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WHO ARE YOU ON THE RRECS EXPRESS TRAIN? SOMEBODY, ANYBODY, EVERYBODY OR NOBODY?

We were told at a recent meeting that the **UNION** did not train the carriers.

Well, it is not the Union's job to train you, it's Managements' job to train you.

If by now you have not attended the numerous training sessions provided then you did not put the **YOU** in **UNION!** Our Stewards, Union brothers and sisters, put in countless hours printing information to share with our craft; dragging projection equipment, power cords, and laptops for PowerPoint training so **EVERYBODY** could have the same opportunity either via Zoom, at Spring & Fall District Meetings, the Fall Booster or at the State Convention. You could read about it in the National magazine or on the National website. Director of Labor Relations David Heather put together a huge section just on this subject for the website. President Stutts just had a recent mini mail survey presentation video posted also. Our state magazine and website has information for you to **EDUCATE YOURSELF**. This information has been out there and available.

We all knew it (RRECS) was coming; or were you in denial that it would never happen?

Well, the RRECS freight train is here. If you didn't go to your District meetings, or you didn't log into any Zoom training meetings and you didn't open or read your magazines, we didn't fail you, you failed yourself! It's not the Stewards and not the Union. Stop blaming everybody but yourself. We all were afforded the opportunity to go to multiple training or zoom meetings. Take time to open up our National and State publications and read them, or even go to in-person meetings to learn what our craft is going into.

This reminds me of a story that I have heard since I was a teenager. I don't know who wrote it. It's titled "**Whose Job Is It, Anyway?**" *This is a story about four people named: Everybody, Somebody, Anybody, and Nobody.*

There was an important job to be done and Everybody was sure that Somebody would do it. Anybody could have done it, but Nobody did it. Somebody got angry about that because it was Everybody's job. Everybody thought Anybody could do it but Nobody realized that Everybody wouldn't do it. It ended up that Everybody blamed Somebody when Nobody did what Anybody could have done.

So I ask you, are you Somebody, Anybody, Everybody or Nobody? Because **Somebody** took the time to put it all together, **Anybody** could have found the training resources, or gone to the meetings, **Everybody**, had the same opportunity to gain knowledge and it's **NOBODY's** fault but yours if you failed to attend.

So, my olive branch to you, as I don't think you don't care. I think you were afraid to ask or didn't know whom to ask. That's your State officers and Stewards that are assigned to your district, they can get you to the person or information to help you. We are here for you! I ask you to get involved. Your district meeting is a great place to start. Come alone, you won't be alone for long, or grab a co-worker and go to your Spring District meeting coming up soon. Learn what your Union brothers & sisters, and **YOU** can do to build a stronger Union.

Because you are the **U in **UNION!****

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Southeastern	8	Sea Level	23	Durham/Orange	12
Smoky Mountain	11	Wake	24	Caswell/ Rockingham	14
Cleveland/Gaston/Lincoln	29	Guilford	30	Five County/Person	28
McDowell/Mt Mitchell/ Buncombe/Madison	36	Tidewater	52	Johnston/N Harnett	34
Rutherford/Polk/Henderson/Trans	47				

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Central Carolina	16	Roanoke Chowan	7	Tri-County/N Wayne	25
Randolph/Montgomery/ Davidson	42	Burke/Caldwell/Catawba	9	Yadkin River	26
Roanoke/Beaufort/Hyde/Pitt	44	Sandhills	20	Mecklenburg	38
Piedmont	50	Watauga/Avery	57	Union	54

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

National Emergency Hotline

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

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

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

Please keep this phone
number for future use.

WEBSITE

Please visit
www.NCRLCA.org
for all the latest news.

This month the password
will be Time2B@NC!

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

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

Cover Photo

North Carolina's
Blue Ridge Mountains

By Debbie Bennett

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President
Audrey Solomon

AFTER EFFECTS

Hi everyone, by now we are working under new standards. We may not like the outcome, but we were our own counters. **REMEMBER** this is just the first count under RRECS. Therefore; each of you should insure to do **ALL** your scans. Rural Carriers are resilient and will always overcome adversity. You should **SCAN, SCAN, and SCAN**. Check RADAR for your sorted letters, flats, and bundle flat count to see if they are correct. You can count these at any time, and it is your right to see RADAR.

South Atlantic Conference held Jan 28-30, 2023; information was at a premium. Of the eight states in the SAC conference, only one (**yes just one**) USPS Manager showed up to speak with us. Derrick Streusel from Kentucky was in attendance. Mr. Streusel started his career as a rural carrier, following in his father's footsteps. Therefore; he has some empathy for the craft due to unskilled managers.

Out of 650,000 plus employees of the Postal Service, 44% are 0-4 years. The Postal Service is starting to give more training to their Supervisors and Postmasters because exit interviews have showed that communication was the major factor in someone quitting. By communication, I mean treated in a harsh or threatening manner. We must remember that the majority of managers were carriers/clerks, and they think this is normal. We have a lot of good managers out there, but the majority of substandard managers outweighs the minority. Under this new initiative, they will be trained on how to do 4003s, edit books, adjusting routes, and mapping to name a few.

We would like to be **COMMEDED** for the things we do right instead of always hearing of the bad when the manager is called out on a telecon.

Everyone should have received their copy of the Eagle magazine. Delivering for America Plan was outlined with how mail is being sent to the new Sorting and Delivery Centers (S&DC). This is the future of delivery. I suggest you read it cover to cover.

The Step 4 for COVID parcels should have been heard on February 6, so please keep watching for the

final settlement.

The MOU allowing regulars to work overtime will probably be extended but this does not stop management from continuing to hire RCAs. The January/February issue of the National Magazine, on page 8, gives instructions on how to file a 120-day letter and the grievance.

Edit books should be on a 30-day rotation, the 4003 should go in with the edit book, and mapping of opening and closing boxes should be done. This should be on Return2du time; however, if it is not, please notify your steward.

The 118th Congress is a crapshoot. The Oversight committee is loaded with members that voted against Postal Reform. The Buy Back Bill and the Shipping Equity Act will be going before Congress again. Shipping Equity can bring in \$190 million in revenue to the Postal Service alone. HR 82 Social Security Fairness Act of 2023 which repeals provisions that reduce Social Security benefits for individuals who receive other benefits, such as a pension from state or local government. We have two North Carolina Representatives signed on. PLEASE, PLEASE contact your Congressman/woman and let them know you are interested in these bills.

The Legislative Seminar will be held from May 21 thru May 24. Vice President Elaine Althoff and I are slated to attend.

As always SAC was filled with information, unfortunately I can only give you an overview. Please try to attend SAC it can be very informative about what is going on the Postal Service.

The **U** in **UNION** is **YOU**. Take advantage of all the information you receive or have at your fingertips. Please make time to attend your district meetings, Fall boosters or State Convention.

KNOWLEDGE IS POWER



Chaplain's Message

Pamela Stanley

KINDNESS

Be kind to one another

We live in a world where there is so many haters and thus we seem divided from each other and from doing what is right in the sight of God. This is also true in our schools and in many communities where violence is taking place on a daily basis. I believe social media is a major culprit of negativity which plays out and how we treat others.

Sometimes it is difficult to be kind when others talk about you behind your back, don't like you, and may be jealous of you for whatever reason. I believe God wants us to be imitators of Him. We are to show love to others as He loves us. When we are kind to others, we are able to let go of hate, anger, and malicious words. We must learn how to have a



change of heart-not just an external change, a change from within the heart to love everyone. When we are kind to others, we have less time to focus on self and our own problems. What about a warm smile, courtesy, and an encouraging word?

