amazon gift card, a \$300 Target gift card or a \$300 Walmart gift card. You do not have to be present to win.

Happy Shopping!

## 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.
7. When prompted, press "3" to continue to 'ADD' the allotment.
8. When prompted, add routing number: **051400549**.
9. 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."
10. When prompted, press "1" for checking.
11. 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.
12. When prompted, press "1" to process.
13. Record the confirmation number given for your records and note the date the first allotment will take place. Press "1" to repeat, or press "9" to hang up.

# South Atlantic Conference

SAC Officer  
*Derek Harpe*



## January 28th-30th, 2023

Hello NCRLC Friends!

I hope this finds everyone enjoying their summer. As of now August 12<sup>th</sup>, SAC has two more years on our contract with the Sonesta Atlanta Airport North (Old Crown Plaza) being the same location.

At our July SAC (zoom) Board Meeting, I made the SAC Board Members aware of the resolution that passed at the NCRLCA State Convention in reference to the SAC Board finding a new location to hold the convention and the dues increase.

Below is the Resolution's language.

**Be It Resolved**, that the North Carolina SAC Board member(s) propose that the SAC meeting must be held in a different facility. One that will comfortably hold all attendees (and not be packed in like sardines). In addition, our SAC Board Member(s) propose a state dues increase for each state to \$2,000.00 per state, thus giving the SAC Board \$16,000.00 per annum to operate in a more professional manner. **Resolution Passed**

As of now, the SAC Conference will be held at the Sonesta Atlanta Airport North, 1325 Virginia Avenue, in Atlanta on January 29th-30th, 2023. The APCU annual meeting will be on Saturday, January 28<sup>th</sup>.

The SAC Board will be meeting live with the Sonesta Management on August 22<sup>nd</sup> and the Sonesta Management has stated that they are looking forward to the SAC Conference being held in January of 2023.

Please start making your plans now to attend!

Derek Harpe  
NC SAC Board Member  
336-940-7826  
shirtsandmore@yadtel.net



## ARMED FORCES VETERAN'S CLUB

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

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

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

North Carolina was granted a charter in 2019. Officers for the North Carolina AFVC chapter are Debbie Bennett President, Audrey Solomon Vice-President and Mike Shue Secretary-Treasurer.

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.

See you at the Fall Booster!



# July/August Markers

Webmaster  
*Renee Johnson*



CHECK  
THE  
WEBSITE  
[www.NCRLCA.org](http://www.NCRLCA.org)  
FOR  
THE  
LATEST  
NEWS

The chart below shows the heaviest-trafficked days in descending order. This three-week session is a slice of what is normal for the website and depicts data that is not skewed by an unusual event.

Our NRO, Dennis Conley, and District Representative, Bethany Small, led a first-of-its-kind, district-wide ZOOM meeting on July 12, 2022, focused on RRECS. The meeting was a well-attended, informative seminar on the system that will impact our salaries and jobs from now on, and the link to attend was right here on the NCRLCA website.

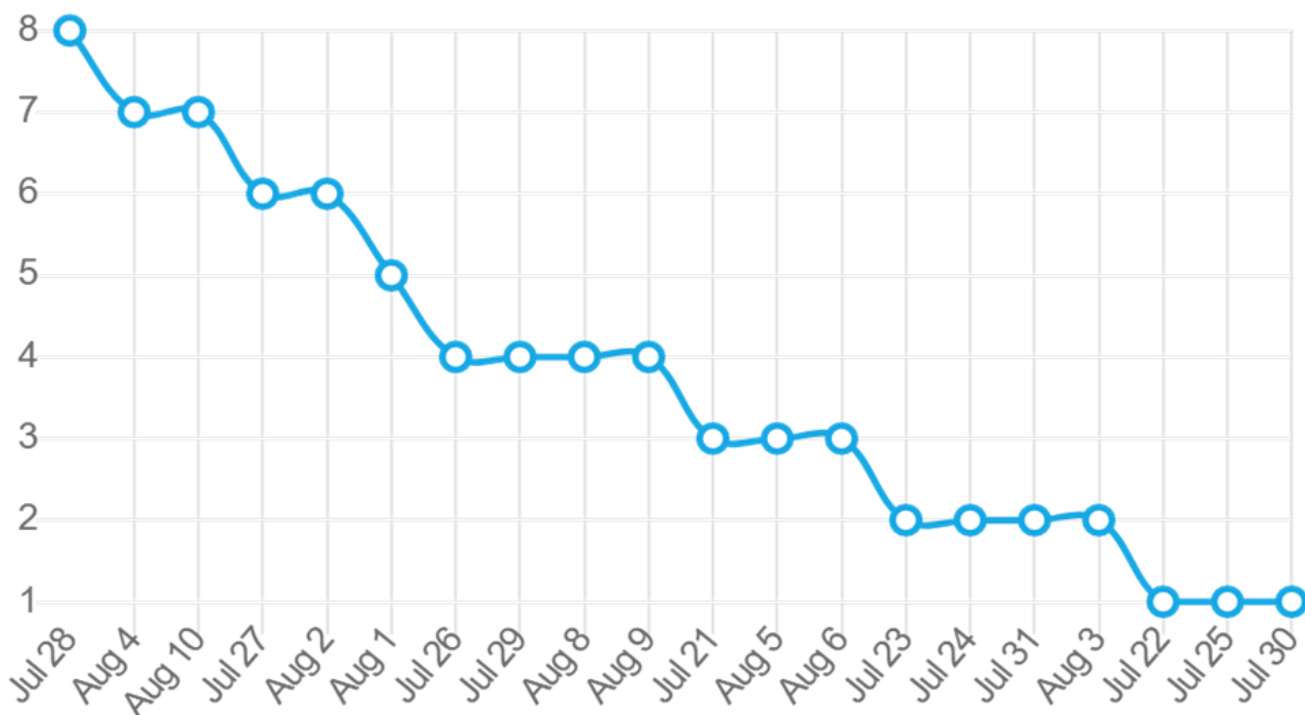
Some other posts getting attention include an updated Steward Contact List, a Gallery of Images from the 2022 State Convention in Cherokee, NC, the 2022-2023 Constitution, an Email Scam Warning, and the new COLA.

