



# North Carolina Rural Carrier

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

## FIFTY FOUR FIRST TIMERS ATTEND THE STATE CONVENTION



### **Fifty Four First Time Convention Attendees**

**Left to Right: Kneeling:** J. Nikki Ammerman, Alaffia Macdonald, Marissa Kestler, Jonquil Russell, Rachel Patterson, Kristina Paris.

**Seated:** Wanda Bell, Robin Carnes, Daniele Horne, Beverly Davis, Brandi West, Alicia Pressley, Paul Funderburk, Selita Wilkins, Heather Whitener, Mary Boggs, Susan Barton.

**Standing:** NRLCA Officer Shirley Baffa, John Younce, Kathrine Hartness, Christina Randall, Seth Morrow, Michelle Hathaway, Melaney Malpass, Jared Compton, Scott Wade Milton, Brittany Blackwood, Samuelle Copeland, Nathan Warren, Julia Bridges, Christine Ritch, Paul Riney, Samantha Cullifer, April Laney, Patricia Casey, Karen Jones, Bryan Spurrier, Tanisha Green, Candi Pressey, Robert Kreuger Danielle Menegatti, Lisa Lindsey, Hunter Phipps, Barbaranya Graham, Nina Turner, Misty Gates, Esther Cramer, Sacoya Beasley, Sue Hahn.

**Back Row:** Brett-Danielle Thomas, Rhonda Craven, Denise Peay, Tikila Mack, Jacqueline Green, Porsha Snowden

**INSIDE  
THIS  
ISSUE**

**State  
Convention  
Wrap up**

**Annual  
Reports**

# North Carolina Rural Letter Carriers' Association

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Alamance	1	Burke/Caldwell/Catawba	9	Albemarle	2
Durham/Orange	12	Caswell/ Rockingham	14	Peach Belt	5
Sandhills	20	Central Carolina	16	Randolph/Montgomery/ Davidson	42
Sea Level	23	Mecklenburg	38	Roanoke/Beaufort/Hyde/Pitt	44
Wake	24	Rutherford/Polk/Henderson/ Transylvania	47	Union	54
Tri-County/N Wayne	25				

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Roanoke Chowan	7	Brushy Mountain	3	Alleghany/Ashe	4
Smoky Mountain	11	Foothills	10	Southeastern	8
Yadkin River	26	Guilford	30	Cleveland/Gaston/Lincoln	29
Six County	28	McDowell/Mt Mitchell/ Buncombe/Madison	36	Johnston/N Harnett	34
Watauga/Avery	57	Piedmont	50	Tidewater	52

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

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## National Emergency Hotline

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

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

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

Please keep this phone number for future use.

## WEBSITE

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

This month the password will be Hydr8\_Hydr8!

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

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

## Cover Photo

The Blue Ridge Mountains  
from the Blue Ridge Parkway

*By Debbie Bennett*

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**President**  
*Audrey Solomon*

## Make Room

### SUMMERTIME//SUMMERTIME

Hi everyone. I hope this article finds each of you doing well. I know we are all waiting for the dispute process to be resolved; however, the mail must go on. On behalf of the Stewards and the State Board, we **THANK EACH OF YOU** for your patience. We are all still learning this new system and it set us back; however, we will **RISE AGAIN**. When you have been on leave, talk to the RCA that ran your route and find out if they did all the scans or get management to run the report that shows all scans.

Vice President Elaine Althoff and I were honored to visit and speak with Congress on behalf of the NCRLCA in Washington, DC on May 20-24, 2023. It was an information filled 4 days. Please email or call your Congressman to push for the Federal Retirement Fairness Act; aka the buy back bill, to be reintroduced. Please read VP Althoff's report for further details about our visit.

By the time you read this article, the State Convention will have been held. We welcomed fifty-four first timers!

I hope each of you that came learned something new and got your questions answered. I know it is jammed packed 3 days, but I hope you felt it was worth it. As you may have witnessed, to have change you must effectively have your voice heard through the resolution process. Do not forget to share this newfound knowledge with **other union members** in your office that were unable to attend. Our keynote speaker was Shirley Baffa, National Director of Steward Operations. We also had Arvella Collins, a Thrift Savings Plan Analyst and agents from the Inspector General's office, Matt Baldwin and Asa Gravely, and from the USPS Postal Inspector's office Mark Heath.

The National Convention will be held August 15-

18, 2023, in Grand Rapids, MI. I hope that you voted for the national delegate of your choice. This is important because these delegates will be voting for you at the National Convention.

I mentioned summertime to highlight this article. We all know what comes when the weather warms up. The snakes, lizards, frogs, bees, birds, spiders, and ants seem to always find their way into mailboxes. I suggest you look before you place your hand in the mailbox. Also, if you are allergic to fire ants or bees, please ensure your EpiPen is updated.

**Children are out of school, so please watch for them.** Check before backing up and turn the vehicle around before you dismount.

Do not forget to stay hydrated and know the signs of heated stress.

Happy belated Father's Day and have a safe and happy 4<sup>th</sup> of July.



RCA Donna Hash speaks to a resolution during debate while member Jesse Ray Farmer Jr. looks on.

## Chaplain's Message

*Pamela Stanley*  
Chaplain



show up for her greatness.

First, I acknowledge my struggles and then I gave them over to my Lord. I sought counsel from a therapist.

Because of my commitment to my healing, nowadays when I look in the mirror, I feel a different kind of love for myself that goes beyond my outfit or my makeup. I now see my will, my determination, my resilience and that I am a fighter, a survivor, a queen, a warrior, a healer, a leader, and a person who stopped using circumstances as an excuse to stay stuck.

This story is simply to show you that you can beat anxiety and depression. During these uncertain times you can still find hope, peace, understanding, and clarity. Please reach out if you are suffering. You do not need to continue in your unhappiness.

In closing I leave you with this popular prayer.

### *The Serenity Prayer*

*God, grant me the serenity to accept the things I cannot change,*

*the courage to change the things I can,*

*and the wisdom to know the difference*

*Living one day at a time,*

*Enjoying one moment at a time,*

*Accepting hardship as a pathway to peace*

*Amen*

## Independence

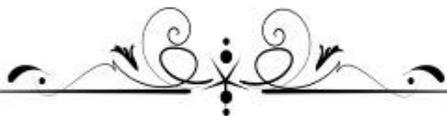
Some of us struggle with *Anxiety and Depression*. Many people do not understand or even want to understand. In fact, they may call you names and pass judgment before they even know what we're going through. It makes us afraid to speak up and out about that which has completely silenced us for years.

For an exceptionally long time, I was full of anxiety, depression, fear, anger, self-doubt, and low self-esteem. Everything was hurting me emotionally, mentally, and physically! But, as scary as it was, I took a stand and put up a serious fight for my soul, my health, my spirit, and everything that mattered in this life!

I stopped caring about what people thought and started caring about getting better.

I got so tired of panic attacks, the constant tears, the what ifs, the fears, and the lack of self-confidence.

I knew in my heart that there was so much more for me! So, one day I made a conscious decision and said aloud "Enough is Enough"! It was time for "The Pam" that I knew on the inside, waiting for an invitation to



## Obituaries

### **James Franklin Suttles Sr.**

We are sad to announce that on June 21, 2023 we had to say goodbye to James Franklin Suttles Sr. of Chapel Hill, North Carolina.

He was predeceased by his parents, Ralph F. Suttles and Janie Johnson Suttles; his sister Donna S. Elkins; and his brother-in-law Eddie Talbert (Donna Talbert).

He is survived by his wife Donna Talbert Suttles; his children, Kacie Alyssa Suttles and James "Jamie"

Franklin Suttles, Jr.; his granddaughter Donavynne Suttles; his sister Michelle S. Brown (Mark); his mother-in-law Maxine Talbert; his siblings-in-law, Denise Craig (Frank), Garry Talbert and Steve Elkins; and his pet Gus. He is also survived by many loving nieces and nephews.

# MEMORIAL OBSERVANCE

*Each year a special service is held at the North Carolina State Convention to remember our members that have passed during the past year. The following members were remembered at this year's Convention in Cherokee, NC*

## **JULY 2022 - JUNE 2023**

### **Association Members**

MARY ALLIGOOD ..... WASHINGTON  
LEEOLA ARNEY ..... COLLETTSVILLE  
STEPHEN BARNHARDT ..... DELCO  
CARL BASINGER ..... SALISBURY  
ALMA JEAN BASS ..... WINTERVILLE  
CHARLES CONLEY ..... FRANKLIN  
HAZEL DAVIS ..... LENOIR  
HOMER DDLEY ..... BAHAMA  
HOYT EDWARDS ..... FRANKLINTON  
KENNETH FLOYD ..... FAIRMONT  
JAMES FOX ..... BURNSVILLE  
BRUCE HAYES ..... MILLERS CREEK  
LINDA HILTON ..... CONOVER  
EDWARD HOLLOWAY ..... ZEBULON  
BARBARA HOPPES..... RUTHERFORDTON  
ROBERT HUGHES ..... BOONE  
RONALD HUNEYCUTT ..... ALBEMARLE  
JOSHUA JOHNSON ..... JACKSONVILLE  
HARRY KIRK ..... CHARLOTTE  
DOROTHY MATTHEWS POTTERYADKINVILLE  
BRANDON MCCLURKIN ..... SANFORD  
JOSEPH MILLER ..... LANSING  
RICHARD MONCREASE JR .LITTLE RIVER SC  
CHARLES MOORE ..... JEFFERSON

STERLING MORRIS ..... GOLDSBORO  
JOHN NAILE ..... CLEVELAND  
ROLAND NUNNERY ..... GOLDSBORO  
WAYNE NIFONG..... WINSTON/SALEM  
DEVERIE OATES ..... IRON STATION  
ROBERT PERRY ..... WENDELL  
JAMES PETTIT ..... PEMBROKE  
JAMES ROBERTS..... CAMERON  
MARY ROYAL ..... SUPPLY  
ROBERT RUSSELL..... STALEY  
ERNEST SAWYER ..... MORAVIAN FALLS  
HEIKE SMITH..... DANBURY  
KELLY THOMAS ..... GREENSBORO  
HILDA TROUTMAN..... MIDLAND  
TOSSHA VAN DYKE ..... MOORESVILLE  
CAROL WATTS ..... LA GRANGE  
BOBBY WEISS ..... ROANOKE RAPIDS  
MARGARET WESTER..... LILLINGTON  
PAUL WILLIAMS ..... GREENSBORO  
MARY WISE ..... VALE  
MARK YOUNT..... CLAREMONT

### **Auxiliary Members**

DORIS BARBEE.....ALBEMARLE  
LOVE PAGE .....STEDMAN



**Vice President**  
*Elaine Althoff*

## 2023 Legislative Seminar~News from Capitol Hill

Prior to our trip to Washington DC, Audrey and I were preparing our schedule and making appointments with our North Carolina Representatives and Senators up to the last minute. There were only two that we didn't hear back from in time or wanted a day later than our planned time in DC. This year it was business as usual in Washington DC. Our North Carolina Representatives were in session running to meetings and voting. Last year we did a lot of Zoom meetings with our Congressmen/Women, Senators which made this year, I won't say easier, but different. This year we hit the ground running from place to place and office building to office building. It was a different ball game compared to last year and a much faster paced meeting in person with a full schedule. We met with many of our Representatives and/or their Legislative Aides. Many of the aides are knowledgeable on our topics, and a few perked up when they were told this affects them too.

