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Relief Carrier Appreciation Week

February 4th to February 10th, 2023

The National Rural Letter Carriers' Association has designated the week of February 4 – 10, 2023 as Relief Carrier Appreciation Week.

Your North Carolina board wants to say **THANK YOU** for all you do!

We are encouraging all North Carolina carriers to please take the time to show our North Carolina leave replacements that their hard work, dedication and commitment to the job has not gone unnoticed.

As we wrap up 2022 and another exceptional holiday season, it is an especially good time to thank them.

We all know that our relief carriers seem to get the worse of it. They are thrown on routes they don't know, get sent to offices they have never even heard of before and end up working in the dark! Many of them are working long hours for days on end without a day off.

Ask your Postmaster if they would be willing to show them some appreciation this special week. As we all know, a little recognition and acknowledgement can go a long way towards boosting the morale in an office.

Our Relief carriers play a vital role in the craft. We need them. Treat them well and thank them whenever you can, not just this one week. We should appreciate them all through the year!

THANK YOU!

Please send pictures of your RCAs, ARCs, PTFs and/or office appreciation party to Vicki Gray (address and email are on page 2), for possible publication in the next issue of the NCRC.

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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
for all the latest news.

This month the password
will be On2_2Zero_two3

The password will be
changed to the above on
January 31, 2023.

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

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Happy New Year!



President
Audrey Solomon

Let's Get Ready For A Brand New Year!

2022 brought many changes and upsets. Changes being more formulated offices and the upsets being the cancelation of RRECS. We as Rural Carriers are adaptable and resilient. Thank you for a job well done this past year.

2023 I hope brings about stability and peace. I know we are still trying to hire and keep RCAs. We all know this job has changed over the years and is still changing. To keep RCAs informed, we will implement an RCA corner in our newsletter. Please let us know what you want to talk or get more information about, and we will let the steward system answer.

LOOK FOR IT

JANUARY South Atlantic Conference will be held Jan 28-30 in Atlanta. I hope we will learn more from the National Office about implementing RRECS.

We should receive retro pay at the end of month.

FEBRUARY MOU for regular carriers' overtime will end unless the Postal service and union agree on an extension.

RCA appreciation week is this month. Please get pictures of your RCAs sent to the Secretary/Treasurer @ Vickigraync@aol.com or Vicki.Gray@nrlca.org. Be sure to include office and names of each person pictured. Let us say thank you and show off the RCAs in our offices.

MARCH District presidents and secretaries

please start setting up your spring meetings. Do not forget when setting these meeting to speak with the state board member and the steward to insure availability. See newsletter or NCRLCA.org website for who to call.

Parents and grandparents and spouses of union members, it is time for the 2023 National Auxiliary Scholarships. All applications must be postmarked by March 1, 2023. See instructions and each scholarship offered at the National website NRLCA.ORG.

All applications for state scholarships must be submitted by June 1st of each year. Please insure to read all instructions and fill out application completely. You can download an application from the NCRLCA.ORG website. Best Wishes to all applicants.

Congratulations to NC PAC for being #1 in YTD aggregate totals as of September 2022.

ANNUAL LEAVE ALERT: You will only be able to carry over 55 days into January 2024. The COVID 19 letter that allows us to carry over 65 days will end December 2023.

I pray that 2023 will be the best year ever.

NCRLCA Dues for 2022-2023

Regular, PTF...Cash.....	\$785.00
1187...Bi-Weekly.....	\$30.19
Retired.....Cash.....	\$115.00
1187R...Monthly.....	\$9.58
73, RCA, RCR, ARC.....Cash.....	\$263.00
1187.....Bi-Weekly.....	\$10.12

The membership year begins July 1, ends June 30. Please make checks payable to NCRLCA. Checks or membership forms should be mailed to Vicki Gray, NCRLCA Secretary/Treasurer, 424 Wapiti Dr., Spring Lake, NC 28390.

NOTE: "Dues, assessments, contributions or gifts to the NCRLCA are not deductible as charitable contributions for federal income tax purposes.

Chaplain's Message

Pamela Stanley



Resolution

As I reflect on the year 2022, I am saddened to see all of the hatred and animosity that we have amongst each other. With all the mass killings and the lives that were so senselessly destroyed by acts of maliciousness and taken to soon. I can only reflect on a television show called *Better Together*. This television show was made by women for women. But more than a television program "*Better Together*" is a community built on love, friendship and encouragement of each other.

As a child, I experienced better together in community while growing up in an inner-city neighborhood in Charlotte North Carolina.

If someone needed a cup of milk or sugar, or bread or eggs or even a ride to the doctor or grocery store all they had to do was ask. Someone would be happy to assist them with their need. No one went lacking. It wasn't that people had much, but they shared what they had because they understood the art of neighboring.

We are a community built on love. There is a quote that reminds us that we are much "Better Together" than apart. It is important that we not neglect the time we spend with one another.

So, today let us find ways to join together in fellowship, motivating and encouraging one another with acts of love and kindness.

As we take on 2023 let us resolve the act of Love. One of my favorite artist Hezekiah Walker penned "I need you, you need me. We're all a part of God's body. It is his will that every need be supplied. You are important to me and I need you to survive."

Love

Love is patient. Love is kind. Love isn't jealous. It doesn't sing its own praises. It isn't arrogant.

It isn't rude. It doesn't think about itself.

It isn't irritable. It doesn't keep track of wrongs. It isn't happy when injustice is done, but it is happy with the truth. Love never stops being patient, never stops believing, never stops hoping, never gives up.