Be sure to drop by routinely to check out what is happening in the state. While our newsletter is still the best source for rural carrier information, the website supports it with its immediacy. But we're not filling your email inbox with notifications, so if you want to be fully informed, read your newsletter and check out the website during the space between mailings.

Also, send your pictures of retiring carriers, recent conversions, awards, or stories of carriers who have gone beyond their expected duties to assist a customer in distress, to [NCRLCAwebmaster@gmail.com](mailto:NCRLCAwebmaster@gmail.com).

NCRLCA.org Traffic  
For the 3 week period between  
JULY 21, 2022 THROUGH AUGUST 10, 2022

SESSIONS 75    USERS 63    PAGEVIEWS 245





## NCRLA Steward Appreciation Week is October 16-22, 2022

Please take this opportunity to say, **“Thank You!”** to the stewards that work for you. Use this week to show your appreciation and recognize the stewards who serve you and this Union.

Being a steward is a tough job. Please remember that your steward listens to many, many complaints on a daily basis. Know that they work diligently to try to resolve the issues in your favor. Our stewards work consistently to help ensure that we have the best working environment possible. Not an easy task in today's workplace.

They receive very few compliments for what they do. As we all know, an “Atta boy” or a “pat on the back” can mean the world sometimes.

The stewards across North Carolina deserve our gratitude for the commitment they have made to all of us. Whether it is the steward in your local office, your area steward, the Assistant District Representative or our District Representative, please let them know that you are grateful for all that they do. So please, take a moment and recognize your steward. It will mean more to them than you realize.

The North Carolina Board wants to say

# THANK YOU

to all of our Stewards across the state.

### New Bern's “Harley Quinn” Girls

Left to Right:  
Marilyn Turnage,  
Reva Wallace,  
Jackie Jones and  
Patricia Casey.





## Auto-Home Insurance

*Celeste Britt*

**Get A Quote  
Today!**

Hello Everyone! Hope everyone is enjoying there summer and preparing to attend the National Convention and Fall Booster! I am looking forward to attending both and hope to see all of you there.

I just wanted to give you all a little information on the NRLCA Market Place before you head out on the road traveling to the aforementioned meetings. Read the information below and call to get you quote today!

## **NRLCA Insurance Market Place and YOU!**

I am sure most of have heard of the NRLCA Insurance Marketplace, but there may be some that haven't. If you fall in either category this article is still for you. There are several great benefits of getting a quote or a policy from the NRLCA Insurance Marketplace and I am going to list all those for you.

1. Great customer service and prompt attention
2. Excellent rates!! It doesn't matter if you drive a POV or LLV on your mail route, you still receive a discount for being a rural mail carrier (active or retired)
3. They understand the tort claims act and how it benefits all parties involved if there is an accident.
4. Every quote or policy receives money from National General that helps fund our state
5. They insure everything, even your home. Bundling saves you more money.

Take a moment to call and get a quote or refresh your quote today. You receive a \$10.00 gift card for your time and you receive that once per year.

**Call Now!**  
**1-888-325-7727**

You are eligible for substantial discounts on your home, RV, motorcycle and more, just for being an NRLCA member. Mention code R/RP for your exclusive NRLCA insurance savings and benefits!

## Provident Guild Representative

*Dale Sain*



I know we do not like to think about our passing but we should be ready for the possibility. This month I am including the sheets on what to do when a rural carrier dies (pages 19 & 20). Please clip them and save with your important papers.

I hope you have also joined the Provident Guild. The Guild will provide you or your family with an immediate payment upon the passing of the Provident Guild member.

Please contact me for more information.

### **“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**

# What to Do When an Active Rural Letter Carrier Dies

1. Notify employee's immediate supervisor/postmaster.
2. Notify the secretary-treasurer of the National Rural Letter Carriers' Association and the state secretary of the state RLCA where the deceased was a member. Give the Social Security number/EIN of the deceased employee.
3. If the deceased employee was in receipt of a benefit payment from the U.S. Department of Veterans' Affairs (VA), you may notify the VA by calling (800) 827-1000. Spouses may also be entitled to VA death benefits and assistance.
4. Notify local banks and/or postal credit unions.
5. Notify the Social Security Administration at the local office.
6. Contact insurance companies for policies on life (if Provident Guild, write Secretary-Treasurer, 4780 Stony Creek Rd, Urbana, OH 43078; if Federal Employees' Group Life Insurance, contact USPS Human Resource Shared Service Center (HRSSC), PO Box 970400, Greensboro, NC 27497-0400 or by phone 1-877-477-3273; if NRLCA Life Insurance, contact 1630 Duke St., Alexandria, VA 22314-3467), hospitalization (if NRLCA, write Rural Carrier Benefit Plan, 1630 Duke St., Alexandria, VA 22314-3467), house and automobile (if National General Insurance, contact 13736 Riverport Drive, Maryland Heights, MO 63043; Tel: 1-855-752-8477 for current policyholders; or your insurance carrier).
7. Notify the Internal Revenue Service and state income tax department.
8. Check for safety deposit box and instructions.
9. Change name on all important papers to surviving party's name.
10. Notify supervisor/postmaster/employees/State Association of the time and place of memorial service.
11. Have the funeral director obtain enough death certificates for your needs. He/she can advise how many.
12. Give supervisor/postmaster any items belonging to the Postal Service.
13. Papers to fill out (available in some post offices from personnel section or [www.OPM.gov](http://www.OPM.gov)):
  - SF 2800 Application for Death Benefits (CSRS) OR SF 3104 and SF 3104B (FERS)
  - SF 1153 Claim of Designated Beneficiary for Unpaid Compensation
  - SF 155 Claim for Unpaid Compensation, No Designated Beneficiary
  - FE 6 Claim for Benefits, Federal Employees Group Life Insurance
14. Check with personnel section or postmaster for annuity for yourself and any minor children.
15. If a present marriage, secure marriage license.
16. If a previous marriage, secure divorce papers.
17. If the cause of death is due to a job-related injury, the Office of Workers' Compensation Programs (OWCP) will pay up to \$1,000 in burial expenses, minus any amount the VA pays.
18. In the case of job-related death, the survivor may also apply for an annuity from the OWCP. He/she may then choose the higher amount, but there are precautions that you need to discuss with personnel or the union on this subject.
19. As a surviving spouse, you are eligible to continue receiving the NRLCA magazine. Contact your state secretary to see if the state pays for subscriptions. If it does not, you can mail a check for \$20 to the NRLCA to continue receiving the magazine.
20. Note: A will should be seriously considered. If there is no will, an executor must be named and an expensive court action could result.