It was Abu Bakr who said, "If you expect the blessing of God, be kind to His people." When we are kind to ourselves it will be easier to be kind to others.

*Be gentle with one another, sensitive.
Forgive one another as quickly and
thoroughly as God in Christ forgave you.*



Obituaries

Mary Penland Wise, 69, of Vale, passed away on Sunday, December 25, 2022 at Carolina Caring in Newton.

She was born September 28, 1953 in Catawba County to the late Charles Russell Penland and Joan Harris Penland. Mary retired in 2015 from the United States Postal Service in Hickory after 32 years of service.

Those left to cherish her memory are Sons: Thomas Kelly Wise and Christopher Brandon Wise and wife Monica, brother: Norman Penland and wife Beverly, sister: Sharon Reece and husband Tommy and granddaughters: Kelsey Wise and Kara Wise.

Linda Gail Buchanan Hilton, 79, of Conover,

passed away Thursday, Jan. 5, 2023 at her residence.

Born Feb. 23, 1943 in Catawba County, she was the daughter of the late Annie Mae Huffman and Walter Webster Parkhurst.

In addition to her parents, she was preceded in death by her first husband, Claude Macon Buchanan; second husband, John Hilton; son, Macon Keith Buchanan; daughter, Tina Lynn Buchanan Scott; and eight siblings.

A member of Lakeview Baptist Church, Linda had retired from the US Postal service. She enjoyed her flowers, gardening, westerns and cooking, but her main enjoyment was spending time with her family.

She is survived by her daughter, Amy Buchanan Martin; two sisters: Rebecca Bolton and Frances

(Continued on page 11)

Safety

Brian Hamlett
Executive Committeeman



EAP and YOU

The Employee Assistance Program (EAP) is a counseling program provided by the USPS to employees, their families, and individuals living in the employee's homes (excluding tenants). It is free and available 24/7 to provide counseling with many issues that affect our lives, at work AND at home.

The EAP has its roots stemming from the early successes of the Alcoholics Anonymous movement in the 1940's and 50's. Employees who had taken control of their drinking issues started reaching out to coworkers of their own accord, to help them into the program. The benefits of AA were noticed by postal unions and management alike which led to the creation of the Program for Alcoholic Recovery (PAR). Eventually, through several iterations, the PAR became the EAP we have today, providing services reaching beyond issues with alcoholism.

The EAP Hot line is staffed by licensed counselors 24 hours a day, 7 days a week to provide counseling on a wide variety of issues we face. Each counselor has a minimum of a Master's Degree in social work or counseling, plus clinical experience in dealing with a wide range of personal and workplace concerns. Your privacy is protected by strict federal and state confidentiality laws and regulations, and by professional ethical standards for counselors.

Information you share with the EAP may not be

released to anyone without your prior written consent, except in these situations: as required by law (for example, when a person's emotional condition is a threat to himself, herself, or others; or if child or elder abuse is suspected) or when a court order is issued upon a showing of good cause.

Here is a list of some of the issues EAP may be able to help you with:

- Work Stress
- Coping with Change
- Family Issues
- Relationship Problems
- Anxiety
- Depression Grief/Loss
- Anger Management
- Elder Care
- Financial Concerns
- Parenting Issues
- Substance Abuse

Publication 519 is the Employee Brochure on the Employees Assistance Program. Below is a list of Frequently Asked Questions from this brochure.

Q Who can use the EAP?

A Postal Service employees and their families, any legal dependent of the employee, and anyone living in the employee's household (except tenants or employees of the postal employee who live in the household).

Q Does the employee have to make the initial contact for a family member?

A No. Family members may access the service on their own behalf. The EAP is a voluntary service for those who choose to use it.

Q I have more than one personal concern, can the EAP help me deal with multiple issues?

A It is common to talk about more than one issue.

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USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust



800-327-4968

(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com

The EAP counselor will help you clarify each problem, identify options, and make a plan.

Q When can I call the EAP?

A You can call 1-800-EAP-4-YOU (1-800- 327-4968) anytime, 24 hours a day, 7 days a week. You will always speak to an EAP representative when you call. For the hearing impaired with TTY equipment, call TTY: 1-877-492-7341.

Q How much will the EAP cost me?

A There is no cost to employees who receive counseling and other services provided directly by the EAP.

I hope you reach out to EAP if you need too.

*Wishing Everyone
A Happy Easter*



\$208 Cost-of-Living Adjustment Effective March 11, 2023

Pursuant to the release of the January 2023 Consumer Price Index - Urban Wage and Clerical Workers (CPI-W), and in accordance with Article 9.1.E , the fourth COLA adjustment of the 2021-2024 National Agreement will result in a \$208 increase for eligible rural carriers. This COLA adjustment will be effective March 11, 2023 (PP 2023-07). All COLA adjustments are based on a 40-hour evaluation with proportional application to those route evaluations over 40 hours. The increase should appear in paychecks dated March 31, 2023.

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

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

Updated pay schedules are available at [The Rural Carrier Salary Schedule page](#) and will also be included in the next issue of the *National Rural Letter Carrier*.

*From the NRLCA website www.NCRLCA.org

Make A Plan

Retirement

Jay Schreiber
Executive Committeeman



Article after article about planning for retirement. Just talking or reading won't accomplish your goal of a comfortable retirement. Now it's time to actually do something and write out where you currently stand. Use the following worksheet to actually crunch your numbers and make a plan.

1. Do I/we have a current budget? Y N Do I/we have a budget for when I retire? Y N

2. How much debt do I/we currently have? \$ _____

3. How much debt do I/we want when I/we retire? \$ _____

4. Do I/we have/need life insurance beyond our current amount? Y N Maybe

5. Do I/we have a will? Y N Do I/we need a trust? Y N Maybe

6. Do I/we need long term care protection? Y N Maybe

7. How much will I/we receive in retirement from USPS? \$ _____ month

Social Security? \$ _____ month

TSP? \$ _____ month

Other Investments? \$ _____ month

Part time job? \$ _____ month

Other retirement income. \$ _____ month

Now deduct out taxes and insurance equals this. \$ _____ month

8. Will I/we be downsizing or moving when retirement comes? Y N Maybe

9. How long do I/we have before retirement? _____ years

Now relook at your answers to the previous questions to see if you can accomplish or have in place all the things needed so you can enjoy retirement.

Congratulations, you are making more progress than ever before.



Rural Carrier Health Benefit Plan

Tracy Greer
Executive Committeeman

Health, Wellness and Resolutions

It's a new year and with that, many of us make New Year's Resolutions. While there are thousands of resolutions possible, many of us focus on health. That could be exercising, eating healthy, weight loss, quit smoking, or improving mental health.

The Rural Carrier Benefit Plan wants to help you be at your healthiest!! There are numerous incentives and benefits to help you achieve great health through the RCBP. One way to get started is getting a Health Risk Assessment (HRA). HRA is like an interview you take online. It is not that much different from the questions your doctor would ask during an annual checkup. You share information about your health habits and history. Then, you get a **personalized health summary** that can help you understand your health needs.

Once you know your health needs, you can set

meaningful goals for yourself. Whether you need to lose a few pounds, quit smoking, improve your diet, or manage your overall health more effectively, the wellness tools from the RCBP can help you achieve your goals.

Take your Health Risk Assessment

1. [Visit your Aetna Member Website and log on or register.](#)
2. Click on the Health and Wellness at the top of the page. From the landing page, click on Earn & Track Well-being Rewards and proceed to the Member Engagement Portal.
3. Complete your free assessment. If you prefer, you can complete your HRA telephonically by calling TrestleTree at **1-855-553-5109**

Aetna and CVS will be in attendance at our state convention to answer questions, provide information and of course they will have giveaways!