Love never comes to an end.

Blessing unto you.



Obituaries

Brandon Michael McClurkin age 35 of Sanford, North Carolina, transitioned into eternal rest on Monday, October 31, 2022, at Duke Hospital in Durham, NC.

Brandon Michael McClurkin was born September 3, 1987, in Orange County, N.C. to David and Robin McClurkin.

Brandon was a RCA at the Sanford Post Office.

Wayne Eugene Nifong, 86, most recently of Staunton, VA, went to be with the Lord on December 14, 2022.

He was born on November 23, 1936, to Henry and Maude Sink Nifong in Davidson County, North Carolina. Wayne graduated from Arcadia High School

in 1955, and North Carolina State University with a degree in Agriculture Science in 1959. He served in the National Guard from 1959 to 1966.

On April 10, 1965, he married his beloved wife Gayl Barbara Surridge. Together Wayne and Gayl were dairy farmers in Winston-Salem, North Carolina, and Penhook, Virginia. He milked his herd of around 100 cows twice a day for 52 years without complaining. Additionally, he worked as a rural mail carrier for the US Postal Service from 1986 to 1997.

Wayne was predeceased by his wife and a daughter, Susanne Nifong Baker.

(Continued on page 9)

Safety

Brian Hamlett
Executive Committeeman



imperative that you report it as soon as possible to your supervisor. Make notes, if possible, of pertinent information such as weather conditions, contributing factors, names of any witnesses, etc. If you are injured you should be instructed to complete form CA-1, Federal Employee's Notice of Traumatic Injury Claim for Continuation of Pay/Compensation, from the Office of Workers' Compensation.

Winter Weather Safety

As we recuperate from another Christmas season we can't let our guard down at work. Many of us here in North Carolina will be receiving whatever winter weather we are going to get over the next couple of months. Keep in mind that one of the most frequent causes of injuries to Postal employees is *"Slips, Trips, and Falls"*. Pay attention to your surroundings as you dismount to deliver items to our customers. Here are a few things to look out for:

- Shaded surfaces may still be icy long after other surfaces have thawed.
- Wet leaves and painted porches may be especially slippery
- Use handrails whenever they are available for extra stability
- Tripping hazards may be hidden under leaves or snow

Wear appropriate footwear, in good condition, for weather conditions. Traction aids such as YakTrax can increase stability on icy surfaces when used appropriately

In the event you are injured on the job, it's

The following is an excerpt from *"Lifting the Fog"* from the Driver Safety Training Guide as I've been sharing over my last several articles.

Overcompensation

Many of the roads you travel twist and turn. The road surface may drop off two or more inches to the shoulder. The shoulder, if there is one, might be gravel, shells, grass or clay.

Split Second

One split second's distraction can cause you to run off the road. What is your natural reaction when this occurs? Cut your wheels sharply and get back on the road... right? WRONG!

Roll Overs

This has happened several times and the result is always frightening. Ask the carrier who flipped her jeep when she attempted to transverse the 2 inches back up onto the road, finally stopping in the grass on the other side of the road. The door was ripped off, mail was strewn everywhere. She was wearing her seat belt so she only received a few scratches.

(Continued on page 7)

Here's a list of accidents occurring in the North Carolina District comparing Week 9 of our Fiscal Year 2023 with the same week in Fiscal Year 2022.

This includes all crafts.

PFY 2022 Week 9	20-Nov SAT	21-Nov SUN	22-Nov MON	23-Nov TUE	24-Nov WED	25-Nov THU	26-Nov FRI	Totals
MYI	1	1	11	0	1	0	3	17
IND	5	2	6	7	3	0	3	26
COVID	0	0	5	0	0	1	0	6
I/I	4	0	11	5	2	1	2	25
Daily Total	6	3	22	7	4	1	6	49
Running Total	6	9	31	38	42	43	49	
CFY 2023 Week 9	26-Nov SAT	27-Nov SUN	28-Nov MON	29-Nov TUE	30-Nov WED	1-Dec THU	2-Dec FRI	Totals
MYI	2	5	8	4	7	1	3	30
IND	5	3	4	3	5	2	1	23
COVID	0	2	0	0	0	0	0	2
I/I	3	4	3	2	2	0	2	16
Daily Total	7	10	12	7	12	3	4	55
Running Total	7	17	29	36	48	51	55	

Unconscious

Ask the rural carrier who left the roadway in a curve, tried to cut back sharply, and flipped his truck. It landed upside down on top of him on the opposite side of the road. Fortunately for him, there was a ditch and he was positioned in the depression in such a manner that he wasn't crushed. When he regained consciousness, he realized how lucky he was.

Prevention

You can prevent these accidents. Pay 100% attention to your driving, scanning the road ahead or potential hazards as well as the curves in the road.

If something should happen and you go off the road, slowly come to a stop as the terrain allows. Take a few moments to compose yourself. Then get back on the road when it's for you to do so.

What to do

The few moments you take to stop and compose yourself far outweigh what you think you might save by trying to steer your vehicle immediately back onto the roadway.

Please be safe!

Correction to the November-December Issue

On page 7 the *Key Retirement Ages* incorrectly stated MRA and 30 years of service are needed to receive the calculation of 1.1% of your high three.

It is actually 62 years old and 20 years of creditable service to receive the 1.1% calculation.

We apologize for the error.

Retirement

Jay Schreiber
Executive Committeeman



TSP Required Minimum 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, they 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.