The legislative seminar started as Paul Swartz, Director of Governmental Affairs, did a first-timers meeting, then the Introduction of Legislative issues and what we will be talking about on the Hill.

This year we had three:

- ★ H.R.82 / S. 597 the Social Security Fairness Act-Repeals WEP/GPO. Eliminates GPO which reduces Social Security benefits for spouses, widows, and widowers who also receive government pensions. Eliminates WEP which reduces Social Security benefits for individuals who also receive a pension/disability from an employer that did not withhold Social Security.
- ★ The Federal Retirement Fairness Act or better known around here as the

Retirement Buy-Back, we are still pushing for co-sponsors. We need 190 co-sponsors to bring it back. Last year it went through the Ways and Means committee and for lack of a better term, got swept to the side.

- ★ USPS Shipping Equity Act was introduced by Congresswoman Speier (D-CA), and Congressman Newhouse (R-WA) and was to be reintroduced by Congressman Newhouse and Congresswoman Wexton (D-VA) on May 14, which ironically was National Wine Day.

National President Ronnie Stutts did a national presentation that touched on our hot topic RRECS and stated "I'm very concerned on where RRECS is going, we can't stop it- We are trying to fix it-", he also stated that a calculator is being worked on so we can see what the routes are doing, New 3 minutes a mile for second trips, he also went over future National Convention sites, and announced the New Director of Insurance Lynne Paller.

Brad Fitch, President & CEO- CMF, gave a presentation on how to have a successful and effective meeting. He also touched on the Congressional Environment, and how to make a difference and get them to listen.

Secretary/Treasurer Tommy Turner spoke briefly on new Membership growth through Raft, OLMS, LM's reports, and Elections, and touched on the Government shutdown.

*(Continued on page 8)*



Donald Davis, U.S. representative for North Carolina's 1st congressional district with NCRLCA President Audrey Solomon and VP Elaine Althoff.

*(Continued from page 7) Capitol Hill*

Jim Slaughter, NRLCA Parliamentarian, celebrating 30 years with us, spoke on Parliamentary Procedures, Roberts Rules of Order, how to run a meeting, By-Laws State / National, Agenda, and Amendments, followed by more training.

Tammy Whitcombe, Inspector General spoke on the History of the Department, Retirement funds, and OIG Electric Vehicles, OIG's New website improvements as we all walked through it with her. Check it out at [usps.oig.gov](https://usps.oig.gov), where you can view the Field Operations report and much more, and the site is updated every two weeks.

Michael Kaiser, Wine America spoke on the USPS Shipping Equity Act. The 21<sup>st</sup> Amendment holds us back; we need to get rid of the prohibition that prohibits us from delivery of alcohol. The revenue generator for the USPS of \$180 million which is beneficial for Wine America, the American Craft Spirits Association, and the USPS. He went further into how wine is shipped in 3 or more bottles per shipment. If you're wondering why, it's because most consumers don't just buy one bottle due to shipping costs. This is going to be reintroduced on Wednesday, "National Wine Day" and would not go into effect until June 2025, after full implementation.

Jeff Dufour, National Journal Editor in Chief, spoke on Legislative Agenda, the 2023 Washington



Left to right: NCRLCA Vice President Elaine Althoff, NC Representative Deborah Ross for District 2 and NCRLCA President Audrey Solomon outside the Capitol Building in Washington DC.



Left to right: NCRLCA President Audrey Solomon, NC Representative Wiley Nickel for District 13 and NCRLCA Vice President Elaine Althoff.

Debrief, and the June 1<sup>st</sup> default. *(On May 31<sup>st</sup> a majority of Democrats and a majority of Republicans voted "yes" on the Fiscal Responsibility Act of 2023. Yes, I was watching.)*

**Lynne Paller**, our new Director of Insurance Programs, who replaces Cameron Deml introduced herself and is no stranger to Aetna, as she worked 15 years at Coventry, then Aetna, then Aetna/CVS First. She spoke on Medicare Part D wrap-around service, employee group Insurance, and Retirees' insurance coverage.

*(Continued on page 9)*

*(Continued from page 8) Capitol Hill*

Former Congressman Rodney Davis (R-IL) spent 10 years in Congress. He spoke on WEP/GPO Why do we need 290 co-sponsors? This forces the Speaker of the House to bring it to the floor. We ended with group practice with the Legislative Committee. Paul Swartz gave a final Review of Issues. The Legislative committee distributed “Fact Folders” for us to hand to the Representatives or their Aids to further their knowledge on the issues we were requesting their support on.

The seminar was full of information on our roles as officers and preparing us for our Capitol Hill visits. We spent the next two long and very full days on the Hill. We started with a breakfast invite from Congressman Wiley Nickel (NC-13), then walked to the Hill for our first appointment and where we would be for the rest of the day. We meet in person with: Donald Davis NC-1, Deborah Ross NC-2, Kathy Manning NC-6, Wiley Nickel NC-13, and Jeff Jackson NC-14. We had positive feelings from everyone when we left. I hope you will reach out to them if they are in your District and Thank them for their support.

Now it’s your turn. We need You to write or call your Representative and Senator and ask for their support. Let’s work together to get H.R.82 / S. 597 passed, and co-sponsors on the other two.

We need to work as one to make our voices heard and make us a stronger Union for tomorrow.



Left to right: NCRLCA Vice President Elaine Althoff, NC Representative Jeff Jackson for District 14 and NCRLCA President Audrey Solomon.

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Left to right: NCRLCA President Audrey Solomon, NC Representative Kathy Manning for District 6 and NCRLCA Vice President Elaine Althoff.

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## Secretary/Treasurer

*Vicki Gray*

# Another Amazing Turnout in Cherokee



This is going to be a long, fact filled article so first I want to say **thank you** to everyone that made the trip to Cherokee for our 118<sup>th</sup> State Convention.

You made this another great convention.

Second, I want to say that we had every single local district (31 of them) represented again this year! I am so thrilled that every district is participating.

Next is that we had 54 members that attended the State Convention for the very first time! That is fantastic! It's even better than last year.

Last year we had 45 members that attended for the very first time. We had 25 of them return again this year. I'm so delighted that they returned this year.

I am so happy all of you made the effort to attend, It was wonderful to see so many of you. I know I did not get the chance to speak with all of you but I hope you felt welcome. We hope that you were able to soak up some knowledge and take it back to your coworkers. Maybe you can encourage them to attend in the future.

We also hope that all of you will all be back next year. Thank you all for coming! I hope to see you again next year!

OK, now down to the business of the Convention.

I have included a copy of our financial report that was presented to the delegates. It is on pages 31-34. This is not the final report for the year. Our fiscal year ends on June 30<sup>th</sup> and our finances will be audited by CPA firm Blake & Sherrill at the close of the year. If you have any questions please give me a call. A final report will be available after the financial audit has been completed.

We had a total of seven Constitution changes presented to the body. Five of them passed, one was withdrawn and one failed.

Change #1 was to add PAC co chair language under expenses. This passed.

Change #2 was no appointed officer will be paid to attend the National Convention unless elected as a delegate. This passed.

Change #3 was concerning SAC and withdrawn because similar language was presented in #4.

Change #4 was to add language addressing SAC and the election of the SAC Representative. The language was amended and then it passed.

Change #5 was to add a finance committee to the appointed committees at the state convention. This failed.

Change #6 was .to have the Constitution & Resolutions committees report one day before the State Convention begins. This passed.

Change #7 was to increase the amount local districts receive from the state for each member. This passed.

The updated Constitution can be found on our website under the "State Info" tab. A link to the PDF is at the top of that page right before the State Officer listings.

We also had seven resolutions before the body.

Resolution #1 was to have all future CBUs under a shelter.

Resolutions #2, #3 & #7 were regarding pay and benefits for relief carriers. All three of these passed.

Resolution #5 was concerning Table 2 and COLA. It proposed that those on Table 2 receive equal COLA to those on Table 1. It passed.

Resolution #6 asked for a safe jump seat to be designed for the Metris van. This passed.

All of these resolutions will now go to National to be presented to the National Delegates. If they pass at the National Convention, then these items will be negotiated for in our next contract.

**This is your Union at work. This is where your voice is heard. This is where change begins.**

Our Hall of Fame inductees this year were Harold Knight and Harry Kirk.

Mr. Knight is a former North Carolina Secretary-Treasurer. He served from 1988 to 2004 in this position. Even after he had retired from delivering the mail.

After leaving the Secretary-Treasurers office Harold took a turn at serving as a Provident Guild Rep. and as a NARFE Rep.

Harold also worked with former National Secretary-Treasurer Clifford Dailing at the national office. He encouraged the implementation of computers and was instrumental in developing a universal system for all the state secretaries across the country to use.

President Solomon will be visiting Mr. Knight to present him with this award.

Harry Kirk served as an Area Steward for many

*(Continued on page 11)*

(Continued from page 10)

years in the Charlotte region. He was an Assistant State Steward from 1992-1996. He has passed and his family will receive this award.

Our National Rural Letter Carriers' Association Director of Steward Operations Shirley Baffa, was our guest speaker. Shirley presented us with lots of information on RRECS, rural stats and other news. She also took questions from our members. Shirley was with us all three days.

Carl Kelly presented our State's Outstanding Member of the year recipient for 2023. Mitch Reece received that honor this year. Congratulations Mitch!

Van Heath spoke on the legislative issues and where we currently stand on H.R.82 / S. 597 Van encouraged each of us to contact our Senators and local Representatives.

Linda Foran with National General Insurance was able to visit us in person this year. Please consider using National General Insurance for your insurance needs. They really do understand the Federal Torte Claims Act.

Ali Sherrill with Aetna spoke to us about the benefits under the RCHBP Insurance. They had a booth set up for members to get a quick health screening also. President Solomon presented Ali with a plaque on behalf of the NCRLCA.

Aneka Battle from APCU encouraged us to belong to the APCU and spoke of the many services they offer our members. While Aneka was at the podium a motion was made from the floor to make Aneka an honorary member of North Carolina Rural Letter

Carriers' Association. The motion passed. Aneka cried, she was so honored. We will present her with a certificate at next year's convention.