Also, Quest Diagnostics will be onsite so RCBP members will have an opportunity to complete their biometric screening at **no cost**.

Space is limited and only available on Tuesday, June 20th, so please sign up in advance for time to complete your biometric screening at

(Continued on page 10)

HEALTH SCREENING

at North Carolina State Convention

Don't miss your chance to earn \$100.00!

(towards your wellness incentive fund that can be used for qualified medical expenses)

Rural Carrier Benefit Plan (RCBP) members will have an opportunity to complete their Biometric Screening onsite at the NC State Convention. In the upcoming weeks, you will be able to sign up for a time to complete your Biometric Screening by visiting my.questforhealth.com and entering registration key RCBP. Once you enter your information to confirm eligibility, select onsite event—*Harrah's Cherokee Resort*—and reserve your spot.

You may also call the Quest Service Center at 855-623-9255 and let them know of the event location *Harrah's Cherokee Resort* and sign up for a timeslot.

Preregistration is required to receive your screening at the State Convention.

UPDATE TO MOU Allowing Regular Rural Carriers to Volunteer to Work on Sundays and Provide Assistance on other Rural Routes

Due to continued staffing challenges in rural delivery operations, the Postal Service and the NRLCA have signed the attached MOU regarding two temporary modifications to the USPS-NRLCA National Agreement. Beginning Saturday, February 25, 2023, and continuing through September 1, 2023, regular rural carriers may volunteer to work on Sunday to deliver packages and may also volunteer to provide service on rural routes other than their assigned routes in the office. Regular rural carriers will be compensated at the overtime rate for hours worked on Sunday and for hours performing service on routes other than their assigned routes.

Please understand—we are doing this for the benefit of our RCAs and the overwhelming number of you that have requested we extend the MOU.

Regular rural carriers will not be required to work on Sunday or serve part of any other rural route. Regular rural carriers must volunteer to perform these additional services.

Prior to working volunteer regular rural carriers on Sundays or on other rural routes, management **must comply** with the scheduling provisions of the National Agreement, to include use of the Sunday/Holiday Parcel Delivery Work List.

We want to emphasize that this must be voluntary and if anyone is forced to work, you should immediately contact your District Representative.

Respectively,

Your National Board

*From the NRLCA website www.NCRLCA.org

(Continued from page 9) **RCBP**

my.questforhealth.com and enter registration key **RCBP**. Once you enter your information to confirm eligibility, select **onsite event** and choose **Harrah's Cherokee Resort** then select date and time. Or call the Quest Service Center at **1-855-623-9255** and let them know of the event location (Harrah's Cherokee Resort) and sign up for a time. Remember this is for RCBP members only!

RCBP members 18 and older who complete their [biometric screening and have their annual routine exam will earn \\$100*](#) in wellness rewards. Your wellness rewards will be loaded onto a **PayFlex®** card and can be used for IRS eligible medical expenses such as co-payments, deductible and coinsurance, prescription drug copayments, dental and vision services and eligible over-the-

counter drugs. You will receive your PayFlex card in the mail after you've earned an incentive.

As you earn additional incentives, the funds will automatically be applied to the same card, so **hold onto your PayFlex card, don't discard**. Using the PayFlex card is easy. Simply swipe your card at the point of service and select either "debit" or "credit" to pay for medical expenses. After you swipe the card, our system automatically checks to see if you have enough funds to pay for the expense and if the charge is eligible for reimbursement.

*For Aetna Medicare Advantage Plan for RCBP Rewards program, please visit <https://rcbphealth.com/medicare-rewards-program/>

Watts; four grandchildren: Blake Buchanan, Ty Martin, Jessica Buchanan Baez, and Sarah Scott; two great-grandchildren: Bryson and Jazlyn; and a son-in-law, Peter Scott, Jr.

Harry S. Kirk Sr. We are sad to announce that on January 1, 2023, at the age of 92, Harry S. Kirk Sr. of Charlotte, North Carolina passed away. .

He grew up on a dairy and produce farm. He was appointed to the board of directors of Carolina Farmers Mutual in Newell and Mallard Creek communities. He graduated from Newell High School and was an alumnus of Charlotte College (now UNC Charlotte).

Harry earned a 39 year service award from the U.S. Postal Service by Postmaster Luther P. Starnes, Jr. and was awarded the N.C. Outstanding Rural Carrier for 1988. He was a 60 year member of the NCRLCA.

Harry was a lifetime member of Mallard Creek Presbyterian Church where he taught junior high Sunday School class, served as deacon, chairman of the board, elder, clerk of session, chair of finance committee and committee of interim associate pastor. Harry and Margaret (the love of his life) enjoyed traveling the U.S. and Europe.

He was predeceased by his parents, John A. Kirk and Cora Suther Kirk; and his siblings, Sara Louise Killian, John "Gene" Kirk and James "Bill" Kirk.

He is survived by his wife Margaret; his children, Harry Kirk, Jr. (Lisa), Monie Alexander (Harvey) and Susan Saviano Sharon (Dave); and several grandchildren and great grandchildren.

Sterling Bradford Morris, 38, of Goldsboro passed away Tuesday, February 14, 2023.

Sterling was born in Wayne County on December 28, 1984 and was a graduate of Eastern Wayne High School.

He is survived by his mother, Edna Faye Morris of Goldsboro; one brother, Kris Morris of Goldsboro; one sister, Alexis Morris of Winterville; his maternal grandmother, Marie W. Smith of Warsaw and a host of other relatives and friends.

He was preceded in death by his father, Sylvester Morris.

Sterling was a rural carrier at the Goldsboro Post Office.

Rev. Edward B. Holloway, age 72 of Zebulon, the former Pastor of Zebulon First Baptist Church in Zebulon, departed this life on February 17, 2023 at Duke Raleigh Hospital in Raleigh, NC.

Mr. Holloway was a rural carrier form the Durham post office with 35 years of service. He was also President of the NCRLCA Durham/Orange District.

NCRLCA Dues for 2022-2023

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

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.

Secretary/Treasurer

Vicki Gray



Local Meetings The First Step To Being Involved

Our State Convention will be here before you know it. But first we must have our local Spring District Meetings. Local meetings will be happening very soon, most will take place in March and April but a few will be in May. You should receive your invitation in the mail but I want to encourage you to check out the website also. All meeting dates will be posted as soon as they are scheduled..

The Spring District Meeting is important because it's where you elect the officers for your district and your delegates to the State Convention.

Every district must have a President, Vice President & Secretary-Treasurer in order to remain

an active, viable unit. Some of our local districts are having trouble with recruiting members to run for office. I want to remind you that if you cannot maintain those three important offices than your district is in danger of being merged with another. That could mean that you would have to travel even further to attend a local meeting.

Your local meeting is also where you submit your Resolutions and Constitution changes. Resolutions are how we can make changes to our contract. Vice President Elaine Althoff talks about how to do this in this issue.

I want to encourage everyone to attend your local district meeting and perhaps even consider becoming a Local Officer.

Don't forget to preregister to be a paid delegate to the State Convention. You **MUST** be elected as a delegate from your district and pre registered to be paid.

We will have a Retirement Party for our own Dennis Conley on Saturday evening in conjunction with the State Convention (see info on page 13).

Hotel room rate for Saturday is \$189+tax. The rate for Sunday through Wednesday is \$115+ tax. If you use the link or call you should get this rate. The Group code for both events is **S06NCLC**.