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, TSP is 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.

(Continued on page 8)

(Continued from page 7) **Required Minimum Distributions**

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, TSP 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, TSP 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, TSP 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 TSP updated if you have a change of address. If TSP is aware that the address they have for you is incorrect, they will not send you an RMD check. Log in to My Account on tsp.gov to update your address.

If you purchase an annuity, TSP 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, TSP 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, TSP 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:

1. 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, TSP will send you the necessary amount then.
2. 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

Take Advantage and Stay Healthy

It is no secret that the Rural Carrier Benefit is an excellent plan for Health Care. If you choose this plan during open season, congratulations, you are in for a treat.

There are too many programs to list here, and I want to focus on the wellness benefit. Flu and cold season is upon us, and it is time to think about vaccines, vitamins, and staying healthy. The Flu shot is free and you can receive a \$25.00 PayFlex debit card just for getting the vaccine.

If you receive a health assessment you can receive \$100.00, a biometric screening along with a physical exam will get you another \$100.00.

In total, members can receive up to \$400.00 dollars annually just for preventative measurements!

There are numerous wellness benefits and I encourage you to take advantage of those. With the peak season behind us and the start of a new year, it is a wonderful time to take care of yourself and start the year without worry.

As I said earlier, Flu and Cold season is upon us

and many other viruses as well. I am sure we all know someone who has or had the Flu and although we all want to forget Covid, it is still a player as well.

Eat healthy, stay hydrated, take vitamins, get plenty of sleep and your chances of avoiding sickness go up drastically. Studies show that people who do not get quality sleep or enough sleep are more likely to get sick after being exposed to a virus, such as the common cold virus. Lack of sleep can also affect how fast you recover if you do get sick. That said, Sleep well, my friends!!



You may visit RCBPhealth.com or call 1-800-638-8432 for coverage, benefits, and a complete list of programs offered. You may also contact me, and I will gladly help.

(Continued from page 5) Obituaries

Alma Jean Blackmon Bass, 89, passed away peacefully on Friday, Dec. 9, 2022, at the Service League of Greenville Inpatient Hospice House.

Alma Jean was born in Johnston County to the late William McKinley and Lenora Price Blackmon. She grew up on a tobacco farm and always proudly said that she was “a Blackmon from Blackmon’s Crossroads.” She graduated from Four Oaks High School in 1951 as valedictorian of her senior class. In 1952, she married the love of her life, Clayton

Vondrue Bass, and they remained devoted to each other for 69 years.

Alma Jean was a retired rural mail carrier for the United States Postal Service and was a member of Faith Assembly Church in Winterville. She was well-known for her faithfulness, her kind heart, and especially for her cooking. Her red velvet cakes, strawberry pies, and chocolate fudge were legendary.

In addition to her parents, she was preceded in death by her husband; an infant daughter, Sharon Lee Bass; daughter, Sandra Bass Palmer; and sister, Jerri McLamb.

South Atlantic Conference

SAC Officer
Derek Harpe



PUT ON YOUR CALENDAR January 28th-30th, 2023

Hello NC RLCA Members!

I hope you all had a great Christmas.

Welcome in the New Year in Atlanta at SAC!

Come join us on Saturday, January 28th thru Monday, January 30th, 2023 at the Sonesta Atlanta Airport North, 1325 Virginia Ave., Atlanta, GA 30344. The room rate is \$99.00 per night plus tax and parking is complimentary for guests of the hotel.

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

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

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

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

Do you have questions about RRECS, your job or contractual issues?? Come to find answers to your questions at the upcoming 44th Annual 2023 South

Atlantic Conference (SAC). We have NRLCA National Officers and representatives from NRLCA Departments scheduled for SAC. Come and hear their presentations to answer your questions and to keep you informed.

The APCU Annual Meeting will not be held in conjunction with the South Atlantic Conference this year.

We have added a seminar *Constitutional Amendments and Resolutions 101* that will be held on Saturday afternoon, 3:00-5:00 pm.

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

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

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

Room Booking link

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

South Atlantic Conference

January 28th-30th, 2023

Sonesta Atlanta Airport North

1325 Virginia Ave

Atlanta, GA 30344

Reservations: 1-404-768-6660

Room Rate is \$99.00/night plus tax

Parking is FREE for registered hotel guests ~ Parking is \$7.00 per day for all others

****Atlanta Postal Credit Union will not be meeting on Saturday.**

New Year New Congress



Legislative Representative
Van Heath

The fall elections are over and the new congress was sworn in on January 3rd. That means we all have to get busy again. I realize that it may seem like a never-ending cycle; but there is a method to the madness. Good legislation takes time to construct. Whenever you see a bill pop up and in no time at all it is law, you've usually gotten bad law. It takes time to work things through and get thoughtful, useful legislation.

HR 82, the Social Security Fairness Act

The Social Security Fairness Act had all the cosponsors necessary to come to the floor and was placed on the calendar for action way back on September 21st. I'm writing this article in mid-December and hope that it will finally come to the floor before the end of this session. The decision will be made by Speaker Pelosi. A few more phone calls certainly will not hurt. Encourage your member of Congress to urge the speaker to bring HR82 to the floor for a vote.

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

At last count we only had 98 cosponsors. That was not enough to get the job done. That means we have to write and call our members of congress after January 3rd and encourage them to resubmit the bill, and to cosponsor the bill. Members of Congress Kathy Manning (D-2) and Deborah Ross (D-6) were our only cosponsors from North Carolina.