# What to Do When a Retired Rural Letter Carrier Dies

**Clip  
& Save**

1. The survivor should notify:

For the Civil Service Retirement System (CSRS)  
or Federal Employees' Retirement System (FERS)  
Office of Personnel Management  
Attention: Survivor Processing Section  
PO Box 45  
Boyers, PA 16017-0045  
Tel: 1-888-767-6738

<https://rsreporting.opm.gov/AnnuitantDeath>

When writing/speaking to the Office of Personnel Management, you should request:

SF 2800 Application for Death Benefits  
(CSRS) OR SF 3104 and SF 3104B  
(FERS)

FE 6 Claim for Benefits, Federal  
Employees' Group Life Insurance

Include the deceased employee's name, CSA number, your name and signature. Fill out the forms and attach a copy of the employee's death certificate and a copy of the certificate of the marriage to the widow or widower. Send the completed application to:

Office of Personnel Management  
Retirement Operations Center  
Attention: Death Claims Section

Boyers, PA 16017-0045

**Survivor annuities are not paid automatically.  
They must be applied for.**

Return any checks addressed to the deceased employee to the address of the Treasury Department in the envelope in which they were mailed.

2. Notify the secretary-treasurer of the National Rural Letter Carriers' Association and the state secretary of the state RLCA where the deceased was a member. Give the Social Security/CSA number of the deceased employee.

3. If the deceased employee was retired from military service, notify the commanding officer of the nearest military installation.

4. If the deceased employee was in receipt of a benefit payment from the U.S. Department of Veterans Affairs (VA), you may notify the VA by calling (800) 827-1000. Spouses may also be entitled to VA death benefits and assistance.

5. Change deceased employee's name to survivor's name on all important papers.

6. Notify insurance companies for policies on life (if Provident Guild, write Secretary-Treasurer, 4780 Stony Creek Rd, Urbana, OH 4307; if Federal Employees' Group Life Insurance, contact USPS Human Resource Shared Service Center (HRSSC), PO Box 970400, Greensboro, NC 27497-0400 or by phone 1-877-477-3273; if NRLCA Life Insurance, contact 1630 Duke St., Alexandria, VA 22314-3467), hospitalization (if NRLCA, write Rural Carrier Benefit Plan, 1630 Duke St., Alexandria, VA 22314-3467), house and automobile (if National General Insurance, contact 13736 Riverport Drive, Maryland Heights, MO 63043; Tel: 1-855-752-8477 for current policyholders; or your local insurance carrier).

7. Notify the Social Security Administration.

8. Notify the Internal Revenue Service and state income tax department.

9. Notify local bank(s) and/or credit unions.

10. Check safety deposit box and instructions.

11. Have funeral director obtain the appropriate number of death certificates needed. He/she can advise how many.

12. If presently married, secure marriage license.

13. If previously married, secure divorce papers.

14. If the cause of death is due to a job-related injury, the Office of Workers' Compensation Programs (OWCP) will pay up to \$1,000 burial expenses, minus any amount the VA pays.

15. In the case of job-related death, the survivor may also apply for an annuity from the OWCP. He/she can then choose the highest annuity.

16. Notify the local post office where the employee worked and RLC State Association concerning the memorial services.

17. As a surviving spouse, you are eligible to continue receiving the NRLCA magazine. Contact your state secretary to see if the state pays for subscriptions. If it does not, you can mail a check for \$20 to the NRLCA to continue receiving the magazine.

18. Note: A will should be seriously considered. If there is no will, an executor must be named and an expensive court action could result.



# Steward's Annual Reports

## District Representative

**Bethany Small**

This end of year report covers my Union activity from June 19, 2021 through June 17, 2022.

The last 12 months have been a particularly difficult time for the Postal Service. The North Carolina Postal District has been diminished to a skeleton crew. Where there was once 10-15 people in a department, we now only have 3-5. This has in some cases created a back-log of issues and we are working diligently, sometimes having to get creative to accomplish what our membership expects of us. It has been a long and challenging road, but the Steward System in North Carolina is finally making headway with our grossly understaffed postal district.

I have served as the North Carolina District Representative for the duration of this period. At the printing of this report, we have 5 Full-Time ADRs, 5 Part-Time ADRs, 10 Area Stewards and 101 Local Stewards for a total of 121 Stewards in the North Carolina District. Over the last 12 months, we have conducted 6 New Local Steward Training Sessions and have several already planned for the coming months. We have also resumed Steward Enhancement trainings. As our team has developed and my responsibilities have shifted largely to administrative, I have asked Jeff Essick to serve as the District Step 2 Lead for all appeals, I have asked Gail Naillon to serve as our District Academy Specialist, and I have asked Kelly Futch to serve as our District Training Coordinator, all of whom graciously accepted and have done incredible work.

I drove 8,028 miles in this period with 7,139 being in my POV and 889 miles in a rental vehicle. I rented a vehicle on 2 occasions and stayed overnight on 11 occasions for a total of 23 nights. We conducted 3 ADR/Area Steward training sessions via Zoom and held numerous evening Zoom training sessions for Local Stewards.

During the last 12 months I have attended 3

Investigative Interviews, processed 2 Step 1 grievances (LOW and 7-Day Suspension) and 85 Step 2 Grievances (18 Discipline including 3 Emergency Placements, 4 Notices of Removals, 3 14-Day Suspensions, 3 7-Day Suspensions and 5 Letters of Warning, 33 Individual Contract and 34 Class Actions) 5 of which were appealed to Step 3 (4 Notices of Removal and 1 Contractual).

I attended the NC state convention in November 2021 in Greensboro, and I attended 10 district meetings throughout the state. I also attended the 2022 NC State Convention planning meeting in Cherokee, NC, in addition to attending various Contract Ratification Zooms along with RRECS training for both carriers and management.