Also, **REMINDER**, the Auxiliary would like you to please preregister your children for he Junior Auxiliary. They need to know the ages of the children and how many will be attending to aid in making the plans for their outings. They also need your child's T shirt size so they can get them ordered. Please register them as soon as possible. The form for that is on page 19.

Bring the kids with you. They will have a great time and are taken care of while you are in the meeting.

I will have more details regarding the State Convention in our next issue.

I am hoping everyone stays safe & healthy!

I'm looking forward to seeing you soon..

District Meetings

District Meetings for the election of local officers and State Delegates are fast approaching. Meetings must be held prior to May 10th this year. Please check the state website www.NCRLCA.org events calendar for the date, place and time for your local meeting.

Members that are not be able to attend the local district meeting, who wish to be delegates to the State Convention or wish to run for district office, must let the Secretary of their district know ahead of their meeting date. This should be done in writing and the Secretary will add them to the nominations list to be voted on at the meeting.

North Carolina will host a retirement dinner and celebration for Past National Officer Executive Committeeman Dennis Conley

You are cordially invited to attend a Retirement Celebration for Dennis Conley.

Saturday, June 17, 2023

6:00 PM

at

Harrah's Resort & Casino

777 Casino Drive, Cherokee, NC 28719

Room Rate for June 17th is \$189.00 + tax

Group is S06NCLC

For Hotel Reservations: visit <https://www.caesars.com/book/?propCode=CHE&action=FindRooms&groupcode=S06NCLC>

Or Phone (800) 427-7247

Room Reservations must be made by May 10, 2023
(72-hour cancelation policy)

Dinner is \$40 per plate

Cash Bar Available

Name (s): _____

Address: _____

Phone: _____

Number of Dinners _____ @ \$40.00 per person = _____ Total : \$ _____

Please make check payable to NCRLCA and mail check and dinner reservation to:

Vicki Gray

424 Wapiti Drive

Spring Lake, NC 28390

Dinner Reservations must be received by May 15, 2023.

Official Convention News

National Convention

National Delegate Election by Secret Ballot

This year the National Convention will be held in Grand Rapids, Michigan from August 15-18, 2023.

A secret ballot election for the delegates of the North Carolina RLCA to the 2023 NRLCA National Convention will be conducted by mail.

The deadline for delegate nominations this year is May 1, 2023. Anything received after that date will be returned to the sender as post office box closed.

Ballots will be mailed to members between May 20 and May 25, 2023.

Any eligible member who does not receive a ballot or whom spoils a ballot may request a new ballot by contacting the Election Committee Chairperson, Debra Bennett at 910-436-6487. If you request and return another ballot, only the replacement ballot will be counted.

Counting of the National Delegate ballots will take place on Saturday June 17, 2023 beginning at 10:00 AM at Harrah's Resort, at 777 Casino Drive, in Cherokee, NC 28719.

Any candidate or designee may observe the ballot tabulation.

Included below are the rules for delegate nomination from the *NRLCA constitution*, Article VI.

Section 2. Delegates

A. Eligibility

2. Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such "good standing" status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.

3. A member who accepts or acts **at any time in any capacity** normally performed by a manager from the end of one Convention to the end of the next

Convention shall be ineligible to be nominated or serve as delegate.

B. Nomination

1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to a pre-arranged post office box on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot and instructions shall be posted on the NRLCA website and in all published issues of *The National Rural Letter Carrier* from February – May.

2. Nominations must be received in the pre-arranged post office box at least 50 days prior to the opening of the state convention. (*This year that day is May 1, 2023.*)

State Convention

The State Convention will be held at Harrah's Resort & Casino at 777 Casino Drive, Cherokee, NC 28719 on June 19 thru June 21, 2023 with the business session starting on Monday June 19. Complete address and reservation information for the State Convention can be found on the back page of this issue.

Elections for the positions of President, Vice-President (one year term), and Executive Committeeman (three year term) will be conducted on Wednesday June 21, 2023.

Included below are the rules for State delegates from the *North Carolina RLCA constitution*, Article VI.

Section 3. State Delegates.

A. All districts shall be entitled to one delegate vote for each six paid-up members or a fraction thereof.

B. No delegate shall represent more than one

(Continued on page 15)

Official Convention News

(Continued from page 14)

district.

- C. No district shall be represented in the State Convention by proxy.
- D. The total delegates from a district (if not in full attendance) may be voted by the one or more delegates in attendance.

State Convention Preregistration

Appearing below is Article VI, Section 4 from the Constitution of the North Carolina Rural Letter Carriers' Association. This language was adopted at the 2019 State Convention in Raleigh.

This is the procedure put in place for our members to be compensated (paid) for attending the state convention as delegates.

Members must **also be elected to serve as delegates at the local meeting**; as per Article IV.

This complies with labor laws which require that delegates must be elected by a direct vote of the membership.

Mail the completely filled out and signed preregistration form to me. Please print clearly as an illegible registration may cause it to be deemed unacceptable.

You must preregister to be eligible to receive payment as a delegate.

Forms may be copied and will also be available on the website www.NCRLCA.org.

Please send in as early as possible.

ARTICLE VI, Section 4

State Delegate Compensation

- A. State delegates shall be compensated up to \$100.00 per each completed business session day

(Continued on page 16)

PREREGISTRATION FORM NORTH CAROLINA STATE DELEGATE

Please print clearly.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____

I submit my name as a candidate for delegate to the 2023 North Carolina State Convention.

I understand that I must also be duly elected as a delegate in my local district elections.

Signature of Member: _____

Clip and mail to: NC RLCA Secretary Treasurer
Vicki Gray
424 Wapiti Drive
Spring Lake, NC 28390



North Carolina Membership Totals

as of February 20, 2023

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

District	District Name	Members	Delegates
1	ALAMANCE	72	12
2	ALBEMARLE	89	15
3	BRUSHY MOUNTAIN	148	25
4	ALLEGHANY-ASHE	49	9
5	PEACH BELT	60	10
7	ROANOKE-CHOWAN	60	10
8	SOUTHEASTERN	271	46
9	BURKE-CALDWELL-CATAWBA	186	31
10	FOOTHILLS	127	22
11	SMOKY MOUNTAIN	126	21
12	DURHAM-ORANGE	110	19
14	CASWELL-ROCKINGHAM	70	12
16	CENTRAL CAROLINA	121	21
20	SANDHILLS	239	40
23	SEA LEVEL	232	39
24	WAKE COUNTY	427	72
25	TRI COUNTY-UPPER WAYNE	149	25
26	YADKIN RIVER	179	30
28	SIX COUNTY	158	27
29	CLEVELAND-GASTON-LINCOLN	163	28
30	GUILFORD COUNTY	163	28
34	JOHNSTON -NORTH HARNETT	101	17
36	MCDOWELL-MT MITCHELL MADISON-BUNCOMBE	162	27
38	MECKLENBERG	341	57
42	RANDOLPH-DAVIDSON MONTGOMERY	169	29
44	ROANOKE BEAUFORT-HYDE-N. PITT	143	24
47	RUTHERFORD-POLK HENDERSON-TRANSYLVANIA	108	18
50	PIEDMONT	229	39
52	TIDEWATER	331	56
54	UNION COUNTY	118	20
57	WATAUGA-AVERY	60	10
	North Carolina Total	4961	

of attendance at the State Convention for expenses.