Those of us with new members being sworn in really need to double-down on our efforts to get the new members on board and we need to continue to try to get the rest of the NC delegation to support OUR bill.

HR 3287, the United States Postal Service Shipping Equity Act

This bill ended up with only 47 cosponsors of which Kathy Manning (D-6) was our one and only. While this bill will only indirectly affect our pay and retirement, it will improve the bottom line of our employer and therefore it will trickle down to our benefits.

I have my calendar marked to mail letters about these bills to my new member of Congress on January 3rd. I hope that many of you will take time to remember and do the same.



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

Dr. Martin Luther King Jr.

PAC CHAIR

Brenda Gibbs

New Contest This Month!



Our fall sustaining donor contest has ended and I have received the transaction report for the month of October. North Carolina had no winners! So....**Let's try this again!!**

If you become a new sustaining donor between now and May 31, 2023, your name will go into a drawing for a chance to win a \$200 Visa gift card. Drawing will be held at the State Convention in June 2023.

You can become a sustaining donor through biweekly payroll deductions or by monthly bank withdrawals.

I want to welcome Celeste Britt as our new North Carolina PAC Co-chair. I look forward to working with her.

H.R -4268 Federal Retirement Fairness Act

We are gaining ground. There are now 98 cosponsors total with 2 coming from North Carolina. Seven new cosponsors signed on in November and two so far this month. If you would like to be able to buy back your sub time, please contact your Representative ASAP!

The two following ladies are already cosponsors, so please call to say "Thank you" to them.

Kathy Manning – District 6

Deborah Ross – District 2

Another new contest has started this month. Come out to your district meetings for a chance to win or mail a check to Celeste Britt or myself to get a jumpstart at your chance to win the \$100 Target gift card. This prize will be awarded at the State Convention as well.

We have a year full of prizes and fun coming with PAC!! Get involved!!

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.

Newport Post Office Celebrates Christmas

The Newport Post Office Postmaster and employees participated in their town's Christmas parade on Sunday, December 4th.



October

Breast Cancer Awareness Month

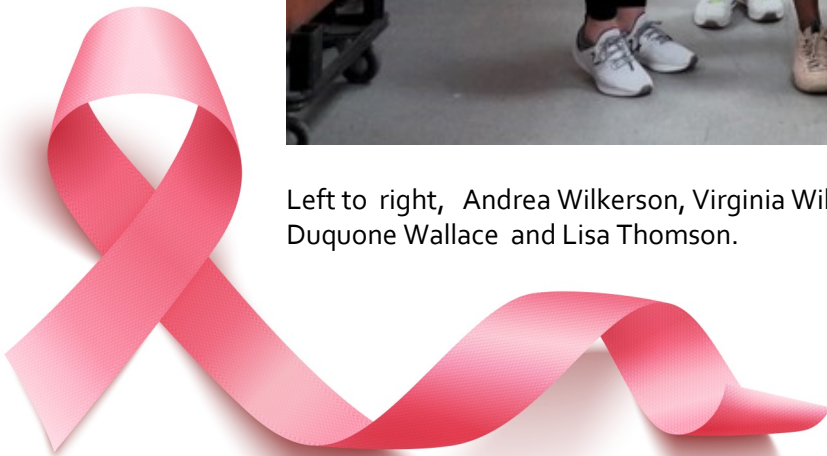
As you know, October is Breast Cancer Awareness Month. The pink ribbon is an international symbol for breast cancer awareness. Pink ribbons, and the color pink in general, identify the wearer as a supporter for finding a cure for Breast Cancer. It also expresses their moral support for women who currently are fighting or have survived breast cancer.

Breast cancer is the most common form of cancer in women. More than 184,000 women are diagnosed with the disease yearly. With education and awareness, however, breast cancer is no longer the death sentence it once was. Today, routine self-exams and regular mammograms give women a greater chance of detecting breast cancer early, when it is most treatable.

The rural carriers in the Elizabethtown Post office supported the cause throughout the month. Every Friday during the month of October, they wore pink to exhibit that they support the cause.



Left to right, Andrea Wilkerson, Virginia Willoughby, Nicole Lewis, Tim Rice, Hillary Hawkins, Duquone Wallace and Lisa Thomson.



RCA CORNER

Our new **RCA Corner** will address issues specifically for our RCAs, PTFs and ARCs.

Please let us know if there is a particular issue you would like to see addressed here. We will do our best to cover it.



Settlement for Delayed RCA Leave

Article 10.5 of the 2021-2024 agreement between the U.S. Postal Service and the National Rural Letter Carriers Association provides that RCAs shall earn annual leave based on the number of hours worked.; one hour for every (20) hours of work in a pay period, up to a total of (4) hours maximum.

The new provision also states that the RCA leave should begin no later than (6) months from the effective date of the agreement. On or about September 23.

Due to programming issues, annual leave accrual for RCA's will now begin effective Pay period 22.

Since the U.S. Postal Service missed the date by 2 Pay Periods, to provide remediation to RCAs for the two Pay periods, the parties agree to the following:

All RCA's (Designation 78-0) will receive four (4) hours of compensation at \$20.00/hour for pay periods 21 and 22, respectively, ***regardless of actual hours worked***, provided they are in a pay status for each of these pay periods. This payment will be in the form of a lump sum adjustment and will be processed as soon as practicable. The lump sum payment will be in lieu of any retroactive annual leave accrual.

The agreement is not applicable to RCAs in designation 74-0 or 79-0 assignments during pay periods 21 and 22.