I would like to thank our National Board for their confidence in me and the opportunity to serve as the District Rep of the largest Rural District in the country. I would like to thank the North Carolina state board for their support as well. I would like to thank our NRO, Dennis Conley who has mentored me from the very beginning of my time as a Steward and who continues to encourage and support me. I would like to thank Terry Miner, our Step 3 Representative, who has shown me such kindness and patience and has guided me through some difficult situations. I want to thank every member of the NC Steward team who have accepted a daunting challenge and who continue to fight for what is right every single day. There is nothing easy about being a steward and I am incredibly proud of the team that we are building together.

Thank you to my amazing partner Matthew for his never-ending patience, love, and support. He is my rock.

And lastly, thank you to the Rural Carriers in the great state of North Carolina. You show up every day for your customers and keep going, through everything that this last year has thrown at you. It is an honor to work for you and the rural craft.

Sincerely,  
Bethany Small

*(Continued on page 22)*

## **Full Time Assistant District Representatives**

### **Assistant District Representative Jeff Essick**

This report includes my activities as Assistant District Representative for the NC District from June 19, 2021 through June 17, 2022.

When it comes to communicating, conducting business and gathering information with district personnel, the changes the new PMG made by reducing district staff affected the ability to conduct business as usual. These changes have created a host of delays in working with issues at the district level. It has been difficult to locate specific contacts and reach the proper person in the district due to the reduction in staff and COVID related absences. The past year was a trying time as well, due to COVID. Weekly/monthly District COVID Telecoms were held to discuss the case updates, statistics and any safety concerns until the district ceased having them earlier this year.

During the past year, I attended the NC State Convention in November via ZOOM. Also, I attended various ZOOM telecoms including the Contract Ratification and the National Joint Contract Training. I met telephonically and in person with local management on several occasions for Labor-Management Meetings and grievance hearings. Labor-Management meetings were also held via Zoom and telephonically to discuss issues with District Management.

I was present mostly via telephone at 41 PDIs. PDIs were down in my area, apparently due to COVID-19 related absences where several PDIs were scheduled, and the carriers were “no-shows”. Attendance has been an issue during the pandemic. Discipline for Attendance has been on the increase, as well. The declining number of available carriers has caused a major problem where especially our Leave Replacements are being worked/overworked and scheduled seven days a week.

I traveled a total of 4,957 miles on union business and required no nights of lodging. A total of 117 grievances at Step 1 and 40 at Step 2 were heard during this period. Four grievances were appealed to Step 3. As Assistant District Representative, I heard all Step 2 grievances for the former Greensboro District. Beginning in March, I was asked to hear the Step 2 grievances for the entire NC District.

As of June 17, 2022, Forty-Six Step 2 Appeal grievances are pending, with some being heard awaiting a written decision and the remainder will be heard as soon as they can be scheduled. (Much to my dismay, since the two Districts were combined, Labor Relations hasn’t had enough representatives to properly schedule timely hearings.)

I wish to thank GOD first for everything. I must also thank my wife, LeAnne. I am very fortunate to have her continuing support and her willingness to sacrifice our time together to allow me to perform my duties. I would not be able to do this job without her loyalty and assistance. She is my constant companion and my attitude coach.

I wish to thank all those who have taken on the task of being a steward. I appreciate their hard work and dedication which allowed me to fulfill my obligation as Assistant District Representative. As always, it has been an honor and a privilege to serve this association and to be a part of such a vital function of the NRLCA.

Respectfully submitted,  
Jeff Essick

### **Assistant District Representative Kelly Kenny Futch**

The following is my end of year report for work period June 19, 2021 through June 17, 2022.

I have completed my first year of the position of full-time ADR. What a year it has been! The merging of our Districts has been difficult to say the least. We lost most of the Mid Carolinas contacts that we had relied on for so many years. We have new POOMs and new PMs. We now have a new contract. Change is the one consistent factor with USPS.

During the last 12 months, I have participated in 93 PDIs. The PDIs were in person, telephonically, or

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*(Continued from page 22)***Reports**

a ZOOM meeting. I made this decision based on the carrier's request and my level of trust in the local management. The majority of the PDIs were on attendance and most recently failure to follow instructions concerning the RRECS scans. The great news is only 2 were for MVA.

I processed 73 grievances. 5 were discipline and 68 were contractual. Of the 5 discipline grievance, 1 was EP sustained, 2 LOW settled at step 1, 2 7-day suspension 1 settled and 1 moved to step 2. Of the 68 contractual grievances, 12 were sustained, 41 settled at step 1 and 3 settled at step 2.

I drove 4,976 miles in my POV. I did not rent a vehicle. I attended the November mini state convention for 1 day. This spring I participated in new local steward training in Wallace, Fayetteville, and Charlotte. I had 2 overnight occasions.

I would like to thank the NC RLCA and the National Board for allowing me the privilege of representing the all the rural carriers in NC, especially my 284 and 285 carriers. I take this responsibility with care. I care about our craft and the future of the USPS. I realize the carriers are very tired. I encourage each carrier be diligent in the RRECS scanning. This is a mail count that happens every day, and you are the counter. Do not let the frustration beat you out of your due income. You work hard for your money. Please call any of us if you have questions.

North Carolina is the largest district. District Representative Bethany Small has the knowledge and the devotion to represent us like no other. We are lucky to have her. I know all the ADRs, area stewards, and the local stewards feel the same. We are proud to represent the hard working rural carriers of NC.

Respectfully,  
Kelly Kenny Futch

## **Assistant District Representative Gail Naillon**

This end-of-year report covers my Union activity from June 19, 2021, thru June 17, 2022.

During the last year I taught one new local steward training class in Durham, NC.

I attended the NC State convention in Greensboro in November 2021. I attended the regional training via Zoom along with other trainings.

I attended 11 district meetings and had 5 nights of overnight lodging. I drove my POV 9, 507 miles doing Union business.

During the last 12 months I either attended in person or via telephone 203 Pre-Disciplinary Interviews. I processed 252 grievances. There were 193 contractual grievances. There were 52 disciplinary grievances which consisted of 32 Letters of Warning, 9 – 7 Day Suspensions, 6- 14 Day Suspensions, 2 Emergency Placements and 3 Notice of Removals. There were 7 Class Action grievances. All my grievances were adjudicated at Step 1 therefore I had no step 2 appeals.

I drove my POV 9,507 miles doing Union work. I had 5 nights of overnight stays.

I would like to thank the NC State Board and the NRLCA Board for their continuous support over the last 12 months.