- B. The state shall set aside a total amount equal to the rate of .00017% of a 40 hour, Step C, Table 1 regular rural carrier's yearly pay for each member on the rolls on June 30, to be used to pay state delegates. (proviso first deposit will be July 2019)
- C. These funds shall be held in an interest-bearing account.
- D. The maximum amount to be paid out per year will be \$60,000.
- E. Any state delegate to the State Convention who is being compensated for the State Convention by State or National funds shall not receive state delegate pay.
- F. All state delegate checks will be mailed by July 31 or within 30 days of the close of the State Convention if delayed
- G. All state delegates must pre-register by submitting the registration form that will be printed in the convention issue of the state newspaper and on the North Carolina website.
- H. Preregistration forms must be received by the Secretary Treasurer at least 30 days prior to the opening of the State Convention. (*That day is May 19th this year.*)
- I. Verification of attendance will be the responsibility of the local President or the local Delegate-at-large.
- J. Disputes will be settled by the State Board.

Candidate Announcements for State Office

The state officer positions up for election are President (one year term), Vice-President (one year term) and Executive Committeeman (three year term).

To have your candidacy announcements printed in our newsletter they **must be received by April 15, 2023**. Any late submissions will not be printed.

All articles are limited to a maximum of **150 words** and will be cut off at that point. They will be printed verbatim with no editing by the editor. In other words, you are responsible for all the content of your submission.

Announcements will appear in the NCRC May/June issue.

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



Vice President

Elaine Althoff

CAVEAT: Late submissions will have to be submitted under “New Business” and may not be heard.

With the State convention approaching I’m reminded of one of the first-timers at our last State Convention. She didn’t know this is how things were done, and the process just blew her mind. Resolutions went up, discussions and debates were had, and next thing a vote (red card and green cards) and finally a Pass or Fail. “It all seemed to go by so fast” she declared.

I would like to add that just because someone objects to your resolution does not necessarily mean they don’t like it. It may mean that they want to discuss and debate it. They don’t want it to go overlooked, they want to better understand the maker’s intent. There have been times during debate when at first the debate was for one side, but turned after the opposing side stated their case thus swaying the delegation.

THE COMMITTEES

The State Board selects members possessing a solid background in knowledge of the contract. The State Board has appointed committees for both

(Continued on page 18)

SUBMITTING YOUR IDEAS FOR CHANGE

One of the most important things that we, as members, do at the State convention is submit possible resolutions and constitution changes to the delegates in attendance for consideration and possible adoption.

These can be things/ideas that either only affects the state or may possibly be sent to the National Convention for consideration. Items that are sent on to the National must be submitted and passed as a resolution at the State Convention. If it passes at the state level it is then submitted to the National as either a resolution or constitutional change.

If you have ideas to submit, please use the forms on page 20 and 21 of this publication and send them to the State Secretary-Treasurer to be submitted to the appropriate committee at the State convention. If you prefer, you may bring them to the convention and submit them to the appropriate committee there.

Resolutions and Constitutions and the Committee on Constitution shall be appointed by the President thirty (30) days in advance of the State Convention.

The Resolutions committee is charged with the responsibility of reviewing each resolution. Discussions should be held concerning whether each is appropriate and to every extent possible, examined as to what ramifications implementing the resolution would cause.

When the resolution is presented to the Delegates, a thorough discussion should be held to ensure that everyone understands both the advantages and disadvantages prior to any vote being taken.

RESOLUTIONS

A resolution is a main motion or idea that needs to be expressed formally in writing, to attach a special level of importance. Because of the form—beginning with the words **Be it Resolved...** and following with either a statement of opinion or a statement authorizing or directing some action—such a motion is called a resolution.

Resolutions at both the National and the State levels are divided into two categories.

1. **Binding resolutions** are those resolutions that either the State or the National Board has sole control over implementation without the input or approval of any other body.
2. **Non-Binding resolutions** are those resolutions that require the agreement of another body to enact (for example the USPS, OPM, or Congress). These resolutions are deemed to be advisory in nature. Included in non-binding resolutions are those resolutions that can be enacted by the Board but are offered as suggestions without binding the Board to enact the resolution.

So let's say you don't have a restroom on your route and you would like the Post Office to have a portable one put up with a lock on it so you can use it. As wonderful as those sounds. this would follow a Non-Binding Resolution (a wish list as

some of us call it) because the USPS would have to agree to pay and maintain such.

CONSTITUTION CHANGES

When writing up your constitution changes you will need to have both the State and National Constitutions in front of you.

For the constitution changes you will need the following: **Article number, Section number, and Paragraph number.** You will also need a duplicate to keep for yourself and send the original to the State Secretary/Treasurer.

From there it goes to the appointed Constitution Committee. The Constitution Committee shall compare, combine, correct, retaining their intent, compose and report proposed changes to the Constitution with a recommendation.

The terms used by the committee chair are

- The Committee recommends that the proposed amendment be adopted.,
- The Committee recommends that the proposed amendment not be adopted, or
- The Committee makes no recommendation on the proposed amendment.

The Chair also reminds the body “The only language under consideration is the language in **bold** type or that has been ~~struck~~ through.”

I hope you will join us and see the process for yourself. We have plenty of people the will help you better understand the process and Mentor you.

Grab a friend and we will see you in Cherokee!

Source: Roberts Rules of Order, NRLCA Officer's Manual, North Carolina Constitution,

NCRLCA STATE CONVENTION

Junior Release Form

June 19-21, 2023

This is to certify that **(name)** _____

(age) _____ has my permission to take part in the North Carolina Rural Letter Carriers Junior Auxiliary Program and activities sponsored by the North Carolina Rural Letter Carriers Association and Auxiliary.

T-shirt size for my child is _____?

All children must wear the Junior T-shirt when participating in Junior activities. This helps us to easily identify the children in our group. This shirt is provided free of charge.

Medical conditions and any other information we should be aware of.

Please list below and give treatment plan and /or medicine to be administered during this time.
Examples: bee sting allergy, food allergies, asthma, nose bleeds, headaches.

We hereby waive and release any and all rights and claims for damage and/or injuries he/she may receive while taking part in the Junior program and activities.

Signature: _____ **Date:** _____

Parent or Guardian's signature required for all participants.

Hotel: _____ **Room #:** _____

Hotel and room number can be completed on site after your arrival.

Parent/Guardian Cell Phone Number: _____

One form for each child. Child must be at least six years old & in the 1st grade to participate.

Mail to Sarah Stewart, 251 Cedar Drive, Stoneville, NC 27048-8412

Or Email form to stew4art4@gmail.com **Subject Line:** Juniors - State Convention 2023

NRLCA CONSTITUTION CHANGE

The following proposed Constitution change is being presented by _____ and is hereby submitted to the Constitution Committee of the North Carolina Rural Letter Carriers Association at the 2023 State Convention in Cherokee, NC for consideration and appropriate action.

The following procedures are suggested for effectively presenting Constitution changes to Committee:

- 1) Place only one Constitution per sheet.
- 2) Present in Word document format. Formatting instructions:
 - (a) Font - Times New Roman; Font Size – 11
 - (b) New Language **BOLD**; Omitted Language ~~Strike Through~~
 - (c) Article _____ Section _____ Paragraph _____

Explanatory paragraphs should be headed as follows:

(If spaces below are inadequate, use additional sheets with appropriate heading)

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF/REASON FOR CHANGE:

Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390

To be presented to the Constitution Committee at the 2023 State Convention

NRLCA RESOLUTION

The following proposed Resolution change is being presented by _____ and is hereby submitted to the Resolutions Committee of the North Carolina Rural Letter Carriers Association at the 2023 State Convention in Cherokee, NC for consideration and appropriate action.