USPS District Manager Roselle Murrell was unable to attend. In her place were Amanda Lucas, Manager of Operations Integration and Stephen Niedziela, Workforce Operations Planning. They were able to address the body on Tuesday. Amanda also answered several questions from the floor.

Additionally, we had Special Agents Matt Baldwin & Asa Gravely from the USPS Office of the Inspector General along with Postal Inspector Mark Heath from the U.S. Postal Inspection Service talk to us about our safety

On Wednesday DR Bethany Small, with ADRs Jeff Essick, Kelly Kenny Futch, Gail Naillon, and Ralph Fernandez spoke even more about RRECS and how we as carriers need to move forward. Plus, we had another "Questions and Answer" session with all of this team.

RRECS was very much the focus of this convention. We had loads of information distributed to our members.

Bethany also had a table for anyone wishing to become a Steward. We need local stewards. They can make a world of difference in your office If you would like to become a local steward, please get in touch with Bethany.

Three positions were up for election:

President, Vice President and 3-year Executive Committeeman. Two of the positions ran unopposed and the results are as follows: President- Audrey Solomon, Vice President- Elaine Althoff.

The three-year Executive Committeeman had two contenders. Incumbent Jay Schreiber and challenger Joshua Rigeftsky. Jay Schreiber succeeded in his bid for re-election as Executive Committeeman.

Again, I want to say thank you to everyone that made this Convention a success. Thank you to all the "Old Timers" for making all the new people feel welcome. Thank you to all of you that brought and shared your knowledge with our membership.

Like I said before, I hope you learned something and I hope you enjoyed yourself in the process.



Delegates vote on a constitution change at the State Conention.



# 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 \$10 annually with \$5 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. During the 2023 state convention a total of 30 members either joined for the first time or renewed their memberships.

Officers for the North Carolina AFVC chapter are Debbie Bennett President, Audrey Solomon Vice-President and Mike Shue Secretary-Treasurer. Thanks to everyone who joined or renewed this year.

If you would like to become a member of the AFVC please send your \$10 for this year's dues to Mike Shue at 325 Ed Weavers Road, Salisbury, NC 28146-8570

## Safety

*Brian Hamlett*  
*Executive Committeeman*



## Arrow Key Security

With the Internet becoming such an integral part of our daily lives, new avenues for criminals have been opened. All sorts of personal information such as Social Security numbers, banking and credit card information, and all sorts of other data can be gathered and sold online. A lot of this information is gathered through the Internet itself but an easy way to access this information passes through our hands everyday.

Part of our duties is to protect the sanctity of the mail.

Criminals know an arrow key can gain them access to many of the locked centralized delivery units. They will do what they can to get their hands on one. Arrow Key accountability not only is there to keep track of the arrow key, it can be of help to you in the event the key goes missing.

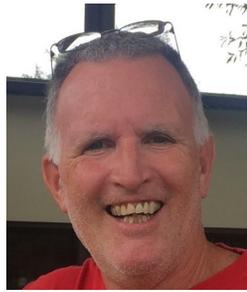
There are several important steps to handling arrow keys to ensure we know where they are at all times.

If your route has an arrow key you should be signing for it in the morning before leaving to serve your route. The key should be affixed to a chain that will allow you to attach the key to a belt or belt loop. This is to prevent the key from being misplaced, tossed in the outgoing mail, being left hanging in the cluster box lock, etc. It can also keep someone from running by and attempting to snatch it from you.

Upon returning to the office be sure to have someone sign your key back in to clear you like any other accountable, because it is considered and accountable.

## Retirement

Jay Schreiber



## Life Insurance In Retirement

Some people don't need life insurance.

If your death would not cause any level of financial hardship for anyone, you might not need coverage. For example, this could be the case if your children are grown and self-sufficient, and you have accumulated more than enough assets to provide for a surviving spouse and anyone else who depends on you.

While a large majority of retirees carry Basic and Option A into retirement with the 75% reduction that is free after 65+ at retirement, if employed. Some retirees are caught off guard if they continue Option B and/or Option C (1 to 5 times their salary) with no reductions because these premiums increase every five years.

Insurance for employees and annuitants is not one size fits all. Individual financial needs should be considered when making one's selections.

Before retirement, employees can reduce their coverage on POSTAL EASE at any time. However, caution needs to be noted that you **cannot reinstate or increase** your coverage after this change is made.

During the retirement application process, employees can select continuing their coverage into retirement by filling out SF 2818; Continuation of Life Insurance Coverage.

After retirement, the annuitant can follow the instructions listed below from OPM's FAQ page on their website:

If you are a retiree, you can cancel or reduce your FEGLI life insurance at any time. There is no form; you must mail a signed letter to OPM's Retirement Office at:

U.S. Office of Personnel Management  
Retirement Operations Center  
P.O. Box 45  
Boyers, PA 16017-0045

This letter must state:

- Your full name
- Your address
- Your retirement claim number (CSA) or Social Security Number (SSN)
- Exactly what coverage you want to cancel or reduce (Basic, Option A, Option B, and/or Option C)
- You must hand-sign the letter.

You should also note that you understand you cannot increase or reinstate your coverage after this

*(Continued on page 14)*

## Former State Officers



**Former State Officers** Left to Right: Seated; Luther Pete Williford, Doug Byrum, Ralph Dagenhart. Glenn Johnson & James Simmons.

Standing; Dale Sain, Mitch Reece, Brenda White, Carl Kelly & Renee Johnson.

change is made. For more information please visit <https://www.opm.gov/healthcare-insurance/life-insurance/>

Also in the National magazine June 2022 edition has a great article by Vice President Matson on pages 162 and 163. Please read it before making a decision that you can't reverse.

Included below is form SF 2818 from the OPM website.



### Continuation of Life Insurance Coverage

As an Annuitant or Compensation

Federal Employees' Group Life Insurance (FEGLI) Program

**Important:**  
Read instructions on pages 1 - 3 before completing this form.

#### Identifying Information

1. Employee's name (last, first, middle)	2. Date of birth (mm/dd/yyyy)	3. Social Security number
4. Employing department/agency	5. Work location (city, state, ZIP code)	6. Compensation claim number (if applicable)

#### Basic Life Insurance

7. Do you want to have Basic Life insurance in retirement/compensation if you are eligible?

Yes (If yes, complete item 8.)       No       I received a full Living Benefit. (skip to Item 9)

8. What level of Basic do you want in retirement/compensation? Check only one box. If you received a partial Living Benefit, you must check No Reduction.

75% Reduction       50% Reduction       No Reduction

#### Option A — Standard Optional Insurance

9. Do you want to have Option A in retirement/compensation if you are eligible? To continue Option A, you must also continue Basic. (Check "yes" only if you currently have as an employee)

Yes       No       I don't have Option A.

#### Option B — Additional Optional Insurance

10. Do you want to have Option B in retirement/compensation if you are eligible? To continue Option B, you must also continue Basic. (Check "yes" only if you currently have as an employee)

Yes (If yes, complete item 11.)       No       I don't have Option B.

11. How many multiples of Option B do you want to have in retirement/compensation? You can elect up to the number of multiples you are eligible to continue in retirement. Put a number on each line to indicate how many multiples you want for NO REDUCTION and FULL REDUCTION. If the number is "zero", "0" should be written on that line. The total of both No and Full Reduction multiples cannot exceed 5. See the instructions.

\_\_\_\_\_ (number of NO REDUCTION multiples)      \_\_\_\_\_ (number of FULL REDUCTION multiples)

#### Option C — Family Optional Insurance

12. Do you want to have Option C in retirement/compensation if you are eligible? To continue Option C, you must also continue Basic. (Check "yes" only if you currently have as an employee.)

Yes (If yes, complete item 13.)       No       I don't have Option C.

13. How many multiples of Option C do you want to have in retirement/compensation? You can elect up to the number of multiples you are eligible to continue in retirement. Put a number on each line to indicate how many multiples you want for NO REDUCTION and FULL REDUCTION. If the number is "zero", "0" should be written on that line. The total of both No and Full Reduction multiples cannot exceed 5. See the instructions.

\_\_\_\_\_ (number of NO REDUCTION multiples)      \_\_\_\_\_ (number of FULL REDUCTION multiples)

#### Signature

14. Signature (Do not print.) Only the insured may sign. Signatures by guardians, conservators, or through a power of attorney are not acceptable. Date (mm/dd/yyyy)

\_\_\_\_\_



## Rural Carrier Health Benefit Plan

*Tracy Greer*  
*Executive Committeeman*

## Your Prescription Drug Coverage

### Generic Drugs and Prescriptions

One thing we all seem to have in common is wanting brand names. Sure, we all want the best we can get when it comes to our health, but did you know generics are the same drug? Generic drugs work the same as their Brand-name equals. They provide the same quality and performance they just don't have the development cost associated with them and that is why they save you money.

The U.S. Food and Drug Administration (FDA) requires generics to be as safe and as effective as Brand-Names and both must meet the same FDA standards. If you are interested in saving money, ask your Health Care provider or Pharmacist about generic options.

CVS Caremark also adds additional savings to prescriptions by filling maintenance type drugs in 90-day supplies. Maintenance drugs are medications you take regularly for conditions such as high blood pressure, cholesterol, asthma, etc. You can pick those up at any CVS Pharmacy or use the CVS Caremark Mail Service Pharmacy.

Here is what you need to know to get started:

Retail Pharmacy to CVS Pharmacy:

1. Visit [Caremark.com/Movemy meds](https://www.caremark.com/movemy meds)
2. On the move my meds page, select the prescriptions you would like to fill at your preferred CVS location.
3. A member of their team may contact you if there are any questions.
4. To receive 90-day prescriptions by CVS Caremark Mail Service Pharmacy, visit [Caremark.com/mailservice](https://www.caremark.com/mailservice)

## Introducing the new NRLCA Director of Health Insurance Programs, Lynne Paller

I would like to welcome Lynne M. Paller, RN, BSN to the NRLCA as our new Director of Health Insurance Programs.

Prior to joining the NRLCA, Lynne served as a quality consultant for our organization, providing expertise in accreditation activities, vendor oversight, plan benefit design and wellness promotion.



**Lynne M. Paller**

Lynne has an extensive background working in the insurance industry in clinical and quality leadership roles, specifically with Aetna/CVS for more than 15 years. She served as the Director of Health Care Quality for the FEHB plans under Aetna focused on building solutions to improve the member experience with their healthcare and their health plan.

Lynne completed her Bachelor of Science in Nursing degree at the University of Delaware. While completing her degree, Lynne began working at St. Francis Hospital in Wilmington, DE as a clinical assistant and then as an RN on the orthopedics and rehabilitation floors. During her 15-year tenure there, Lynne also worked as a home health nurse and supervisor and family practice office nurse.

I have had the honor of speaking with Mrs. Paller and she is excited about her new position and is very familiar with the Rural Carrier Benefit Plan. Lynne brings a lot to the table and most importantly she cares about the members and is ready to help with our needs.