I want to thank Bethany for her never-ending positive words that encourage myself along with the other stewards to keep us motivated to do this job to the best of our abilities.

I would like to thank Scott, my amazing husband for his never-ending patience, love and support that he gives me daily that keeps me going.

Last but certainly not least, I want to give a huge shout out to all the rural carriers in this state for the hard work that you guys do daily, that truly makes the rural craft the best craft the United States Postal Service has ever known!

Gail Naillon

## **Assistant District Representative Eddie Moss**

This end of year report covers my National Steward System duties for the National Rural Carriers Association from June 19, 2021, through June 17, 2022. During most of this time, we were still working under the restrictions placed upon us by the Covid-19 pandemic. While this has been a trying time for us all it is nice to be getting back to the

*(Continued on page 24)*

normal way, we conduct our representation and training duties for North Carolina Rural Letter Carriers. It has been my honor and privilege to serve as the Assistant District Representative for the North Carolina District. We have a very strong team put together for North Carolina Rural Carriers. The whole team is constantly communicating with each other in order to better serve the carriers throughout the state. This team has been led by our District Representative, Bethany Small. I would like to thank her for the team she has constructed and the leadership she's given us in helping to perform our daily tasks. The entire team of full time Assistant District Representatives are Jeff Essick, Gail Naillon, Kelly Kenny Futch, Ralph Fernandez, and myself. We will be adding a new member to the team in July, William "Cliff" Workman. I would like to thank each one of them for always being available whenever a situation arises. They are always there for support and guidance.

I would also like to thank our National Committeeman, Dennis Conley, for the knowledge and assistance he is always willing to share with our team. Finally, I would be remiss to not acknowledge the Area Stewards and Local Stewards that have joined our team and added to the representation afforded to all North Carolina Rural Carriers.

The duties and responsibilities of the Assistant District Representative are clearly defined by the National Rural Letter Carriers Constitution and are very similar as last year. This reporting period the North Carolina State Convention and the National Convention were not held due to the Covid-19 restrictions. These conventions will finally go back to in person in 2022. I also conducted several District Meetings and Local Steward Trainings assigned to me by the District Representative.

During this reporting period, my case load consisted of Pre-Disciplinary Interviews, Step 1 Grievances and Step 2 Appeals. I traveled 6,675 miles in my POV and 9,810 miles in rental cars. I attended 114 P.D.I.s and processed 138 grievances. Of the 138 grievances, 94 were contractual, 12 were discipline and 32 were class action.

I want to thank the National Rural Letter Carriers National Board for the confidence they have shown in me and look forward to the opportunity to work

with and serve the rural carriers in the North Carolina District. Finally, I would like to thank my wife, Carol, for always supporting me even when she wishes that I would turn the phone off. It is my honor to serve the rural carriers of the great state of North Carolina.

Respectfully Submitted,

Eddie D. Moss

## **Assistant District Representative Cliff Workman**

Another union year is coming to a close. This past year has moved so fast. My growth in the NRLCA has been so rewarding. My wife reminds me to put my work down sometimes because I need to remember to have home time as well. I try to be very dedicated to our craft and our members. This past year I have done 315 pre disciplinary interviews. I have completed a total of 164 grievances this past year. 107 of them were individual contract grievances, 44 were discipline grievances and 13 were class action grievances.

I am very excited to say the National Board has voted to make me a full time Assistant District Representative as of 07-02-2022! I look forward to serving the union to the best of my ability in the coming year and want to thank the national board for allowing me the opportunity to serve the union in a more prominent roll. I want to say thank you to Bethany for this opportunity as well. Thank you all.

Cliff Workman

## **Assistant District Representative Ralph Fernandez**

This is my annual report from 19 June 2021 – 17 June 2022 during this time I drove 2497 miles for Union business the majority coming after April 2022,

I did 1 Local Steward Training in Asheville NC which required 3 nights stay in lodging, I have attended all the Zoom trainings or meetings that have been available or scheduled regarding RRECS, and the new contract.

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I attended several district meetings this year and would like to say I did enjoy meeting many new faces and helping spread the knowledge of RRECS and the new contract. This part was a highlight for me this year I didn't know I would enjoy it so much.

I also attended my first convention though this happened after the dates in my report I did want to include I was there and put a few more faces to names that I had been speaking to including local stewards and various carriers. If you haven't been to a convention it's a good opportunity for fellowship and to see you are not the only one who has questions!

I also did 78 Pre-Disciplinary Interviews or Investigative Interviews, I had 73 total Grievances, 49 contractual 1 is still awaiting adjudication at step 2, 16 Disciplinary Grievances all have been adjudicated except 3 of which two are at step 3, and one is at step 2 of the grievance procedure, I filed 8 class actions all of which have been adjudicated.

I would like to thank my fellow stewards, Area and ADRs for being a part of the team and helping resolve issues with some needed input and I am glad to do the same. I wanted to thank all our Local Stewards who I hear from often you guys ask some good questions and have really good ideas. I would like to thank Bethany Small for the opportunity to work as part of the team here in North Carolina I hope I don't let you or the membership down.

Ralph Fernandez

## **Part Time Assistant District Representatives**

### **Assistant District Representative Bonnie Arsenault**

This end of year report covers my Union activity from June 20, 2021, through June 17, 2022. I served as an Area Steward until April 9, 2022, when I was appointed as a part-time Assistant District Representative.

I attended the State Convention in Greensboro, as a delegate of District 52 in November 2021. I received

training via ZOOM in January, February, and March of 2022 regarding the use of an NRLCA assigned computer and ADR responsibilities. I attended ZOOM training for RRECS in April and May of 2022. I attended the District 52 meeting in New Bern in April 2022 as a member.

I traveled 1,349 miles in 2022 for Union business in my POV. Most meetings were done in person, a few were done telephonically. I have attended 23 Pre-Disciplinary Interviews and processed 52 grievances. Of the 52 grievances, 30 were contractual, 15 were disciplinary, and 7 were class actions.

Of the thirty contractual grievances: twenty-one were sustained at step 1; two were settled at step 1; six were appealed to step 2; and one was withdrawn. Of the fifteen disciplinary grievances: nine were sustained at step 1; three were settled at step 1; and three were appealed to step 2.