Check Appropriate Box

☐ Binding
☐ Non-Binding

Issues

Check one

- | | | |
|---|---|-------------------------------------|
| <input type="checkbox"/> AUTOMATION | <input type="checkbox"/> MAILCOUNT | <input type="checkbox"/> VEHICLE |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> WORK RULES |
| <input type="checkbox"/> EMA | <input type="checkbox"/> RETIREMENT | |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> TIME STANDARDS | |

The following procedures are suggested for effectively presenting Resolutions:

1. Place only one Resolution per sheet.
2. Print legible.
3. Indicate the issue this resolution concerns (above).
4. Identify any Handbooks, Manuals, or Written Documents to be amended:
By: (a) Name of Document _____
(b) Article _____ Section _____ Paragraph _____
5. Explanatory paragraphs should be headed as follows:
(If spaces below are inadequate, use additional sheets with the appropriate heading).

WHEREAS

BE IT RESOLVED

INTENT OF / REASON FOR CHANGE

Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390
To be presented to the Resolution Committee at the 2023 State Convention

GUIDELINES FOR SELECTION OF OUTSTANDING MEMBER OF THE YEAR

I. Method of Selection

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

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

II. Eligibility for Award

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

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

III. Criteria for Selection

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

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

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

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

should be encouraged to seek to achieve this award.

IV. Presentation of Award

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

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

V. Other

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

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

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

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

Carl Kelly
PO Box 573
Dunn, NC 28335

Steve Rogers
233 Karen Cr
Winston-Salem, NC 27105

Jesse Ray Farmer Jr.
4377 5 Points Rd
La Grange, NC 28551-8119

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

New Congress Moving Slow!



Legislative Representative
Van Heath

The new Congress has been sworn in and with a few bumps getting the leadership elected has now settled into their jobs. I am usually quite happy to see Congress moving a snail's pace but when it comes to Postal and Retirement Issues, I would much rather see progress. That is not what has gone on lately in Washington.

HR 82, the Social Security Fairness Act

Our Social Security Fairness bill has carried over into the 118th Congress and has picked up a few more cosponsors. We are now up to 128. Our NC sponsors are still the same; Rep Adams and Rep Ross. We still have a long way to go before this bill comes up for a vote.

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

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

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

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

Sadly, this bill has not yet been reintroduced into the 118th Congress. At this point we need to write to our members of Congress and to our Senators expressing our support for this bill.

Derek Kilmer (D-WA) has been the key sponsor of

this bill for quite some time. Hopefully he will resubmit this bill.

Letters, phone calls, emails and more letters. That is our best move at this time.

HR 3287, the United States Postal Service Shipping Equity Act

This bill has not been resubmitted. Jackie Speier (D-CA) was the sponsor.

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

Hopefully as the year and this session of Congress progresses, we will have better news to report.

As you read this, the State Convention in Cherokee is not far off. I look forward to seeing old friends there and making new friends I haven't met yet. Come on out to Cherokee.

"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.

May 31st Deadline for Chance to WIN \$200

North Carolina came in second place at SAC for total dollars raised there.. Thank you to everyone who attended and supported us in this effort. Our total was \$1124.88.

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

If you become a new sustaining donor between now and May 31, 2023, your name will go into a

PAC CHAIR

Brenda Gibbs



drawing for a chance to win a \$200 Visa gift card. Drawing will be held at the State Convention in June 2023.

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

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

BECOME A SUSTAINING DONOR

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



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

\$50

\$25

\$15

\$10

Other: \$_____

Signature: _____ Date: _____

Name (print): _____

Employee ID Number: _____

State: _____ Zip Code: _____ Phone Number: _____

Please attach a voided check

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

Signing up for PAC Withholding from your Paycheck

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

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

Steps for signing up Online:

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

Steps for signing up by Phone:

1. Dial 1-877-477-3273 (1-877-4PS-EASE).
2. Press "1" for PostalEASE.
3. When prompted, enter your Employee ID Number.
4. When prompted, enter your USPS Pin Number.
5. When prompted, choose option #2 to select Payroll Allotments.
6. When prompted, choose option #1 to select type of Allotment. When prompted, press "2" to continue.
7. When prompted, press "3" to continue to 'ADD' the allotment.
8. When prompted, add routing number: **051400549**.
9. When prompted, add the NRLCA-PAC account # followed by your Employee ID Number. It should look like: **163055555** _____. No hyphens, no spaces, 17 digits total. If correct, Press "1."
10. When prompted, press "1" for checking.
11. When prompted for the dollar amount of the allotment, enter the amount of your choice to be deducted bi-weekly (**per pay period**) using the \$__ 00 format. Press "1" if correct.
12. When prompted, press "1" to process.
13. Record the confirmation number given for your records and note the date the first allotment will take place. Press "1" to repeat, or press "9" to hang up.



Auto-Home Insurance

Carlton Crutchfield

Teen Drivers

This topic is important to me because my son just turned 16 in January. As a parent of a teenage driver, my son's safety is my first concern. Though you cannot always be by their side, there are things you can do to help keep them safe behind the wheel.

Educating yourself and your new teen driver about the risks and insurance implications of unsafe driving can save lives and money.

While teen driving statistics are troubling, research suggests parents who set rules can cut accidents risks in half.

Talk openly about your expectations for behind the wheel behavior. Build a teen driver contract that clearly defines rules and consequences associated with driving privileges.

When it come to insurance, it pays to be a safe driver. Teen drivers already pay more for car insurance than more experienced drivers, and if you're not

following the rules of the road, your costs will be even higher.

Insurance companies consider teens a higher risk because inexperienced drivers are much more likely to get in an accident. In fact, the risk of motor vehicle crashes is higher among 16 to 19 year olds than among any other age group, according to the Center for Disease Control and Prevention.

Things like driving experience, driving record, where you live, the kind of car you drive and how much you use your vehicle can all impact the cost of insurance for your new driver.

National General not only has plans tailored to the needs of rural carriers but also for our new drivers. They have been a trusted partner of the National Rural Letter Carriers' Association for over 60 years, since 1953.

Give National General a call at 1-888-325-7727 today to receive a free quote.

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



Are You a Member of the Provident Guild?

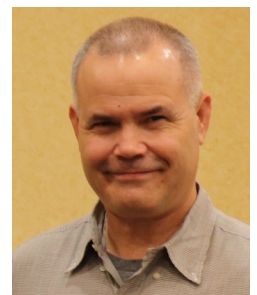
Hello to all my fellow North Carolina rural carriers.

As we look at trees blooming our spirits are lifted; a sense of renewal. We also get one hour longer to spend outside. Just as the farmer plants his fields in anticipation to reap a harvest, we must prepare for our life journey.

I look forward to meeting you all at your spring meetings as well as the state convention in Cherokee

Provident Guild Representative

Mark McKendree



to discuss how the provident guild can benefit your family.

If you are not a member, please consider becoming one. An application is included on the next page.

Provident Guild Application

PLEASE FILL IN WITH TYPEWRITER OR PRINT LEGIBLY WITH INK

ALL QUESTIONS MUST BE ANSWERED

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

APPLICATION FOR MEMBERSHIP

Date _____

CIRCLE CLASS DESIRED:

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

For Class: _____
+ Entrance Fee \$2.00

*Amount Enclosed: _____

Mail to:
Diane Cox
4780 Stony Creek Road
Urbana, OH 43078-9454.

ACTION OF
ADMISSION BOARD
Not to be filled by
Applicant

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

☐ Male ☐ Female ☐ Married ☐ Single ☐ Divorced ☐ Widowed

1. Name _____
First Middle Last Phone Number

2. A. Home Address _____
Street County
City State Zip Code

B. If Mailing address is different from residence - Please List: _____
City State Zip Code

3. Date of Birth _____
Month Day Year Age Weight Ft In Height

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

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

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

8. 1st Beneficiary _____
(Name) (Address) Phone Number

2nd Beneficiary _____
(Name) (Address) Phone Number

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

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

(Signature of Applicant)

Recommended By: _____ Guild Representative

Revised 2008

RURAL CARRIER MILESTONES



Cathy Hogan retires from the Postal Service on January 27, 2023.
Photo courtesy of Angela Morrow

Cathy Hogan Retires

After 31 years of service Cathy Hogan retired on January 27th, 2023 from the Waxhaw Post Office.