**Legislative Representative**

*Van Heath*

# New Bills To Work On

For years we have worked toward getting back the right for our members to buy-back their RCA time. With the swearing in of the 118<sup>th</sup> Congress in January our opportunity has probably passed us by. There were three bills that we were supporting in the 117<sup>th</sup> Congress. They were:

1. HR 3287, the USPS Shipping Equity Act which would have allowed the Postal Service to deliver alcohol.
2. HR 4268, the Federal Retirement Fairness Act or the Buy-Back Bill, and
3. HR 82, the Social Security Fairness Act.

The only one of these bills submitted into the 118<sup>th</sup> Congress is the Social Security Fairness Act. We support this bill and hope to see it become law. This bill has good support in the Congress and if passed could benefit our members by up to \$512 per month in retirement.

It would still be helpful to write to your member of Congress and ask that the Federal Retirement Fairness Act be resubmitted. That is the only way we will ever see that particular bill back on the docket. For those who worked many years as an RCA before making regular, this could make a huge difference in your retirement.

Letters, phone calls and emails are how we get to communicate with our members of Congress what we want them to do in Washington.

As for HR 82, the Social Security Fairness Act, we now are up to 278 cosponsors with six from NC, which means we have two new cosponsors:

- Alma Adams (D-12)
- Deborah Ross (D-2)
- Kathy Manning (D-6)
- Don Davis (D-1)
- Jeff Jackson (D-14) **NEW**, and
- Valerie Foushee (D-4) **NEW**

That's four new cosponsors from our state this year.

Thank you to those of you who have written or called your member of Congress. This is how we get things done.

The repeal and elimination of the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP) has enjoyed large bipartisan support in Congress, but passage has remained elusive. Both GPO and WEP unfairly reduce Social Security benefits earned by rural letter carriers, as well as other federal and postal employees who are impacted by these two provisions. Congress has the power to correct this injustice by passing the bipartisan H.R. 82, the Social Security Fairness Act.

Federal employees covered by the Civil Service Retirement System (CSRS), retiring December 1982 and later, are affected by the Government Pension Offset. The GPO reduces or eliminates the Social Security spousal or survivor benefits for which a federal retiree may be eligible based on the Social Security record of his or her spouse. One of the rules of the Social Security system is that a person cannot receive both his/her own earned benefit plus a full spousal benefit. Therefore, a retiree's Social Security "spousal" benefit is cut by an amount equal to two-thirds of the retiree's CSRS annuity.

In 1983, Congress created the Windfall Elimination Provision, which changed the formula for computing Social Security benefits to provide a higher return for low wage-earning workers. The WEP reduces the Social Security benefit of those who receive an annuity from an employment system in which they did not pay Social Security taxes. WEP impacts roughly two million public employees by reducing their benefits by as much as \$512 per month.

"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*

# \$12,816.49 Raised for PAC at State Convention

Thank you to everyone who came out to our State Convention in Cherokee.

Our days were long, beginning with District Officer training at 3pm and our Memorial Service at 7pm on Sunday evening. Our Convention officially began at 8:30am Monday morning with the TSP meeting running from 7 until 9pm, and the PAC fund raiser lasting until 10pm on Tuesday.

Having Shirley Baffa come and speak to us about RRECS and give us a refresher on what we as carriers and management need to be doing or not doing, was priceless. We all learned a lot.

Everyone had a great time at our "60's" night! It was such fun seeing everyone in costume.

We raised \$12,816.49 for PAC at our State

Convention!.

Thank you to the members of the State Board for donating their own money to rent the 360 photo booth. It was a huge success.

Thank you to everyone that donated to PAC during this Convention!

### **New Contest**

We are beginning a new contest for sustaining donors. If you sign up to become a sustaining donor between now and September 30, 2023 your name will be entered into our new \$200 sustaining donor contest.

The winner will be announced at the Fall Booster.

## ***BECOME A SUSTAINING DONOR***

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



**I hereby authorize my bank to deduct from my checking account the monthly sum of: (circle one)**

**\$50                      \$25                      \$15                      \$10                      Other: \$ \_\_\_\_\_**

**Signature: \_\_\_\_\_ Date: \_\_\_\_\_**

**Name (print): \_\_\_\_\_**

**Employee ID Number: \_\_\_\_\_**

**State: \_\_\_\_\_ Zip Code: \_\_\_\_\_ Phone Number: \_\_\_\_\_**

**Please attach a voided check**

**Send to NRLCA-PAC 1630 Duke St, Floor 2, Alexandria, VA 22314**

## Signing up for PAC Withholding from your Paycheck

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

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

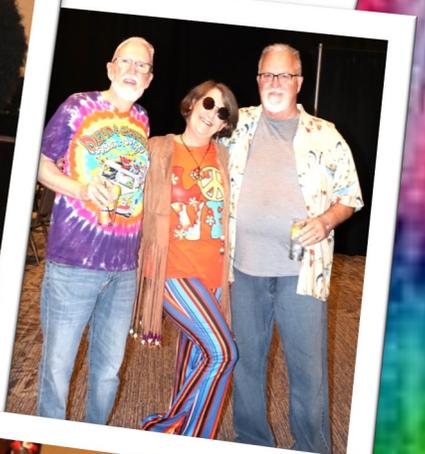
### Steps for signing up Online:

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

### Steps for signing up by Phone:

1. Dial 1-877-477-3273 (1-877-4PS-EASE).
2. Press "1" for PostalEASE.
3. When prompted, enter your Employee ID Number.
4. When prompted, enter your USPS Pin Number.
5. When prompted, choose option #2 to select Payroll Allotments.
6. When prompted, choose option #1 to select type of Allotment. When prompted, press "2" to continue.
  1. When prompted, press "3" to continue to 'ADD' the allotment.
  2. When prompted, add routing number: **051400549**.
  3. When prompted, add the NRLCA-PAC account # followed by your Employee ID Number. It should look like: **163055555**\_\_\_\_\_. No hyphens, no spaces, 17 digits total. If correct, Press "1."
  4. When prompted, press "1" for checking.
  5. When prompted for the dollar amount of the allotment, enter the amount of your choice to be deducted bi-weekly (**per pay period**) using the \$\_\_00 format. Press "1" if correct.
  6. When prompted, press "1" to process.
  7. Record the confirmation number given for your records and note the date the first allotment will take place. Press "1" to repeat, or press "9" to hang up.

# PAC DINNER CANDIDS

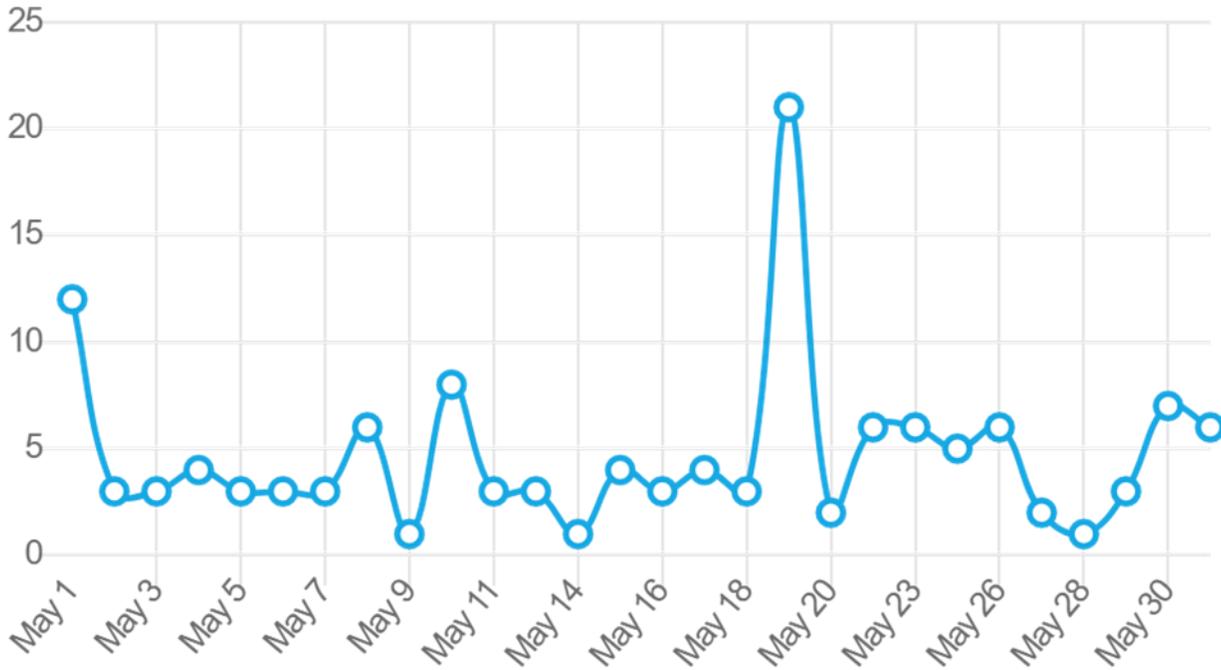


**Groovy!**



# May Website Statistics

Webmaster  
*Renee Johnson*



USERS	115	Up 31%
PAGEVIEWS	366	Up 53%

These are your statistics for May 2023. The spike on May 19<sup>th</sup> corresponds with the article on Required Steward Training. The next two most visited dates correspond with New Steward Assignments and the PTF Posting.

July promises to be a busy month. You will find news from the 2023 North Carolina State Convention, National Delegate Results, PAC Donations, and much more. Add [www.ncrlca.org](http://www.ncrlca.org) to your favorites bar and visit often.

CHECK THE WEBSITE FOR THE LATEST NEWS

**WWW.NCRLCA.ORG**



## Auto-Home Insurance

*Carlton Crutchfield*

### **THE CASE OF: Rural Letter Carriers VS Auto Insurance Companies**

Auto insurance for rural carriers can be a bit tricky and more complicated than for other drivers. It is due to the unique risks associated with our job.

The Federal Tort Claims Act was enacted in 1961 to provide liability protection for rural carriers and other federal employees.

The FTCA recognizes the liability for rural carriers and other federal employees negligence or wrongful acts committed while acting within the scope of our official duties. Claims may be denied if it's discovered during the investigation that the carrier deviated from his or her route. But no need to worry, this is when your National General Rural Letter Carrier plan will protect you.

You don't have the RLC plan. NO WORRIES give National General Insurance a call at 888-325-7727 and a trained agent will assist you in finding the right coverage for your needs, both off and on the route. And remember just for calling to get a quote you will receive a \$10 gift card, so call today!

It was great seeing everyone at our 2023 NC State Convention in June at Cherokee. I hope that more of you can make it next year.