I had one notice of removal which was settled at step 1 and the carrier was returned to work and was paid because of a separate removal from schedule grievance. Seven were Letters of Warning, four were 7-Day Suspensions, and three were 14-Day Suspensions.

I had seven class action grievances. Of those, four were sustained at step 1; two were settled at step 1; and one was appealed to step 2. Four of the class action grievances involved offices requiring RCAs to work more than 12 hours in one workday. One involved ARCs carrying mail Monday through Friday; one was for CCAs crossing crafts and doing rural work; and one was management splitting routes on more than an infrequent basis and not utilizing the Relief Day Work List (RDWL).

It is amazing how quickly the year has passed. I am thankful for the opportunity to work for the NRLCA and rural carriers. I am grateful that the National Board has allowed me the opportunity to serve as an ADR. Thank you to the multiple ADRs who have mentored and helped me. Thank you Bethany Small for encouraging all the ADRs, Area Stewards, and Local Stewards to do the best job possible for our craft.

So many things have changed in our craft because of RRECS and our new contract that it can seem overwhelming at times. Please do not hesitate to call

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one of us if you are unable to find the answer to your question on the official website or if you need assistance.

On a personal note, I am thankful for my husband, Norman, who is always present to offer words of encouragement and oftentimes a joke in what I may perceive as a bleak situation. Hopefully, the fall mini mail survey will go well, and we all will get used to the new duties that we must perform.

Respectfully Submitted,

Bonnie Arsenault

## **Assistant District Representative Tabitha Benfield**

This end of the year report covers my union activity from June 19, 2021 through June 17, 2022.

I served as an Area Steward until April 9, 2022 when I became a PT Assistant District Representative for the North Carolina district.

I am the regular carrier for RR1 in Salisbury which has recently become seriously understaffed with RCAs in the past few months. I have had to handle a lot of union business before and after running my route, so work life has been hectic. We do have some RCA's on our list coming in soon, so I'm hopeful I will be able to schedule union days

more frequently soon without adding any extra burden onto the RCAs in my home office.

I have 11 offices that I am responsible for currently. During the past year I have sat in on exactly 100 Investigative interviews and have handled 136 grievances. Ten of those have been class actions, 23 individual discipline and 103 contractual. I have 17 open grievances that I meeting on within the next week.

I am so thankful to the NRLCA Board and Bethany Small for allowing me to hold this position and put their confidence in me. I am trying to continue to learn from my teammates and do the best job that I can do. Thanks to Eddie, Cliff and Gail who are my go to people!!

It is an honor to be able to represent the rural carriers within the North Carolina District and do my best to make sure the National contract is upheld.

Thank You

Tabitha Benfield

## **Assistant District Representative Renee Johnson**

This end-of-year report covers my Union activity for the year beginning July 01, 2021, through June 17, 2022.

Due to COVID-19 precautions during this time period, most of my activity involved teleconferences, emails, and Zoom meetings. I only drove 224 miles to attend in-person investigative interviews.

I used 27 LWOP days (Code F) total during this period, which included those days necessary for RRECS training, new contract training, computer training, and training for the position of Part-time Assistant District Representative.

During this past year, I have attended 16 Investigative Interviews and handled 43 grievances. Of these grievances, 35 were contractual, 2 were class action, and 6 were disciplinary. The disciplinary grievances included suspension, emergency placement, and removal. Three contractual grievances remain open, one was settled at Step 2, and 39 were either settled or sustained at Step 1.

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### **NCRLCA Dues for 2022-2023**

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

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.

I would like to thank the National Rural Letter Carrier's Association Board Members, including NSS Director of Steward Operations, Susan Knapp, as well as our North Carolina RLCA State Board for their confidence in my ability to grow in service to our great state. I would also like to thank North Carolina District Representative Bethany Small, the full-time ADRs, other part-time ADRs, Area Stewards, Local Stewards, and craft members, for their continued support and all they do for the betterment of the rural carrier craft.

On a personal note, I would like to thank my husband, Tony. I could not do it all without having a firm foundation beneath me from which to ground myself.

Sincerely,  
Renee Johnson

## **Assistant District Representative Brenda Prevatte**

This is my year end report that covers my union activity from June 19,2021 – June 17,2022.

I attended the State Convention in Greensboro in November, the National Convention was canceled, as was the SAC in January in 2022.

I have drove 550 miles this past year for grievances, most of the PDI's and grievance have been by telephonically. I have attended 38 PDI's, Processed 68 grievances. Out of those 58 were Contractual, 8 were Disciplinary, 2 were Class Action. There were 50 sustained or settled at Step 1, 6 settled at Step 2, 8 pending at Step 2 and 4 pending at Step 1. Out of the Disciplinary Grievance 3 were Emergency Placement, 2 -7-Day Suspension, 1- 14-Day Suspension and 2- Letters of Removal. I have attended many Zoom training sessions.

This has been a very hard year for me many of you know the reasons why and some may not, but I want to Thank you for all the Prayers, phone calls, cards, notes that I have received, you just don't know how important it is for that few seconds it takes to do one of these things until you need it so, THANK YOU!!!

I would like to take a minute to Thank the North Carolina RLCA State Board for the continued support and confidence in me. I would like to Thank District Representative Bethany Small for everything she has done in helping though this trying year, even though she has had a trying year herself she has been there for me when I needed her! I would like to Thank Executive Committeeman Dennis Conley who has been there for me for more years than I care to thank of in supporting me and guiding me! A very Big THANK YOU to the NATIONAL BOARD for all the time they give to help our great Union and helping us stay together and keeping faith in our union and guiding me and giving me the tools each day I need. To District #8 Southeastern you are the best, for all the support you have gave me you though this year! To the Local Stewards you all are the backbone, if no one has told you job well done, I'm saying it now , JOB WELL DONE, Thank you for all you do!! . Thank you to all the rural carriers that have allowed me into your life and help you with you struggles and put your faith and trust in me and I hope you will continue to do so.

I would like to Thank my husband David for being by my side and supporting me all the way!

It is Honor to serve the Rural Carriers of North Carolina!!

In GOOD TIMES AND BAD TIMES

Sincerely,  
Brenda Prevatte

## **Assistant District Representative Nathen J. Darden**

This end-of-year report covers my union activity as an area steward in the North Carolina District from June 19<sup>th</sup>, 2021, thru June 17<sup>th</sup>, 2022.