A few former co-workers joined the Waxhaw Post Office crew to celebrate Cathy's retirement, including Doug Byrum, Carol Welch, Johnny Helms, Laura Beth Gregory (all retired carriers from Waxhaw) and Glenn Hogan (from Matthews).

They all celebrated with lots of speeches and food!

Congratulations on your retirement Cathy!

Correction to the January February Issue

On page 18 under *Rural Carrier Milestones*, **Randy Hanks** was incorrectly identified as Randy Harris. We apologize to Mr. Hanks for the error.

Send your photos to
NCRLCAsSecTreas@gmail.com
or
NCRLCAWebmaster@gmail.com
to be included in an upcoming
issue of the NCRC.

Webmaster

Renee Johnson

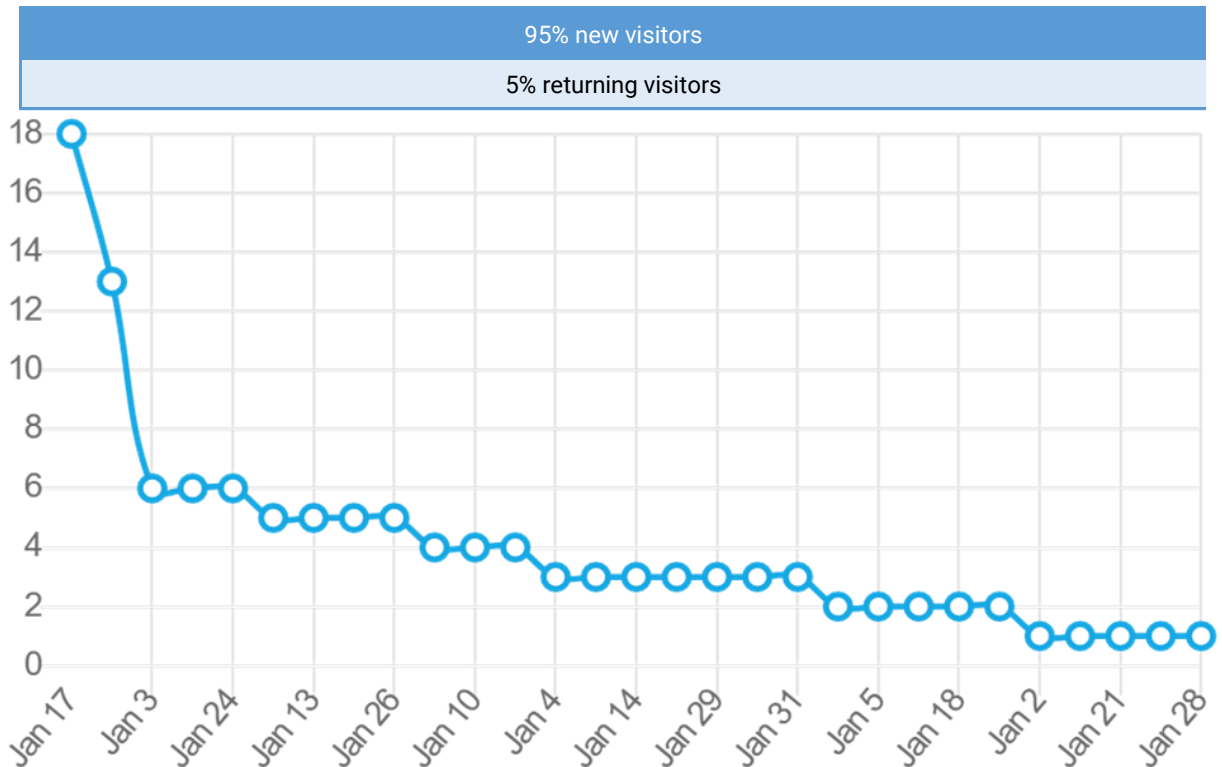


GENERAL STATS AUDIENCE TOP PAGES & VIEWS TRAFFIC:

SESSIONS 121 ~ Up 3%

USERS 111 ~ Up 2%

PAGEVIEWS 322 ~ Down 10%



Greetings friends!

We've had a few retirements lately. Catherine (Cathy) Hogan from the Waxhaw Post Office generously shared pictures of her last day on her route and the party her coworkers threw for her: <https://www.ncrlca.org/2023/02/11/catherine-hogan-retires-from-waxhaw-post-office/>.

We offered training for RRECS Mini Mail Survey: <https://www.ncrlca.org/2023/01/24/north-carolina-rreecs-classes-for-rural-carriers/> posted the information on the Lite Blue Page Fraud alert: <https://www.ncrlca.org/2023/01/10/postalease-fraud-alert/>, and so much more.

For January, our sessions and users were slightly up, but the number of page views was down. I've analyzed this as best I can and believe this to be good. You are getting acclimated with the website and know where to find what you need.

We are experiencing pulls from the steward page, likely because our website offers an easy and efficient way to download the PS Form 8191 Joint Step 1 Grievance Form.

Don't hesitate to contact a State Board Member or me if you have any questions. We are here for you!

As always, I encourage you to bookmark this site and check it out daily. Remember your district meetings date, place & time will be posted on the website as soon as I get the notice for them.

Happy Spring!

South Atlantic Conference 2023

SAC Officer
Derek Harpe



This year the 2023 SAC Conference in Atlanta, Georgia was very successful and had an attendance of over 256 people! Welcome to all first timers!

If you have never attended a SAC Conference, mark your calendar now! It is held in Atlanta, Georgia on the Sunday after the fourth Saturday in January and continues for half a day on Monday.

For those that arrived early on Saturday afternoon a seminar was held regarding the writing of Constitution and Resolutions 101. Also Saturday, evening, informational items were brought to us by NRLCA President Ronnie Stutts and officers.

At the beginning of the SAC Conference on Sunday morning there was an inspiring worship service that was led by NRLCA Chaplain Gary Wilder of Tennessee .

The conference then began Sunday morning with our general session, hearing from NRLCA Auxiliary. Then the conference continued with the Atlanta Postal Credit Union, National General Insurance, Provident Guild, Rural Carrier Benefit Plan, Legal Counsel for the NRLCA, Legislative Affairs and a Trestle Tree Representative.

The conference continued Sunday afternoon with the Keynote Address from Ronnie Stutts, the National President of NRLCA. The afternoon continued with a Retirees and Health Benefits Seminar.

Sunday evening there was a Seminar on Worker's Compensation followed with a Labor Seminar.

On Monday morning we had remarks from USPS Management, Derek Strissel, speaking to our attendees regarding updates within the structure of the postal service and current/upcoming topics. His remarks were followed with a question/answer panel consisting of NRLCA National Officers and Appointed Staff and USPS Management.

Attending the SAC Conference is very beneficial and highly recommended in gaining information and spending personal time with our NRLCA officers and staff. Members are constantly saying that the benefit of coming to SAC is gaining knowledge and information in such a short time.

If you have never been to SAC, January 2024 would be a great time to come!

Remember to mark your calendar now!!

Hope to see you there!



SAC First Timers. Left to Right: Jay Schreiber, Ralph Fernandez, Pamela Piana, Telisha Locklear, Pam Stanley, Tabitha Benfield, Amy Russo, Tanisha Green, and Carlton Crutchfield.