## Retired Members at the 2023 State Convention



**Retirees** Left to right: Seated: Cathy Hogan, Nancy Moose, Helen Main, Doretha Wagner & Judy Jones. Standing Row 1; Doug Byrum, Brenda White, Barbara Smith, Ellen Reavis, Marsha Rawls, & Jerry Huffines. Standing Row 2; Ralph Dagenhart. Dale Sain, Mitch Reece, Van Heath, Renee Johnson, Brenda Johnson & Richard Hamlett. Back Row; Dennis Conley, Charles Stewart, Terry Bell, Pete Williford, Mike Shue, James Simmons, Glenn Johnson, Reggie Neal & Claire Glass.

# Dennis Conley Retirement Party

North Carolina sponsored a retirement party for former National Committeeman Dennis Conley on Saturday June 18th in Cherokee, NC. The party was well attended with over one hundred guests, including former and current National Officers.

Additionally, Dennis' entire family was in attendance with the exception of his daughter Stephanie. Unfortunately she was in Maine and could not make the trip back to North Carolina in time.

We want to thank those of you that attended for coming.

North Carolina is proud of Dennis and all he has done for the rural craft.

Congratulations on your retirement Dennis.



Dennis Conley with his special gift from Oklahoma's Rick Vickery.



A few of the party attendees.



The Conley family

# Officer's Annual Reports

## Elected Officers

**President**  
**Audrey Solomon**

Hello to NC Rural Carriers. This year has been amazing, I have had the pleasure of meeting and talking with you. I know we have a few setbacks, but we are a resilient group of carriers. I appreciate you all for letting me attend your meetings. I have learned a great deal from all of you and I look forward to learning more.

This report will cover my activities as President from June 2022 thru May 2023.

The year began with the State Board Meeting immediately following the State Convention in Cherokee, whereas; I received my new district assignments. I attended a 2-day Board Meeting in Charlotte in October where we learned of our duties and responsibilities and finalized preparations for the Fall Booster.

I have had the pleasure of speaking at New Hire Orientations in Raleigh and Greensboro. To all the new Rural Carrier Associates and Associate Rural Carrier (ARC) that I have had the pleasure of meeting, I hope you all are still hanging in there.

I attended the SAC Convention and a short Board Meeting in Atlanta. I attended a 2-day Board Meeting in Cherokee where we finalized the preparations for the State Convention. I have had the pleasure of sitting in on ZOOM meetings and attending one RRECS in person training. I have had the pleasure of attending seven district meetings from October 2022 through May 2023. I had the honor of attending the 2023 Legislative Seminar in Washington DC. I have traveled a total of 5,530 miles using 31 LWOP days, 8 annual leave days and had 16 overnight stays.

I would like to thank GOD for all my traveling  
July August 2023 North Carolina Rural Carrier

mercies, grace, and guidance.

I would like to thank the State Board members for sharing their knowledge and guidance. We have had to adapt to new ways of having meetings; however, we survived.

Thanks to all the Stewards (DR, ADRs, Area, and Local) for a job well done. **You are truly appreciated.**

I would especially like to thank my husband Kelvin for his support and patience and for making my late-night travels easier.

I have truly enjoyed meeting and getting to know this LARGE Rural Carrier Family. **THANK YOU SO MUCH** for giving me this opportunity to serve you.

Respectfully submitted,  
Audrey Solomon

**Vice President**  
**Elaine Althoff**

This report covers my activities as Vice President from June 19, 2022- May 2023.

I began this year by attending the pre-convention Board meeting on Sunday, June 19<sup>th</sup> followed by the Meet and Greet and Memorial Service Sunday evening. June 20 – 22<sup>nd</sup> was the State Convention and Board meeting. Sara Stewart announced two of our Jr's, Anakin Hamlett and Lily Gray, would be running for National Jr's board. The board meeting consisted of new Board assignments of Districts and Committeemen's assignments of articles and Flags, Banners, and Chairbacks duties stayed unchanged.

On August 21<sup>st</sup>, I attended a Zoom meeting for national assignment of articles and meeting assignments. In September, I traveled to the

*(Continued on page 24)*

(Continued from page 23)**Reports**

National Convention in Orlando, FL which included the State of the Union Address and Editor Meeting. I was also in attendance for all daily meetings and NC Delegates Breakfast and Caucus night.

The Fall meeting/Booster was held in Charlotte NC., South Atlantic Conference (SAC) in Atlanta, GA, State Board meetings in Cherokee, and State Convention site locations Charlotte and Wilmington/Atlantic Beach. I attended my district meeting plus 4 additional district meetings, Dist. 52 Tidewater, New Bern, Dist. 30 Guilford Co. Greensboro, Dist. 24 Wake Co Raleigh, and Dist. 23 Sea Level, Wilmington. I also covered 5 orientations in Asheville, NC for recruitment.

I ended my travel season with the Legislative Seminar in Washington DC. On May 24<sup>th</sup>. I have been in several zoom meetings, I traveled 4,256 miles, used a total of 11 Annual Leave days, 20 Leave without paydays, and 18 overnight stays during this time.

I would like to Thank the Executive Committeemen who have been for covering for me when I have not been able to attend due to my Formula office's continuing extreme understaffing issues. Brian, Guilford Co Dist. Meeting in December, Jay, Peach Belt Spring meeting, and Tracy, for covering Asheville Orientations.

Respectfully submitted,  
Elaine B. Althoff

## Secretary Treasurer Vicki Gray

The following is my report of my duties during fiscal year 2022-2023.

**Membership:** Our membership as of June 1, 2023 is 5114 members. We had 4918 members last year on June 1st. On June 8, 2019 we had a high total of 5526 members. We had 5376 on June 20, 2020.

We had 5355 members on June 15th last year.

As you can see, our membership numbers have increased a bit from last year but we still need to recruit new members to get us back up to pre Covid numbers.

As of June 1, 2023 our current membership consists of 2812 regular carriers; 137 PTFs; 1343 relief carriers; and 88 ARCs. There are 731 retired members as of this report. We also have 3 associate members. The total membership is 5114.

I have processed 1032 new membership forms this fiscal year. 28 of those were regular carriers. Out of these 1032 new members, 299 of them were RCAs or ARCs that have already separated from the Post Office.

From our membership, we had 42 regular carriers and 568 relief carriers separate from the US Postal Service this fiscal year. These numbers do not include any carriers that were not members.

We had 38 members pass away this year.

There were 17 regular carriers that canceled their membership this year.

**Non Members:** North Carolina currently has 2848 non-members in our ranks. There are 1278 regular carriers, 81 PTFs, 1083 RCAs and 406 ARCs that are not members of the union.

I want to remind you that our National office still has the **Recruit A Friend Today (RAFT)** incentive program. You will receive \$15 for each RCA or ARC that you recruit and \$50 for each regular carrier or PTF that joins.

Please encourage **all** carriers to join the NCRLCA. We need members. We have strength in numbers

**Department of Labor:** As a recognized labor union, one of the biggest challenges of the NCRLCA is to deal with matters of law that apply to the NCRLCA and all of its subordinate units. It is the responsibility of the Secretary/Treasurer to comply with these laws by submitting in a timely fashion all required Department of Labor Law reports.

The LM 2, which is the financial report from the

(Continued on page 25)

(Continued from page 24)**Reports**

state to the Department of Labor (DOL), was prepared at the close of our fiscal year and submitted to the DOL in September. Also, all of our local districts are required to submit a LM 4 report to the DOL within 90 days of the close of the fiscal year. All 31 reports were done by me as the administrator for the districts. Copies were sent to each district secretary to keep with their district records.

All of these reports are of public record and can be seen on the DOL website.

**IRS and NC Department of Revenue:** It is the responsibility of the Secretary/Treasurer to submit bi-weekly all taxes withheld from employee paychecks to the IRS and NC Department of Revenue. Annual and Quarterly reports are required to be submitted to each also. All reports were submitted on time as required.

I also have to file the 990's for the State and all local districts to maintain our non-profit status. These are due in November every year. All 990's were filed prior to the due date.

**Travel and Meetings:** This year I have gone to 41 new hire orientation classes, mostly in Fayetteville, but occasionally in Charlotte and Raleigh for the purpose of recruiting new members to our ranks. I attended two in person Board Meetings along with several teleconference or Zoom meetings. I attended our State Convention in June, the Fall Booster in November and SAC in January. I attended two in-person RRECS training meetings. I went to six local Spring District Meetings. I have met with our Executive Committee on two occasions so that they could do an audit of our books.

I have driven 4907 miles on association business. I had thirteen overnight stays this year.

**Financial Report:** I have meet with our Executive Committee on two separate occasions so that they could do a complete audit of our records. That report will be presented at the State Convention.

The CPA firm of Sherrill, Blake and Harrison will also audit our records at the close of our fiscal year, June 30, 2023. A complete financial report will be printed in an upcoming issue of the *North Carolina*

*Rural Carrier* after that audit has been completed.

Please feel free to call me if you have any questions or concerns regarding our finances.

**Thank you:** I want to thank all of our Stewards; from the local Steward to our District Representatives for all that you do. I am happy to see that we have many new stewards certified in North Carolina.

Thank you to the Academy Instructors that assist in the recruitment of new hires. Thanks also to the State Board for their support.

Special thanks to my husband and my family.

Lastly I want to thank you, the members, for allowing me to serve as your North Carolina Secretary/Treasurer. As always it has been my honor and privilege to work for you.

Respectively submitted,  
Vicki Gray

## Executive Committeeman Jay Schreiber

This report covers my activities as Executive Committeeman from June 19, 2022 through June 18, 2023. It was an extremely busy year attending 35 orientations between Wilmington, Rocky Mount and Raleigh. Also included were 10 district meetings, SAC, State planning meetings and one in person RRECS training session.

The Executive Committee members met and audited the NCRLCA financial statements for business year 2023. The financial records were presented in accordance with generally accepted accounting principles.

I traveled 8,528 miles and spent 16 nights in hotels. I took 4 LWOP and 14 Annual Leave days during this past year to spend time with carriers around the state.

It is encouraging to see the number of first timers

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as well as those returning for the second year to the state convention.

I would like to thank my bride, Shari, for her encouragement and support while I continue to serve the membership of the NCRLCA.

Respectfully submitted,  
Jay Schreiber

## **Executive Committeeman Tracy Greer**

This report covers my activity from June 19<sup>th</sup>, 2022, through May 27<sup>th</sup>, 2023.

In June, I attended the State Convention in Cherokee, NC. Immediately following the State Convention, I attended the board meeting. I met with my fellow board members to receive our assignments and duties. In November, I attended a board meeting for Officers training and prepared for the Fall Booster. We also had a brief Board meeting at SAC conference and In March, we met again to plan the 2023 State Convention. The Executive Committee met on two occasions to perform an audit of the States Finances and I was present on both occasions. There have also been numerous zoom meetings between in-person Board Meetings.

I attended 27 new hire orientations in Charlotte and 15 new hire orientations in Asheville. I attended the Mini Mail Survey training in Charlotte, RRECS training, NRLCA National Convention in Florida, and the SAC Conference in Atlanta, GA.