I drove 7,016 miles in my POV.

During the past year I have attended 41 investigative interviews and processed 63 grievances.

Of the 63 grievances 8 have been appealed to step 2. 14 of the grievances were disciplinary, 46 were contractual, and 3 were class actions. Of the 14 disciplinary, there were 3 emergency placements, 5

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letters of warning, 2 7-Day Suspensions, 2 14-Day Suspensions, and 2 Notices of Removal.

I would like to thank North Carolina RLCA State Board, the Executive Committeemen, and the NRLCA National Board for all that they do for us. A big thank you to DR Bethany Small for her leadership. ADR Jeff Essick for answering so many questions and being such an unbelievable resource. ADR Gail Naillon for always getting back to me so quickly, and occasionally filling in for me when I have a conflict.

Last, but not least, thank you to Rural Carriers of the great state of North Carolina. Your hard work and resilience never cease to amaze me.

Nathan Darden

## **Area Stewards**

### **Area Steward Phillip Fulwood**

This report includes my activities as an Area Steward from June 19 2021 through June 17 2022.

During this period I travelled a total of 1271 miles. I attended 47 PDIs, handled 5 disciplinary grievances, 9 contractual grievances and 1 class action in my area. Two grievances were appealed to step 2.

My area includes the following offices: Ash, Bolivia, Delco, Lake Waccamaw, Leland, Riegelwood, Shallotte Main, South Brunswick, Supply and Winnabow.

I would like to thank the National Board, Bethany Small and Kelly Kenny Futch for all of their help and support and taking the time to help me assist the carriers in my area.

Phillip Fulwood

### **Area Steward Elissa Gonzalez**

While serving as an Area Steward for the Carolina district, I attended 2 trainings via ZOOM.

I drove my POV 974 miles to do Union business.

My workload consisted of participating in 73 PDI's that was either done telephonically or in person. I processed 37 grievances. There was 15 contractual grievances and 19 Disciplinary Grievances and 3 Class Actions. All the grievances were settled at Step 1 except for 5 that was appealed to Step 2.

I want to thank Bethany for her guidance and leadership. I want to thank the NC State Board for their support.

I want to thank the rural carriers in this state for believing in me and allowing me to assist them in their time of need.

Elissa Gonzalez

### **Area Steward Georgia A. Kline**

This end of year report covers my union activity from 19 June 2021 – 17 June 2022.

During this period, I have attended 59 investigative interviews, most of them conducted telephonically, and processed 77 Step 1 grievances. Of the 77 grievances, 14 were disciplinary, 13 were contractual and 50 were Class Actions. Of the 14 Disciplinary grievances, there were 4 Emergency Placements, 2 Letters of Warning, 2 14-Day Suspensions and 6 Notices of Removal.

Thank you for the opportunity to serve our rural craft.

Sincerely,  
Georgia A. Kline

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## **Area Steward Crystal McIntyre**

This end of year report covers my union activities from June 19, 2021 through June 17, 2022.

The cities that I represent are: Browns Summit, Elon, Gibsonville, Greensboro, Jamestown, Kernersville, Liberty, McLeansville, Pleasant Garden, Randleman, Stoneville, Summerfield, Trinity, Whitsett, Colfax, and Graham.

From June 19, 2021 through June 17, 2022 with Covid-19 in mind I have driven 218 miles and sat in 43 pre disciplinary interviews. I have heard 13 discipline grievances, 9 letter of warnings, 1 14-day suspension, 1 7-day suspension, and 2 notice of removals. I have heard 63 contractual grievances and 9 class action grievances.

Thank you for your continued confidence,  
Crystal McIntyre

## **Area Steward Amy Russo**

This end of year report covers my union activities from June 19, 2021 to June 20, 2022.

I served as a Local Steward in Black Mountain from September 2019 to December 2021 I have been an Area Steward since then.

I have driven 180 miles in my POV. I have attended three training sessions via Zoom, three PDIs, four grievances, with one of those appealed to Step 2.

With the restrictions beginning to lift, I am excited to get back to business as usual. Especially with the new RRECS system rolling out and falling into place, I expect this coming year to be very interesting.

To all my fellow carriers I'm right here with you and we'll get through this next chapter together. Thank you for all your support.

I would like to thank the NRLCA board members, my fellow Stewards, ADRs, Bethany Small for all your support and Eddie Moss who hears from me more than he probably wants to.

On a personal note, I would like to thank my two daughters, Francesca and Charlotte for all their support and understanding for the hours I'm on the phone. They do their very best to help me.

Sincerely,  
Amy Russo

## **Area Steward Lisa Talini-Zamora**

This end-of-year report covers my Union activity from June 19, 2021, through June 17, 2022.

I have served as an Area Steward for the North Carolina District during the period above. I have driven 4,105 miles, attended 28 investigative interviews, and processed 43 grievances. Of these 43 grievances, 2 were appealed to Step 2, 8 were discipline, 1 was an Emergency Placement, 34 were contractual, and 1 was a Class Action.

The position of Area Steward is always a learning experience, and very rewarding. I look forward to the coming year, the challenging adventures this position will bring with it, and I would like to thank everyone in the NRLCA for the great support network they provide while I do my best to assist the Rural Carriers of North

h Carolina in their endeavors in the workplace.

Sincerely,  
Lisa Talini-Zamora

## **Relief Day Work List**

**The Relief Day Work List** should be posted for two weeks starting on September 17, 2022. This list will become effective on October 8, 2022 which is the first day of the 2022-2023 Guarantee period.

**The Amazon Sunday Work List** should also be posted during the same period, and it will also become effective on October 8, 2022.

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## North Carolina District Representative

*Bethany Small*

### New MOUs & Mini Mail Survey

It's been an interesting year so far and there are still many, many changes that are still coming!

We have two new MOUs, the mini mail survey and new evaluations coming our way.

The first MOU that I am speaking about allows regular carriers to work on routes other than the route to which they are officially assigned from August 7, 2022, through February 24, 2023.

Under normal conditions, regular carriers may not be required to work on Sundays, nor can they be required to work on part or all of any other route.