The above language is from the NRLCA.org website.

We have no word on when the lump some payment will be received by the eligible RCAs.

New EMA Rate ~ 93.5 cents ~ Effective December 31, 2022

On December 13, 2022, the Bureau of Labor Statistics released the November 2022 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) which established the Private Transportation Index at 266.492, a decrease from the August 2022 Index of 273.737. Therefore, based on the November 2022 CPI-W release, the Equipment Maintenance Allowance (EMA) for rural carriers will decrease 2.5¢ to 93.5¢ per mile. This EMA rate will be effective December 31, 2022 (Pay Period 02-2023).

Rural Carriers

In accordance with the provisions of Article 9, Section 2.J.3 of the USPS/NRLCA National Agreement, effective December 31, 2022 (Pay Period 02-2023), the Equipment Maintenance Allowance (EMA) will decrease to 93.5¢ per mile, or a minimum of \$37.00 per day, whichever is greater.

Auxiliary Rural Carriers, Rural Carrier Reliefs, Rural Carrier Associates, Rural Carrier Part Time Flexibles, and Auxiliary Assistance

Employees providing auxiliary assistance or serving auxiliary routes under the provisions of Article 9, Section 2.J.5, will receive EMA of 93.5¢ per mile or \$9.95 per hour, whichever is greater. This EMA should not exceed the amount provided in the special EMA chart for route stops and miles.



Auto-Home Insurance

Carlton Crutchfield

Do You Have Enough Coverage?

I would like to take the time to introduce myself as your new Auto/Home Insurance Representative.

I started my career with the Postal Service in May of 2015 as a RCA in Roxboro, NC. I made career status in May of 2022.

I am excited to embark on this new opportunity and look forward to serving the great rural carriers of North Carolina.

If you have any questions please feel free to call or email me.

As we begin this new year I encourage you to review your insurance needs. Make sure you have adequate coverage on both your home and auto. National General is available to help you can get the right coverage for your needs and budget.

Call 1-888-325-7727 to receive a free quote.

You are eligible for substantial discounts on your home, automobile and more, just for being an NRLCA member. Mention code R/RP for your exclusive NRLCA insurance savings. Also you will receive a \$10.00 gift card just for getting a quote.. 888-325-7727

Georgianna Peet-Miller Scholarship Winner from North Carolina

The Lady Carriers' Club awarded five Georgianna Peet-Miller Graduate Scholarships this year.

Samantha Anderson of North Carolina was the happy recipient of one of them.

Samantha was one of five winners from across the country. She was presented this award in November at our Fall Booster in Charlotte.

Sue Kelly, Secretary Treasurer of the North Carolina Auxiliary presented her with this award.

Samantha is the daughter of rural carrier Amy Anderson.

Congratulations Samantha!



Scholarship winner Samantha Anderson with Secretary Treasurer Sue Kelly at 2022 Fall Booster.

RURAL CARRIER MILESTONES



Randy Harris proudly holds up his Million Mile Award.

Randy Harris Retires

Randy Hanks, a rural carrier from the Reidsville Post Office retired with 32 years of service on October 31st, 2022.

Randy was a safety advocate as a member of the Emergency Evacuation Team, and the Joint Labor and Management Safety and Health Committee. He was a local union steward as well as the Vice President of the Rockingham County District.

Postmaster Mike Steiner II aptly described Randy as a solid employee that the office could count on to be at work every day, complete his duties safely and timely, having never received a customer complaint.

Randy recently received his Million Mile Award for zero at fault motor vehicle accidents, a major achievement on today's treacherous roads.

His co-workers and the office will miss his hearty laugh and his tireless commitment to the United States Postal Service.

Congratulations Randy! Enjoy your retirement.

Send your photos to NCRLCAsSecTreas@gmail.com or

NCRLCAWebmaster@gmail.com

to be included in an upcoming issue of the NCRC.

HAPPY NEW YEAR!