I represented Albemarle, Tri-County/N Wayne, Yadkin River, Mecklenburg, and Union district and was present at their District Meetings. I used 65 LWOP days, 2 annual days, 3 X-Days and traveled 12,594 miles. I also had a total of 14 overnight stays. Due to staffing issues in Elaine Althoff's Post Office, I was covering her orientations in Asheville. This did increase my LWOP days and mileage in comparison

to the other Board Members.

We are facing unprecedented times in our careers. Now is the time to be strong and supportive of your Union. It is imperative that you stay informed by reading union publications, attending district meetings, State and National Conventions, and the SAC Conference.

*“Knowledge without practice is useless. Practice without knowledge is dangerous.”— Confucius*

I truly enjoy representing my fellow carriers, attending District Meetings and meeting all of you. It has been a great honor and privilege to serve on the NCRLCA State Board. Thank you for the opportunity and trust you have bestowed upon me.

Respectfully Submitted,  
Tracy D. Greer

## **Executive Committeeman Brian Hamlett**

This report is submitted to state my activities on behalf of the NCRLCA as Executive Committeeman from June 6, 2022 through May 22, 2023.

I attended 38 New Hire Orientations (recruitment) in Raleigh and Greensboro, and Charlotte and was compensated for 51 days of LWOP for orientations, board meetings, State Convention, Fall Booster, and SAC.

I was reimbursed for 3,802 miles of travel and 1 overnight hotel stay.

It has been an honor and pleasure to serve the members of this Association.

Respectfully submitted,  
Brian Hamlett

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# Appointed Officers

## Historian/Photographer

**Debra Bennett**

President Solomon, State Board and fellow rural carriers, this is the North Carolina Rural Letter Carriers' Historians Report for the year 2022-2023.

Thankfully we were back to normal for most activities this year. There was still the threat of COVID-19 so many precautions were still in place for our gatherings.

On June 20, 21 & 22, 2022 the 117<sup>th</sup> Annual State Convention of the North Carolina Rural Letter Carriers' Association and the 96<sup>th</sup> State Convention of the Auxiliary was held at the Harrah's Resort in Cherokee. NCLCA President Ronnie Stutts was our honored guest.

Your elected Officers are:

President Audrey Solomon  
Vice President Elaine Althoff  
Secretary Treasurer Vicki Gray

Your Executive Committeemen are:

Jay Schreiber  
Tracy Greer  
Brian Hamlett

The National Rural Letter Carriers' Association Convention was held in Orlando Florida on September 6-9, 2022. North Carolina had 50 delegates in attendance. There were some instances of COVID-19 infection recorded at the convention. North Carolina's Jeanette Dwyer was reelected to the National Board as a three-year Executive Committee.

Our Fall Booster took place at the Drury Inn in Charlotte on November 6, 2022.

The South Atlantic Conference (SAC) was held on January 28-30, 2023. APCU did not hold their usual annual meeting this year.

The 2022 NCRLCA Member of the Year is Jesse

Ray Farmer, Jr.

This concludes my report for this year.

I would like to thank the State Board for allowing me the opportunity to serve as your Historian/Photographer. It has been my honor to serve you.

Respectfully submitted,

Debbie Bennett

## Legislative Representative

**Van Heath**

State President Solomon, all members of the State Board and all members of the NCRLCA, and guests, this is the annual report of your Legislative Representative for the 2022-2023 year.

This past year I attended quite a few meetings. In the fall I attended three district meetings and the Fall Booster in Charlotte.

In mid-February, I met with Representative Kathy Manning in Greensboro at the Teamster's Hall. She held a round-table meeting with Union representatives from all over her district where we discussed many items of interests. The Social Security Fairness Act seemed to garner the most interest.

This spring I attended six district meetings and the Convention Planning Meeting here in Cherokee. About half of these meetings, I attended as the driver for the State Auxiliary President; my wife, Roanoke. I was asked to speak at those meetings to update our members about activity in Washington.

This year the only bill of interest to us that carried over from the 117<sup>th</sup> Congress is the Social Security Fairness Act. As of today, the USPS Shipping Equity Act and the Federal Retirement Fairness Act or Retirement Buy-Back Bill have not been resubmitted.

Any carriers that still think you should have the

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*(Continued from page 27)* **Reports**

opportunity to buy-back your RCA time toward retirement should contact your member of Congress and encourage your co-workers to do the same.

It was an honour and a privilege to serve another year as your Legislative Rep.

Respectfully submitted,  
Van Heath

## **PAC Chair Brenda Gibbs**

This report covers my activities as PAC Chair from June 2022 through May 2023. I attended the 2022 State Convention at Harrah's Resort & Casino in Cherokee, NC, in June 2022.

In September I attended the National Convention in Orlando, Florida. During the National Convention I joined other PAC Chairs to raise money for PAC and attended a training luncheon.

In November I attended the Fall booster in Charlotte, NC and my district meeting followed by another district meeting in December.

January 2023, I attended SAC and worked with our neighboring PAC chairs raising funds for PAC.

In March 2023, I attended a board meeting in Cherokee to discuss plans for the NC State Convention with other board members.

During our spring district business meetings, I attended twelve district meetings including my own district.

I have used 28 days for union business. And I traveled 5056 miles for union business with 9 overnight stays including those for conventions.

It has been my great pleasure to serve the members of this association. I would like to thank the members of my family for their constant support and all the members of our state board for their

assistance. I would also like to thank each of you for your participation and support for the NCRLCA.

Respectfully submitted,  
Brenda Gibbs

## **PAC Co-Chair Celeste Britt**

As PAC Co Chair I attended 6 district meetings including my own. I attended the State Board Convention planning meeting. I have also done 4 New Hire Orientations. I had a total of 5 overnight stays and traveled a total of 2510 miles.

Thank you for your support and I hope to see each of you soon.

Respectfully submitted,  
Celeste Britt

## **Provident Guild Representative Mark McKendree**

The following is a report of my activities for the past year as your Provident Guild Representative.

I attended the fall booster meeting in Charlotte, NC where I had one overnight and drove 212 miles.

I attended the State Board meeting in March in Cherokee, NC. I had one overnight and drove 490 miles.

During this spring I attended nine district meetings. I travelled 1,004 miles.

I also participated in orientation recruitment training for three days and had the pleasure of recruiting new members at an orientation class on my own. I traveled 312 miles.

During my travels for the fall booster meeting, the State board meeting, the Spring meetings and  
*(Continued on page 29)*

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Orientation trainings I used 8 days of annual leave and 4 days of LWOP.

I will be attending the State Convention in Cherokee and if elected as a delegate, the National Convention in Grand Rapids, Michigan.

Please consider joining the Provident Guild in the coming year if you have not already.

Thank you to the state board and North Carolina Rural Carriers for allowing me to serve in this position.

Respectfully submitted,  
Mark D. McKendree

**Editor**  
**Vicki Gray**

This was my eighth year as your editor of the *North Carolina Rural Carrier*,

Our *North Carolina Rural Carrier* newsletter received an Honorable Mention Award in state publications at the 2022 National Convention. Editors are invited to enter the NRLCA State Publications Competition each year for the General Excellence Award to be given out at the National Convention. The General Excellence Award recognizes publications that best serve the membership of the State Associations.

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

We printed six editions of the *North Carolina Rural Carrier* this year. The smallest issue was 32 pages and the largest had 44 pages. There were 228 pages overall, with a grand total of 29133 issues

printed and mailed.

The average cost per issue was \$2.03 for printing and 39 cents for the postage. The average total cost for each newsletter was \$2.42 this year.

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

Additionally, we would love to hear your ideas for improving the *North Carolina Rural Carrier*. We did add the "RCA Corner" this year because of your suggestions.

Remember this newsletter is for you. I hope you benefit from reading it.

Respectfully submitted,  
Vicki Gray

## **Auto/Homeowner Insurance Representative Carlton Crutchfield**

The following report covers my activities from December 2022 through June 2023.

This spring I attended 8 local district meetings including my own, 1 board meeting, and 4 new hire orientations. I used 13 LWOP days. I was reimbursed for 2,520 miles of travel and two overnight hotel stays.

I want to thank the NCRLCA board for allowing me the opportunity to serve as Auto/Homeowner Insurance Representative.

Respectfully,  
Carlton Crutchfield

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## **Webmaster Renee Johnson**

This report covers my activities in service to the North Carolina Rural Letter Carriers Association as Webmaster for the year beginning in June 2022 and continuing through May 2023.

During this period as the webmaster, I performed all duties of the NCRLCA website including the following:

Links to the National Office so that they might double-check compliance with the guidelines.

- Posted District Meetings and Events
- District-wide job bidding opportunities
- Zoom Training Sessions for the RRECS New Evaluation Guidelines
- RRECS Q & A
- Newsletters
- All required Steward Training Dates
- South Atlantic Conference Details and Registration Information
- NC State Convention Details and Registration Information
- Mini Mail Survey Data and Training Locations & a Training Video
- National Convention Details and Registration Information
- Delegate Registration Details and Forms
- Retirement Specialist Information
- Fall Booster Details and Location
- Up-to-date Steward Information & Office Assignments per Steward
- Legislative News
- Photo Galleries
- Changes to the LiteBlue Website & Multifactor Identification Implementation
- Retroactive Pay Updates
- PostalEase Fraud Alerts
- Benefits Open Season

- Membership news
- Scholarship Forms
- Updated Constitution and New Officers Contact Information
- Insurance Updates, and all other pertinent information our craft needs to be informed and take advantage of all their benefits and opportunities, and analyzing the website performance statistics.

I attended the State Convention in June of 2022, Fall Booster in November 2022, Convention Planning Session in March 2023, and recruited new members for our association.

These activities have resulted in 5 Union Work days, continuous maintenance to the website, and 758 miles in service to the NCRLCA.

I want to thank the NCRLCA State Board for allowing me the privilege and honor of serving this great Union, my family for supporting me through another challenging year, and the membership for all your kindnesses, well wishes, and encouragement.

Respectfully submitted,  
Renee Johnson

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

<b>Regular, PTF...Cash.....</b>	<b>\$814.00</b>
<b>1187...Bi-Weekly.....</b>	<b>\$31.31</b>
<b>Retired.....Cash.....</b>	<b>\$115.00</b>
<b>1187R...Monthly.....</b>	<b>\$9.58</b>
<b>73, RCA, RCR, ARC.....Cash.....</b>	<b>\$273.00</b>
<b>1187.....Bi-Weekly.....</b>	<b>\$10.50</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.