The MOU is crystal clear that any regular helping on other routes should only be doing so VOLUNTARILY. Regular rural carriers may

volunteer to work on Sunday to deliver packages and may also volunteer to provide service on rural routes other than their assigned routes in the office. If management has mandated you or another regular carrier in your office to work on Sundays or on other routes, please reach out to your Steward as this is prohibited. Regular rural carriers will be compensated at the overtime rate for hours worked on Sunday and for hours performing service on routes other than their assigned routes.

The second MOU is a temporary route-adjustment freeze for overburdened routes from August 13, 2022, through October 7, 2023, unless otherwise modified. Under normal conditions, overburdened routes (meaning routes with a 47K or 48K evaluation) are to be adjusted as soon as operationally possible. The parties have agreed to temporarily modify this article to suspend these adjustments as the parties recognize that there is potential impact to rural route evaluations resulting from the implementation of the Rural Route Evaluated Compensation System (RRECS).

This agreement does not preclude management from completing route adjustments for seasonal routes, to ensure regular carrier workhours do not

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## RRECS Mini Mail Survey 2022

The RRECS Mini Mail Survey is to be conducted from September 10-23, 2022.

Only Random Letters and Flats, Walking Distances, PARS Labels and recurring Miscellaneous Activity not captured by the automated standards, will be measured or counted.

The Mandatory Stand-Up Talk must be presented to all rural carriers by September 9, 2022.

The National Office posted information on the Mini Mail Survey on the [NRLCA.org](https://www.nrlca.org) website on August 18, 2022 under the "What's New" page. The following information is available on that link.

Mini Mail Survey Presentation

NRLCA Mini Mail Survey Training

Mini Mail Survey Stand Up Talk

Miscellaneous Activity Sheet

Walking Distances-Data Collection Form

Daily Volume Worksheet

Route Summary

(Continued from page 31)

exceed the annual guarantee, or when necessary for consolidation of one or more rural routes. Additionally, management must still honor route adjustments that were agreed to as the result of grievance settlements.

## YOU ARE NOW YOUR OWN COUNTER!

As RRECS progresses, we are getting closer to the implementation of the new evaluations. As a reminder, you should be doing more than the 6 basic scans every day. If you are only doing 6 scans daily, please reach out to your Steward for assistance as you are shorting your evaluation.

Under this new system – YOU ARE NOW YOUR OWN ‘COUNTER’! By this I mean that you need to give yourself proper credit for your routes’ volume every single day. While missing a single day’s data will have a negligible impact on

the route, regularly missing scans will absolutely negatively impact your route!

The first evaluation will be calculated utilizing volume data collected in the immediately preceding 52-week period (Sept 24, 2021, through September 23, 2022), RRECS activity scan data averaged over the 22-week period from April 23 through September 23, 2022.

In place of the traditional ‘mail counts,’ a ‘mini mail survey’ will collect data for 2 weeks beginning on September 10 and ending September 23, 2022. The exact items that will be surveyed during this period will be forthcoming as the parties are finalizing the short list. Please remember that your new evaluations will be effective October 8, 2022, coinciding with the guarantee period.

Please remember to be kind to yourself and to your co-workers as the Postal Service has created a staffing crisis and everyone is dealing with those consequences.

Stay hydrated and remember to take care of yourselves during these last days of summer!

## 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 ● 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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##### **EASTON SMITH**

## **Auxiliary News**

*From*

*Sue Kelly*

Secretary/Treasurer

Hot summer days are still in full force. It would be important for carriers to stay hydrated. A nice way that we the Auxiliary can help our carriers in our neighborhood is to go around to local post offices with Gatorade and water to give out to them. Other ways to let our carriers know we appreciate them is to take everyone in the office breakfast. I challenge each Auxiliary member to go that extra mile for our carriers.

The National Auxiliary held their annual auction at the National convention in Orlando Florida with much success. The funds that were raised will benefit Postal Employees' Relief Fund (PERF) This auction was a time of fellowship, fun, and fundraising for rural carriers and their families.

The Auxiliary is looking forward to the Fall Booster at the Northlake Drury Inn in Charlotte on November 6th, 2022. The Fall Booster will be a time for information about what was discussed at the National Convention. The Auxiliary invites all members to attend the Fall Booster with an open mind.

At the Fall Booster scholarship winners will be announced. All of the winners are encouraged to attend to receive their check.

New scholarship applications will be available in November 2022 on the North Carolina website. You can also give any of the Auxiliary board members a call. High school seniors and college students of active and retired carriers please apply.

*Life isn't about what happens  
to you,  
It's about how you handle  
what happens.*

# OCTOBER 2022

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

# NOVEMBER 2022

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

## Important Dates

October 10 Columbus/Indigenous Peoples Holiday  
November 11 Veterans Day Holiday

November 24 Thanksgiving Holiday  
December 25 Christmas Holiday



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

**TIME SENSITIVE MATERIAL**

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

Address Service Requested

## **NEW: Cost-of-Living Raises Set for August 27, 2022**

Pursuant to the release of the July 2022 Consumer Price Index - Urban Wage and Clerical Workers (CPI-W), and in accordance with Article 9.1.E, the third COLA adjustment of the 2021-2024 National Agreement will result in a record \$2,454 increase for eligible rural carriers. This COLA adjustment will be effective August 27, 2022 (PP 2022-19). All COLA adjustments are based on a 40-hour evaluation with proportional application to those route evaluations over 40 hours. **The increase should appear in paychecks dated September 16, 2022.**

In accordance with Article 9.1.E.3, full COLA adjustments will apply to Table One and new Step 15 of Table Two. COLA adjustments to Steps 1 through 14 of Table Two will be adjusted proportionally to each step's percentage of Step 15. This will serve to bring Table Two schedule (Step 15) employees to the same pay level as Table One (Step 12) employees, thereby eliminating the pay differential between Table Two and Table One employees at the top step and for the rest of their careers.

NOTE: All leave replacement employees will receive an additional 1% salary adjustment annually in lieu of COLA adjustments.

## **National Step 4 Grievance Filed Over Postal Service's Delay in Paying Retroactive Salary Adjustments**

On August 12, 2022 the NCRLCA National Board filed a National Step 4 Grievance over the Postal Service's continued delays in paying the retroactive salary adjustments due to rural carriers under the 2021-2024 National Agreement.

They are seeking immediate payment and interest from pay period 10/2022 among other things.

Please see the National website ([www.NCRLCA.org](http://www.NCRLCA.org)) for the complete language.