Webmaster

Renee Johnson

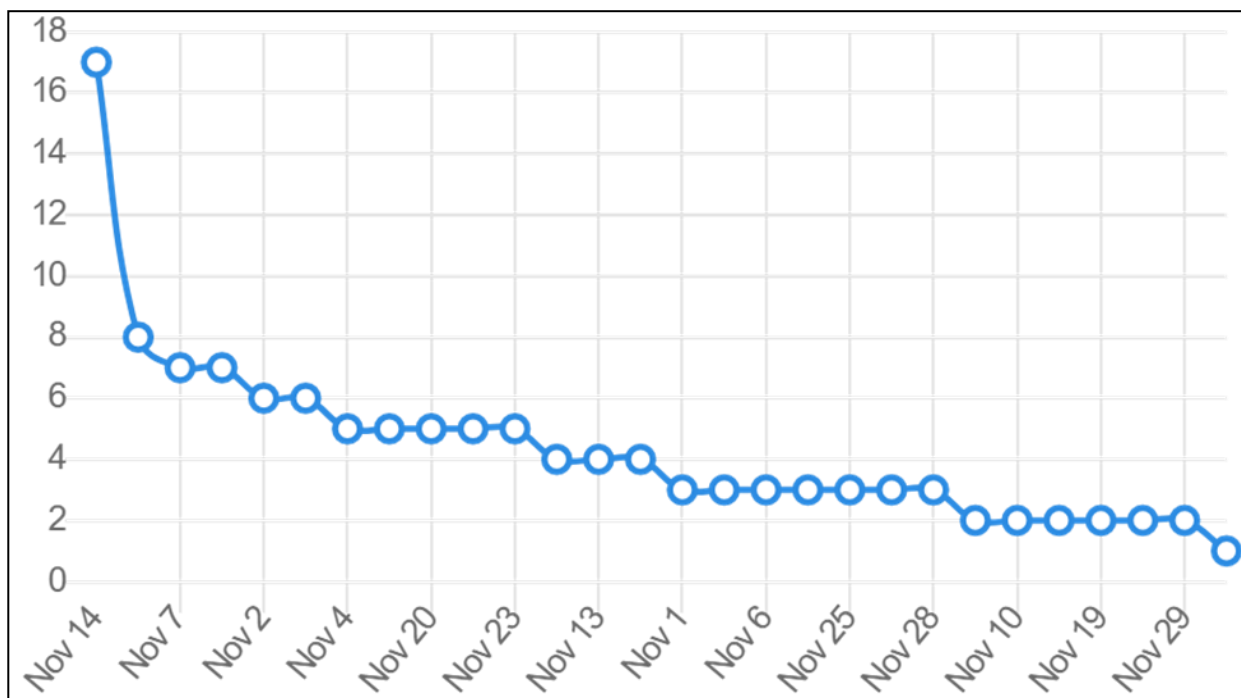


I hope this article finds you well-rested from the Christmas push and ready to start 2023 with renewed vigor. While looking ahead, we can use past data collection—just as in RRECS—to analyze our performance. As I am writing this article in early December, the data I can mine is from November, 2022. As you can see, November was a busy month. Users were up 21% by 116 users, and pageviews were up 59% with 371.

GENERAL STATS ~ AUDIENCE TOP PAGES & VIEWS TRAFFIC

USERS **116** UP 21%

PAGEVIEWS **371** UP 59%



With the Fall Booster, District Meetings, FEHB Open Season, Retirement Articles, an updated Steward Contact List, SAC Hotel link, and information on District-Wide PTF Postings, we experienced some additional traffic.

2023 promises to be a busy one here on NCRLCA.org. Rural Carriers have a lot to look forward to this year, with the long-anticipated retroactive payments and RRECS. I hope it will be kind to all of us.

Please remember, this is your website. Send your award announcements and retirements to have them posted to the website to: NCRLCAwebmaster@gmail.com.

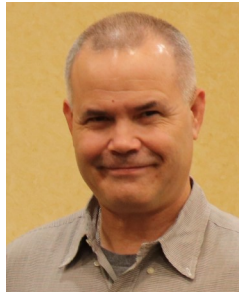
Please send photos of your RCAs & ARCs for Relief Appreciation Week also.

Happy New Year!

CHECK OUT www.NCRLCA.org FOR ALL THE LATEST NEWS

Provident Guild Representative

Mark McKendree



Guild representative and best wishes for your retirement.

I also want to thank President Audrey Solomon and the rest of the State Board for allowing me this opportunity to serve the membership of North Carolina in this capacity as your Provident Guild Representative. I look forward to meeting all of you this Spring at your local meetings to discuss how the Provident Guild can benefit your families by becoming a member.

I would like to start off by saying a big thank you to Dale Sain for his years of service as the Provident

<div>ANNUAL DUES CLASSES \$10 To \$50</div> <div>IT'S A FACT</div> <div>THE NATIONAL RURAL CARRIERS' PROVIDENT GUILD</div> <div>MAXIMUM BENEFITS \$5,000</div>				
<p>WHAT...The Guild is a Fraternal NON-PROFIT Death Benefit Department.</p> <p>WHO...Open to all Regular, Substitute 73, PTF, RCA Rural Carriers and their spouses, who are under 56 years of age.</p> <p>DUES..... Your choice of benefit classes, ranging from \$10 to \$50. The available classes depend on your age at time of application.</p>				
Available if you are.	Annual Dues Class	Maximum Benefit	Minimum Benefit 30% Max.	Immediate Relief Payment 30% Max.
Have not reached age 56	\$10	\$1,000	\$300	\$300
Under 50	15	1,500	450	450
Under 45	20	2,000	600	600
Under 40	30	3,000	900	900
Under 35	40	4,000	1,200	1,200
	or 50	5,000	1,500	1,500
<p>Your benefits DO NOT decrease, as you grow older. The class you chose remains in effect as long as you pay annual dues.</p> <p>The President and Secretary-Treasurer are bonded in sufficient amount to cover the funds in their hands at any one time</p> <p>Contact any PROVIDENT GUILD OFFICER; State Association or Auxiliary Officer for details.</p> <p>You can secure an application from them, or write to North Carolina Provident Guild Representative:</p> <p style="text-align: center;"> Mark McKendree 3619 Zion Road Snow Camp, NC 27349 Phone: 336-261-4069 </p>				

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Lisa.TaliniZamora@nrlca.org



North Carolina District Representative

Bethany Small

Are You Scanning Properly?

Welcome to 2023!! In years past, the January edition of the paper has been tough to write for. Summer vacation, back to school, Halloween, Thanksgiving and the holiday season would have come and gone in quick succession, and we would be looking forward to settling into that long dreamt-of post-peak lull.

But this January, we are in a very different situation. We are arriving at the culmination of a decade-long process that will effectively turn the rural craft as we have known it on its head – the Rural Route Evaluated Compensation System, or better-known as RRECS.

Being that we are approaching a historic moment for the rural craft and the United States Postal Service, I thought it best to dedicate this article to trying to convey the significance of this new system, and where we go from here.