**NCRLCA**  
**Statement of Financial Position**  
**As of June 6, 2023**

<b>ASSETS</b>	
Current Assets	
Checking/Savings	
1000000 · APCU Checking	22,417.58
1020000 · APCU Savings	839,207.46
1020800 · Convention Savings Account	202,951.85
1020801 · State Delegate Pay Acct	148,950.85
Total Checking/Savings	1,213,527.74
Other Current Assets	
1020912-APCU-CD 74 12/06/2023	81,292.90
1020908 · APCU - CD 75 - 9/26	101,958.67
1020913 · APCU CD 76 5/2027	101,129.22
Total Other Current Assets	284,380.79
Total Current Assets	1,497,908.53
Fixed Assets	
Accumulated Depreciation	-7,335.70
Computers	6,358.93
Office Furniture & Equipment	582.68
Storage Building	3,850.00
Total Fixed Assets	3,455.91
<b>TOTAL ASSETS</b>	<b>1,501,364.44</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Credit Cards	
200000 · VISA	
200007 · VICKI GRAY	3,150.00
Total 200000 · VISA	3,150.00
Total Credit Cards	3,150.00
Other Current Liabilities	
2100 · Payroll Liabilities	145.19
Total Other Current Liabilities	145.19
Total Current Liabilities	3,295.19
Total Liabilities	3,295.19
Equity	
3900 · Retained Earnings	1,550,775.24
Net Income	-52,705.99
Total Equity	1,498,069.25
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,501,364.44</b>

# Statement of Activities ~ July 1, 2022 to June 6, 2023

## Ordinary Income/Expense

### Income

4000000 · National General	19,000.05
4030000 · Interest Income	984.08
41000 · Interest/Dividends	5,379.22
4200000 · 4200000 - Membership Dues	
4210000 · Member Dues (Cash)	
421100 · Regular Cash Dues	860.00
4213000 · Retired Cash Dues	2,650.00

Total 4210000 · Member Dues (Cash) 3,510.00

4220000 · NRLCA Dues Withholding	
4221000 · Regular & Relief D/W	527,645.85
4222000 · Retired D/W	30,133.24
4223000 · NRLCA Employess DW	1,137.50
4224000 · OWCP - LWOP Payments	749.74

Total 4220000 · NRLCA Dues Withholding 559,666.33

Total 4200000 · 4200000 - Membership Dues 563,176.33

Total Income 588,539.68

Gross Profit 588,539.68

### Expense

5100000 · Awards & Recognition	
5100001 · Other	310.88

Total 5100000 · Awards & Recognition 310.88

5300000 · Employee Benefits 27,346.09

5400000 · Equipment Purchases 320.31

5600000 · Lodging	
5600013-RENEE JOHNSON	750.66
5600019-Elaine Althoff	2,669.91
5600020-Brian Hamlett	2,327.94
5600021-GREER	2,701.25
5600022-BENNETT	1,259.62
5600023-FARMER JR	364.62
5600001 · Dale Sain	364.62
5600005 · Vicki Gray	3,694.53
5600007 · Van Heath	838.27
5600008 · Other	364.62
5600010 · Brenda Gibbs	1,523.79
5600011 · Audrey Solomon	3,093.98
5600025 · SCHREIBER	2,732.30
5600026 · BRITT	1,206.78
5600027 · Stanley	148.67
5600028 · McKendree	534.71
5600029 · Crutchfield	534.71

Total 5600000 · Lodging 25,110.98

5700000 · National Convention	
5700001 · Other	2,684.17
5700002 · National Delegates	94,618.75
5700003 · Delagate Election Expense	3,485.25

Total 5700000 · National Convention 100,788.17

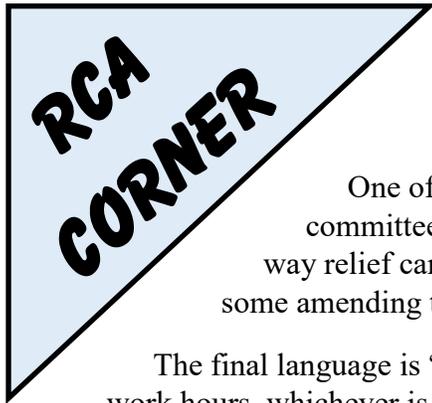
## Statement of Activities ~ Page 2

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<b>5800000 · Office Expense</b>	
5800001 · Dale Sain	35.19
5800005 · Vicki Gray	4,583.58
5800010 · Brenda Gibbs	512.16
5800011 · Audrey Solomon	180.17
5800021 · ALTHOFF	50.78
5800023 · GREER	64.75
5800027 · Stanley	146.99
5800029 · Crutchfield	9.90
<hr/>	
<b>Total 5800000 · Office Expense</b>	<b>5,583.52</b>
5900000 · Payroll Taxes	15,071.68
6000000 · Per Capita Dues	
6010000 · District Per Capita Dues	14,883.00
<hr/>	
<b>Total 6000000 · Per Capita Dues</b>	<b>14,883.00</b>
<b>6100000 · Postage</b>	
6100001 · Dale Sain	36.00
6100005 · Vicki Gray	1,165.81
6100007 · Other	2,070.66
6100009 · Brenda Gibbs	374.96
6100010 · Audrey Solomon	123.00
6100020 · GREER	20.65
6100027 · Stanley	9.00
6100000 · Postage - Other	12.00
<hr/>	
<b>Total 6100000 · Postage</b>	<b>3,812.08</b>
<b>6200000 · Printing</b>	
6200001 · Other	2,894.23
<hr/>	
<b>Total 6200000 · Printing</b>	<b>2,894.23</b>
<b>6300000 · Regional Conference</b>	
6300001 · South Atlantic Conference Dues	500.00
<hr/>	
<b>Total 6300000 · Regional Conference</b>	<b>500.00</b>
<b>6400000 · Rent</b>	
6400003 · Vicki Gray	4,800.00
<hr/>	
<b>Total 6400000 · Rent</b>	<b>4,800.00</b>
<b>6500000 · Repairs / Maintenance</b>	
6500002 · WEBSITE MAINTENANCE FEES	487.92
<hr/>	
<b>Total 6500000 · Repairs / Maintenance</b>	<b>487.92</b>
<b>6600000 · Salaries and Wages</b>	
6600000 · Worker's Comp Ins	1,048.00
6600015-Renee Johnson	1,660.07
6600020-WEBMASTER	5,500.00
6600001 · Dale Sain	632.84
6600005 · Vicki Gray	65,640.76
6600009 · Brenda Gibbs	8,891.37
6600010 · Audrey Solomon	20,196.59
6600018 · Jesse Ray Farmer Jr	949.26
6600021 · HAMLETT	15,415.48
6600022 · ALTHOFF	14,962.62
6600023 · BENNETT	6,149.32
6600024 · GREER	25,679.45
6600025 · SCHREIBER	16,725.72
6600026 · BRITT	3,942.98
6600027 · STANLEY	1,421.62
6600028 · MCKENDREE	3,989.11

# Statement of Activities ~ Page 3

6600029 · CRUTCHFIELD	3,656.28
6600000 · Salaries and Wages - Other	0.00
<hr/>	
<b>Total 6600000 · Salaries and Wages</b>	<b>195,413.47</b>
6700000 · State Meetings	
6710000 · Other Meetings	-1,996.00
6720000 · State Board Meetings	2,459.17
6730000 · Fall Booster Meeting	1,663.49
6740000 · State Convention	108,281.27
<hr/>	
<b>Total 6700000 · State Meetings</b>	<b>110,407.93</b>
6701000 · State Paper	
6701002 · Newsletter Printing	59,164.58
6701003 · Mailing Fee	11,397.74
<hr/>	
<b>Total 6701000 · State Paper</b>	<b>70,562.32</b>
6900000 · Telephone & Internet	
6900005 · Vicki Gray	1,611.73
<hr/>	
<b>Total 6900000 · Telephone &amp; Internet</b>	<b>1,611.73</b>
7000000 · Travel	
7000016-RENEE JOHNSON	672.77
7000019-Elaine Althoff	3,153.42
7000020-Brian Hamlett	5,614.00
7000021-FARMER JR	638.75
7000023-BENNET	530.00
7000001 · Dale Sain	419.59
7000005 · Vicki Gray	4,699.54
7000007 · Brenda Gibbs	2,878.70
7000008 · Van Heath	2,177.64
7000010 · Other	411.77
7000011 · Derek Harpe	300.00
7000013 · Audrey Solomon	5,274.23
7000024 · 7000020-GREER	10,981.94
7000025 · SCHREIBER	10,393.60
7000026 · BRITT	2,511.59
7000027 · Stanley	2,566.87
7000028 · McKendree	1,476.24
7000029 · CRUTCHFIELD	1,732.21
<hr/>	
<b>Total 7000000 · Travel</b>	<b>56,432.86</b>
<b>Total Expense</b>	<b>637,385.17</b>
<hr/>	
<b>Net Ordinary Income</b>	<b>-48,845.49</b>
<b>Other Income/Expense</b>	
<b>Other Expense</b>	
5000000 · Accounting Fees	3,505.00
7023401 · Payroll Service Fees	355.50
<hr/>	
<b>Total Other Expense</b>	<b>3,860.50</b>
<b>Net Other Income</b>	<b>-3,860.50</b>
<hr/>	
<b>Net Income</b>	<b>-52,705.99</b>
<hr/> <hr/>	



## Relief Carriers at the 2023 State Convention

North Carolina had 15 relief carriers at the State Convention this year.

One of these RCAs was a first timer and had even submitted a resolutions to the committee to come before our delegates. The resolution was regarding changing the way relief carriers are paid for working the day after a holiday. After a little debate and some amending to the wording, it passed.

The final language is “ All leave replacements, including PTFs will be paid evaluation or actual work hours, whichever is greater, for the day after each federal holiday.”

This resolution will now move to the National Convention and if passed there it will become one of the points to be considered in the negotiation of our next contract.

You can make a difference!

## NORTH CAROLINA RELIEF CARRIERS



**Relief Carriers** Left to right: Seated; Brittany Blackwood, Tiffany Buie, Kristina Parks, Donna Hash & Brett-Danielle Thomas. Standing; Sacoya Beasley, Paul Funderburk, Beverly Davis, Sue Hahn, & Shari Schreiber. Back Row; Demarcus Poole, Amber Morris & Hunter Phipps.



# North Carolina District Representative

## Bethany Small

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## Part Time Assistant District Representatives

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## Area Stewards

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## North Carolina District Representative

*Bethany Small*

### RRECS Disputes

Hello everyone! At the time of the writing of this article, I am up to my ears in RRECS disputes and there doesn't seem to be an end in sight, but please know that we will not stop fighting for the carriers in the North Carolina district!

While the expectation that all disputes would be heard by June 30 was initially agreed to by the parties, there seems to be little likelihood of that expectation being met. I am the sole person meeting with a Labor Rep with support from Operations, here in our district. Since the reorganization of the Post Office two years ago, district staffing has been essentially gutted, leaving only a few people to do the work of what was once 12-15 employees. The Labor Rep assigned to hear the disputes has been very easy to work with – realistic, agreeable, and extremely fair. Operations has been invaluable with their assistance as they are essentially the gatekeepers to the RRECS data. Getting the Post Office to share data has not been an issue for us here at the District Level – they have been transparent and forthcoming with anything I have requested.