I am truly hopeful that there is no one reading this who doesn't know what I am talking about, as the implementation of the RRECS system is speeding towards us in the coming months, and the mapping and data collection portion has already been underway for quite some time. There are a couple areas where things haven't gone as smoothly as we would have liked, specifically mapping and scanning.

Both of these areas are critical as they are essentially the foundation of this new evaluated system. When a route is not mapped correctly, it will not be properly measured and you may not be getting credits you are due for the boxes you are serving, and the activities that you are performing every day.

District personnel should be finished correcting the many issues we identified during the initial phases of mapping in 2022. You should have been physically present for the entire mapping process including updates. If you feel that your route has not been properly mapped, please reach out to your steward so that your concerns can be addressed.

If you are not using your scanner correctly then you are not getting credit for the mail and parcels you are carrying, the distance you are walking and the time you are spending doing these activities.

I have heard some alarming accounts of what carriers are being told in the field, so I would like to make it abundantly clear that your scanner should always be with you and you should be using every applicable scan for every activity you do. If your manager has told you that you are only to use the 6 basic scans, please contact me right away. There are

I would like to make it abundantly clear that your scanner should always be with you and you should be using every applicable scan for every activity you do.

26 scans available to rural carriers and all 26 of them have a purpose and are part of what makes up your evaluation.

If you aren't aware of these 26 scans, please refer to the RRECS activity guide that will also be published in this edition.

Please remember that under this new system, **YOU ARE THE COUNTER** and your mail count lasts all year with the data collection through your scans.

If you haven't familiarized yourself with the information available to the membership under the 'RRECS Resources' tab on the home page of the NRLCA website, please do. You owe it to yourself to give yourself the best count you can every day. With the new mini-mail count coming up that will be done twice per year going forward, there will be training offered in the near future.

We know that there are issues, as there usually are with most transitions from one system to another, and especially when that system is within a government

(Continued on page 24)

RRECS ACTIVITY GUIDE – SCAN (Key Stroke) TYPES

4/27/2022

TYPE	HOT KEY	SCAN (Key Stroke) TYPE	WHEN SCAN (Key Stroke) TYPE USED
REQUIRED BASIC DAILY	1	CLOCKIN	Must select CLOCKIN upon arriving at work, immediately retrieve and login to the MDD. The CLOCKIN selection records the start of the workday for the carrier.
	6	STARTLOADVEH	Must select STARTLOADVEH when moving loaded conveyance from work area to begin loading vehicle for delivery. Carriers may have multiple STARTLOADVEH selections in a day if additional trips to load are required. Ensure this keystroke is followed by ENDLOADVEH once loading is complete. There is no change to previously established loading procedures.
	7	ENDLOADVEH	Must select ENDLOADVEH when returning empty conveyance to designated location after vehicle loading is complete. Carrier may have multiple ENDLOADVEH selections in a day, if additional trips to load are required.
	8	DEPART2ROUTE	Must select DEPART2ROUTE when starting the vehicle to depart delivery unit, to service route. The DEPART2ROUTE selection begins the route delivery time.
	J	RETURN2DU	Must select RETURN2DU after returning to the office, stopping the vehicle by turning off the key, after all route delivery is complete. This begins timing of End-of-Shift duties.
	L	CLOCKOUT	Must select CLOCKOUT upon returning scanner to the cradle and departing the delivery unit for the day (after all work activities are complete).
ADDITIONAL	D	OUTLUNCH	Upon beginning any discretionary break. Carrier may have multiple OUTLUNCH selections. OUTLUNCH selection can occur in office or on route. Ensure this keystroke is followed by RETURNLUNCH . Does NOT include restroom breaks.
	E	RETURNLUNCH	Upon returning from any discretionary break. Carrier may have multiple RETURNLUNCH selections. Selection can occur in office or on route.
	F	STARTDEVIATION	Upon leaving the official line of travel to deliver Priority Mail Express ONLY . No other types of deviations are covered under this selection.
	G	ENDDEVIATION	Upon returning to the official line of travel from delivering Priority Mail Express ONLY . No other types of deviations are covered under this selection.
	K	PMCASING	Use after completion of all other End-of-Shift duties before beginning to case mail for the next delivery day. May also be used if directed to perform additional trips after completion of all other End-of-Shift activities. (Record second trip as done today on Form 4240)
SATURATION	2	FLATSWSS	If a flat saturation mailing identified as walk sequence (WSS) has an address and has NOT been processed on automation equipment , use this keystroke ONCE to record each set. Select either 1-Residence Only or 2-All Deliveries. If cased, the afternoon before the delivery day, record on the delivery day. A set delivered over several days should be recorded only once, on the FIRST day of delivery .
	3	LETTERSWSS	If a letter saturation mailing identified as walk sequence (WSS) has an address and has NOT been processed on automation equipment , use this keystroke ONCE to record each set. Select either 1-Residence Only or 2-All Deliveries. If cased, the afternoon before the delivery day, record on the delivery day. A set delivered over several days should be recorded only once, on the FIRST day of delivery .
	4	FLATSBOXHOLDERS	If a flat saturation mailing does NOT have an address , use this keystroke ONCE to record each set of boxholders. Select either 1-Residence Only or 2-All Deliveries. If cased the afternoon before the delivery day, record on the delivery day. A set delivered over several days should be recorded only once, on the FIRST day of delivery .
	5	LETTERSBOXHOLDERS	If a letter saturation mailing does NOT have an address , use this keystroke ONCE to record each set of boxholders. Select either 1-Residence Only or 2-All Deliveries. If cased the afternoon before the delivery day, record on the delivery day. A set delivered over several days should be recorded only once, on the FIRST day of delivery .
DELIVERY	9	TRIP2DOOR	Use TRIP2DOOR when additional trips beyond single trip are required to deliver or collect items to/from customer. Enter the total number of trips (initial trip + number of additional trips) to the delivery location. This does NOT include authorized dismount locations.
	A	DOORMISC	Use DOORMISC after completing trip to door where there is no item available for scanning or parcel for delivery. Example: Hold Mail Delivery (letters and flats)
	B	AUTHDISMOUNT	Use AUTHDISMOUNT if an authorized dismount location requires additional trip(s), beyond initial trip, to complete delivery. Only applies to authorized dismount locations which are typically a business, school, etc. Enter total number of trips (initial trip + number of additional trips) required at the authorized dismount location.
	C	UNSCANPARCEL	Use UNSCANPARCEL when an obvious parcel (not a letter or flat) is delivered and has no barcode or the label is missing or completely unreadable. Includes small parcels delivered to the mailbox and parcel lockers. DO NOT USE if barcode is manually entered when delivered.
	O	CARRIERPU	Use CARRIERPU when performing a carrier pickup or accepting a prepaid parcel over 2 lbs . Enter the total number of parcels / containers picked up. Up to 5 parcels may be scanned accepted under Hot Key "O" for prepaid acceptance scan. If a Manifest 5630 / MYPO pickup form is present or directed to scan all items "accepted", scan the barcode(s) using "Prepaid Acceptance" from the "On Street" menu.
SALES	H	POSTAGEDUECUSTOMS	When collecting or attempting to collect funds for Customs Duty / Tax from the customer.
	I	POSTAGEDUESHORTPD	When collecting or attempting to collect funds for postage due / short paid mail, from customer. (This is NOT Customs Duty / Tax collection).
	M	RURALREACHCISTR	When engaging a customer to generate a lead for the "Rural Reach" program.
	N	STAMPSTOCKSALES	When completing a sale of stamps, while servicing the route.

Procedure to File a Grievance

(See Example PS Form 8191 on next page)

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

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

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

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

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

Management must fill out sections 3b & 3c.

(Continued from page 22) *Scanning*

agency.

There will be speed bumps and I can promise that things will not be perfect right off the bat.

Please remember that this system took 10 years to develop and it will take some time to get it properly implemented and fully operational.

There is no going back at this point, please take RRECS seriously. Please educate yourself on how it works and how your participation or lack thereof, will impact you and your relief carrier. Ignoring all the scans or declining to update your 4003 and the mapping program will absolutely have a negative impact on your evaluation.

You can't hide from RRECS – if you are carrying mail in the rural craft then you must participate. Talk to your sub about scanning and the importance of it. Reach out if you have questions or refer to the various resources available to you on the NC state and NRLCA websites.

Hang in there – we are all in this together!

**PLEASE BE
INFORMED
KEEP YOUR
ADDRESS
UPDATED WITH
THE UNION
READ YOUR
STATE &
NATIONAL
MAGAZINES
MANAGEMENT LOVES AN
UNEDUCATED CARRIER**



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

NORTH CAROLINA AUXILIARY OFFICERS

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SECRETARY/TREASURER

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13 Scholarships Awarded to North Carolina Juniors

Auxiliary News

From

Sue Kelly

Secretary-Treasurer

It is hard to believe that 2022 has come to a close and we are already planning for 2023. Before we completely leave 2022 the NCRLCA Auxiliary would like to take this opportunity to say congratulations to all the winners in the 2022 scholarship program. The scholarship program has been a huge success.

New applications for the 2023 scholarship program are available on the North Carolina website. Also any Auxiliary board member can assist you in obtaining these applications. We encourage each of you to apply yearly. Remember that you have to apply to be considered.

The winners of the 2022 scholarships were:

1. Jordan Jones
2. Alexis Jackson
3. Emilee Perry
4. Andrew Keel
5. Carolina Laffler
6. Rachel Weaver
7. Matthew Reel
8. William Cook
9. Caleb Johnson
10. Colette Graham
11. Brandon Rainey
12. Christina Sanchez
13. Joshua Weaver

We encourage you to read both the state and national magazines. This year one of our North Carolina ladies **Samantha Anderson** won the **Lady Carriers' Club Graduate Scholarship**. Information for that scholarship she got from the national magazine.



Congratulations to Lily Gray and Anakin Hamlett. Both of these North Carolina Juniors are now members of the National Junior board. We are looking forward to seeing both fulfill their duties

Look in the up and coming articles for more about this year's program ***Give Kids the World***.

I want to remind you that National has several different scholarships available. Information can be found on the National website by checking the Auxiliary link located under the National & State Officers tab.

National Scholarship Applications must be postmarked by MARCH 1, 2023.

FEBRUARY 2023

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3 PAY DAY	4 Relief
5	6	7	8	9	10	11 PP 5
Relief Carrier Appreciation Week ~ February 4th to February 10th						
12	13	14 	15	16	17 PAY DAY	18
19	20 	21	22	23	24	25 PP 6
26	27	28				

MARCH 2023

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

Important Dates

January 1	New Year's Day Holiday	February 20	President's Day Holiday
January 16	Martin Luther King Jr Holiday	March 17	St. Patrick's Day
January 28-30	South Atlantic Conference		
February 14	Valentine's Day		



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