North Carolina has received more than 2,000 disputes and it takes roughly 15-20 minutes to hear each dispute. There are exceptions to this, and some cases can take a few minutes while others have taken 45 minutes to dig into. While we are doing our best to hear each dispute by issue, our main hurdle is the lack of specifics provided to us by Carriers. Unfortunately, not everyone followed the instructions on the dispute form, and this too has slowed our process.

We also have many disputes for items that are not listed on the Memorandum of Understanding that was signed by the parties outlining items that can be disputed. The parties agreed that the following items

can be disputed:

- \* An entry of zero of a questionable number in any data field on PS Form 4241-A that would otherwise expect to have a time credit
- \* Office walk
- \* Route Length
- \* Regular, Centralized, or Total Boxes
- \* Daily Dismounts
- \* Daily Dismount Distance
- \* Daily Activities (scanner set-up, completion of 4240, Safety Service Talks, EOS Duties
- \* Miscellaneous Time
- \* Option Election

We have received disputes that simply state that RRECS stinks and the carrier wants their old evaluation back. We have received disputes with numerous issues addressed on a single dispute sheet. We have received extremely vague disputes such as “I didn't get credit for enough office walk distance,” and we have received extremely specific disputes such as “I received 1 round trip each day to collect the parcel hamper and each day I had 2 round trips.”

***North Carolina has received more than 2,000 disputes.  
....As the process has required for decades, those disputes that supply the specifics are the disputes that are successful.***

As the process has required for decades, those disputes that supply the specifics are the disputes that are successful. We have tried to piece together what we (the Union, Labor, and Operations) think the carrier is asking for and we are looking at each dispute accordingly. As you might have assumed, we cannot guess or create a dispute or add random, unsupported credit/time to the route we are reviewing.

Additionally, many disputes were submitted using outdated 4241-M and 4241-A versions (April 8, 2023, and April 22, 2023). The most current version (May 6, 2023), was the final version that should have been the document that was used for the dispute as there were known issues with the previous versions. Many items on the earlier, incorrect versions were corrected on the May 8<sup>th</sup> 4241-A and 4241-M.

*(Continued on page 38)*

We are verifying whether the issues disputed were corrected on the final version or if we still need to make corrections. Again this is an aspect of this process that is grossly slowing down the progress we are able to make.

We have seen many issues with the route measurement as determined by RRECS – many routes have lost mileage. Please remember that Article 30.1.E of the National Agreement still entitles a rural carrier to a remeasurement. One that is physically performed with a calibrated vehicle. You can ask for one and be present for the remeasurement on your own time.

Dismounts and dismount distances have been another area that many have disputed. We have found and corrected that where applicable. I will also be sharing additional updates at the State Convention in Cherokee.

Overall, the process, while slow and tedious, is yielding additional time for many of our carriers who filed disputes. There are many issues that have resulted in many of our carriers not receiving what they are entitled to. Some are administrative errors, some are measurement errors, some are because we did not do our part with the scanners.

There is a tremendous amount of acrimony concerning Management's failure to train our Carriers. As many of us have pointed out, management's inability to properly educate the craft seemingly put us at a disadvantage during this first mini-mail survey. I know that the evaluations that many of us received has been a total shock to the system, and while we can't undo the lack of preparation on management's part, we can collectively learn from what has transpired and move forward with more knowledge and a greater sense of self-sufficiency.

## Local Stewards

(Continued on page 39)



**Local Stewards** Left to right: Seated; Teresa Diggs, Tiffany Buie, Tikila Mack, Lynn Hickey & Heather Whitener. Standing Row 1; Samuelle Copeland, Pam Stanley, Candi Pressley, Tammy Carrol, Melaney Malpass, Danielle Menegatti, Wanda Bell & NRLCA Director of Steward Operations Shirley Baffa. Standing Row 2; Paul Funderburk, J. Nikki Ammerman, Porsha Snowden, Telisha Locklear & Amber Morris. Back Row;; Alicia Pressley, Lisa Sherrill, Karen Jones, Tracy Greer, Julia Bridges, Arlenea Hair, Jim Eberly, Brian Hamlett, Marguarite Williams, Angela Morrow & DR Bethany Small.

# 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 38)RRECS Disputes*

If there is anything I know about the Rural Carriers in North Carolina, is that we are a very resilient and stubborn bunch. It may take a cycle or two to figure out RRECS, but I know that we will move forward, and we will again have ‘normal.’

This has been an extremely stressful time for our craft, a time that many of us will hopefully look back on as the worst we endured during our careers. Technology can fail us, institutions can fail us, but the human spirit is stronger than all of that. Please do not lose sight of the end game – a fair, reasonable and equitable compensation system that is meant to pay you correctly and accurately for the work that you are doing. Humans didn’t get to the moon by giving up the first time a rocket crashed. Our rocket has essentially crashed, and now we must figure out what went wrong and try again.

Please hang in there. Please do not give up. Please keep fighting with me, with your Stewards, with your Board. I am not going to quit, and I hope you don’t either.

## NO TEXTING PLEASE

The NRLCA does not want the employees of the National Steward System (NSS) texting. This includes your DRs, ADRs, Area Stewards and Local Stewards

Texting is not an acceptable form of business communication.

When needed, please **CALL** your assigned Steward or Representative.



# USPS-NRLCA Joint Step 1 Grievance Form

1a. Grievant's Name (Last, first, middle initial) ● Your Name		1b. Grievant's EIN (Employee Id Number) ● Your EIN #	
1c. Grievant's Title, Designation Code, and Route No. ● REGULAR, PTF, RCA or ARC, 71,74,76, 78,79 or 70-5 Your route #		1d. Telephone No. (include area code) ● Your Number for Steward to call if needed	
1e. Grievant's Mailing Address ● Your COMPLETE address			
2a. Post Office ●	2b. Branch/Station ●	2c. Telephone No. (include area code) ● POST OFFICE Number	
3a. Date of Incident ● Date discipline	3b. Date of Step 1 Discussion with ● (Filing date) Supervisor's Initials	3c. Was Grievance Timely? (Explain) ● YES Supervisor's Initials	
4. Issue (Complaint) ● <b>ONE LINE</b> 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. <b>This is not seen by Management.</b>			

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.

# 48 Juniors

## Attended this year's State Convention

*From Lily Gray* These conventions offer so many opportunities for the children and grandchildren of the NCRLCA carriers. This year in Cherokee, NC we went bowling and played in the arcade. This gave us the opportunity to connect and have fun with all the juniors.

For the day trip we have every year, we went on a train ride on the Great Smoky Mountains Railroad. We got to stop in Nantahala in which some got in the river and others explored shops and got ice cream! I loved seeing all the waterfalls and beautiful views but by far my favorite thing was making new friends to share this experience with.

Please bring your Juniors next year. They will have fun.



Pictured are the Juniors at the Great Smoky Mountain Train Ride and some of them wading in the river.



# NORTH CAROLINA AUXILIARY OFFICERS

## Auxiliary News

From  
*Deliah Johnson*

### **PRESIDENT**

#### **ROANOKE HEATH**

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### **VICE PRESIDENT**

#### **PAMELA J. FARMER**

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### **SECRETARY/TREASURER**

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#### **MICHELE DARDEN**

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#### **L.E. WHITE**

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#### **CHAPLAIN**

#### **NORMA WILLIFORD**

511 Old Goldsboro Road  
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### **JUNIOR OFFICERS**

### **PRESIDENT**

#### **ANAKIN HAMLETT**

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### **VICE PRESIDENT**

#### **ALLISON HOLT**

P O Box 1003  
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### **SECRETARY/TREASURER**

#### **EASTON SMITH**

3694 Fieldstone Drive  
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#### **CHAPLAIN**

#### **KAYLEIGH CASE**

459 Bane Road  
Milks River, NC 28759

It was hot summer days in Cherokee North Carolina for the State Convention. It was great to see our extended families. It gave a sense of normalcy being together again.

We had a good response with the scholarships this year.

All scholarships have been forwarded to the scholarship committee. Winners will be announced at the Fall Booster meeting. They will also be posted in the November magazine article. If for some reason the Fall Booster is canceled, checks will be mailed out the first of November. I would like to remind every applicant that you can apply every year from a Senior in high school until age 22 before August 1 the year applying.

We had a small response with the poster contest. The poster was forwarded to the poster committee. Just a reminder that the poster contest is an easy way to earn money. This poster will be entered in the National poster contest. The winner was as follows:

Ages 12-14      Easton Smith

We were hoping for a larger response with the poster contest. We hope that the Juniors, ages 6-20 will participate next year.

Juniors had fun reuniting with old and new friends while doing activities. Some of the activities were bowling, arcades, a train ride and river wading. They presented their experiences of fun times while at the convention to the Auxiliary. They elected new officers and Lesa Routh-Halcomb installed their new officers.

This year like every year an audit committee reviewed our finances. They were able to report that all was in good standing. The Auxiliary conducted old and new business during this convention. New officers were elected and installed by Lesa Routh-Halcomb.

Janice Fulwood, a well deserved person was nominated and elected as our Member of the Year. Janice has been a long time member. She has held positions on the board. She has also been active in supporting many of our philanthropic project fund raisers.

### **Congratulations Janice!**

We would like to say thank you to the Association for all the assistance so that we can continue to support the Juniors in scholarships, poster contest and all other Junior activities.

**Have a safe and cool summer!**

# AUGUST 2023

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

# SEPTEMBER 2023

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

## Important Dates

July 4 Independence Day Holiday  
 August 15-18 NRLCA National Convention

September 4 Labor Day  
 October 10 Columbus Day



**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

## LOCAL DISTRICT OFFICERS ATTEND OFFICER TRAINING AT STATE CONVENTION



**Local District Officers:** Seated; Mary Boggs, Judy Jones, Karen Jones, Daniele Horne, Shannon Bruce.  
Standing Row 1; Samuelle Copeland, Cathy Hogan, Candi Pressley, Pam Stanley, Lindsey Duncan, Porsha Snowden & Alaffia Macdonald.  
Standing Row 2; Telisha Locklear, Paul Funderburk, Selita Wilkins, Josh Stow, Kathy Hedrick & Kristina Parks.  
Standing Row 3; Marissa Kestler, Lisa Lindsey, Tanisha Green, Jacqueline Greene, Doug Byrum, Nina Turner & Lisa Lockley.  
Back Row; Brittany Blackwood, Alicia Pressley, Denise Peay, Josh Rigefsky, Clarence Rogers, Michael Redden, Julia Bridges, Phillip Fulwood, DeMarcus Poole & Nathan Warren.