Daily Work Hours

Let me begin by saying that PTFs, RCAs and ARCs are the backbone of the rural carrier craft.

We all have seen these employees abused with their daily work hours by overly aggressive managers. The Employee Labor Relations Manual (ELM) is clear in the language addressing daily work hours. ELM 432.32 Maximum Hours Allowed states: *"Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the Postmaster General (or designee), employees may not be required to work more than twelve (12) hours in one (1) service day. In addition, the total hours of daily service, including scheduled work hours, overtime, and mealtime, may not be extended over a period longer than twelve (12) consecutive hours".*

The National Office has made their position clear that it is a contractual violation for management to require PTFs, RCAs or ARCs to be forced to work over twelve (12) hours per day. If your supervisor engages in this violation you may file a grievance.

The National Board reminds us of the Union's longstanding position: Rural carriers should NOT be required to follow a management direction if the carrier believes that following the order exposes

them or others to physical danger or harm.

If you have been working a number of hours completing your normal duties, and you feel you are physically exhausted or mentally drained to the point that you may be a danger to yourself or others if you continue working (especially driving), **you should inform management that you are not capable of completing any additional duties without it becoming a safety hazard.**

If management persists in directing you to perform additional duties, then you must make the right decision for yourself and your health with a responsibility to others on the road. You should fill out a PS Form 1767 reporting an unsafe condition, give it to your manager, and notify your steward or other Union

representative, and consider filing a grievance.

Remember to always be professional in your dealings with an irate manager.

Your safety should always come first.

Rural carriers should NOT be required to follow a management direction if the carrier believes that following the order exposes them or others to physical danger or harm.

NORTH CAROLINA



RCA Eric Cook in Lexington



RCA Jennifer Wiley in Lexington



RCA Kathy Mayo in Lexington



RCA John Messier, New Bern



Waxhaw Relief Carriers Left to right: Back Row PTF Chris Valtierra, RCA Gerard (Buddy) Dunn, PTF Clyde Hauge, RCA Ryan Kelly
Front Row: PTF Margarita Pino, PTF Karen Wiley, PTF Liliam Kurien, RCA Eman Ibrahim, RCA Vera Shportyluk



PTF Sandra Stinehour in New Bern



RCA Patrick Sawyer in New Bern



RCA Jeremy Reid in Lexington



RCA Coleman Davis in Lexington

RELIEF CARRIERS



RCA Corbin Dillard and Marcus Anderson in Zionville



RCA Brenda Greene in Nags Head



RCA Krystal Gist in Lexington



RCA Shari Schreiber in Bayboro



PTF Emily Aldridge in Lexington



RCA Colton Bryant in Lexington



RCA Tiffany Buie in Hope Mills



RCA Joshua Leblanc in New Bern



PTF Andrea Walser and RCA Elizabeth Luellen in Lexington
March April 2023

*Thank you
to all our Relief Carriers for all you do!*

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RRECS ACTIVITY GUIDE – SCAN (Key Stroke) TYPES

4/27/2022

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



North Carolina District Representative

Bethany Small

Know Your Scans

At the time that I am writing this article, we have completed the RRECS Zoom and in-person training sessions across the district for the first Mini Mail Survey. While I am pleased at the turnout we had, it became abundantly clear that many of the Managers who were charged with educating Rural Carriers in North Carolina about the 24 RRECS scans, did not complete their mission. Despite the NRLCA publishing the scanner information in April of 2022, every single meeting (7 in-person and 4 Zooms), we heard over and over that Carriers were told by their managers to only scan the 6 required basic daily scans. In lieu of writing an article this month, I would like to reiterate the importance of the scans. Every single one of them.

We have learned that 94% of our evaluations going forward will be determined by our scanner data. While the remaining 6% is important (5% mini mail-survey and 1% walking distance), I believe that it is not lost on anyone the importance of understanding the scans when this single aspect of RRECS comprises such a large portion of the final product. Please continue to familiarize yourselves with the scans, if your neighbor is struggling, share information with them or direct them to a steward. Laminate a copy of the RRECS activity guide and keep a copy in your delivery vehicle or at your case. If you missed a scan and you don't remember until the next day, let your manager know. Don't forget that on the RRECS activity guide sheet that each of the scans has a detailed description. If you have questions and are getting different answers, please reach out to your certified Steward.

Keep going, North Carolina! We can do this!!

Procedure to File a Grievance

(See Example PS Form 8191 on next page)

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

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

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

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

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

Management must fill out sections 3b & 3c.



USPS-NRLCA Joint Step 1 Grievance Form

1a. Grievant's Name (Last, first, middle initial) ● Your Name		1b. Grievant's EIN (Employee Id Number) ● Your EIN #
1c. Grievant's Title, Designation Code, and Route No. ● REGULAR, PTF, RCA or ARC, 71,74,76, 78,79 or 70-5 Your route #		1d. Telephone No. (include area code) ● Your Number for Steward to call if needed
1e. Grievant's Mailing Address ● Your COMPLETE address		
2a. Post Office ●	2b. Branch/Station ●	2c. Telephone No. (include area code) ● POST OFFICE Number
3a. Date of Incident Date discipline ● received or contract violation occurred	3b. Date of Step 1 Discussion with ● (Filing date) Supervisor's Initials	3c. Was Grievance Timely? (Explain) ● YES Supervisor's Initials

4. Issue (Complaint)
● **ONE LINE** in the form of a question.

Example: "Was there just cause for the Letter of Warning?" or "Did management violate the contract when ...?"

Include your Statement on a separate piece of paper to be given to your Steward. **This is not seen by Management.**

5. Contract Provisions (Articles at issue)

DO NOT WRITE ANYTHING IN #5 OR BELOW.

THESE WILL BE FILLED OUT BY THE STEWARD AND MANAGEMENT AT THE STEP ONE MEETING

6. Full, Detailed Statement of Undisputed Facts (Attachments, as necessary)

DO NOT WRITE IN

7. Management's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)

THESE SECTIONS!

8. Management Contentions

(Sections 5-14)

9. Union's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)

FOR STEWARD

10. Union Contentions

USE ONLY!

11. Remedy Sought by the Union

YOU HAVE ONLY 14 DAYS TO FILE A GRIEVANCE.

Blank Grievance forms (PS Form 8191) can be found on both the National and North Carolina websites or obtained from your Postmaster, Supervisor or Steward.

12a. Disposition (Check one) <input type="checkbox"/> Settled <input type="checkbox"/> Denied <input type="checkbox"/> Withdrawn <input type="checkbox"/> Sustained <input type="checkbox"/> Other (Specify)		12b. Date of Disposition
13. Signature of Installation Head of Designee and Telephone No.		14. Signature of Union Step 1 Official and Telephone No.

PS Form 8191, March 2007

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SECRETARY/TREASURER

ALLISON HOLT

CHAPLAIN

EASTON SMITH

Get Ready for State Convention

Auxiliary News

From

Sarah Stewart

Junior Sponsor

Greetings! Hope you're all doing well.

First, I have to brag a little bit (I'm like a proud parent!). We have not one, but TWO, Juniors who are National Officers!!! Lily Gray and Anakin Hamlett were elected to the National Junior Board in Florida! I have watched them both grow up in our NC Juniors and was so happy when they first mentioned running for National office. They took the initiative to talk to Auxiliary & Association Boards and received support from both. From there, they formed an action plan and followed through. Look for more from them as they lead our NC Juniors and the National ones also. Congratulations, again, Lily and Anakin!

Lesa Routh Halcomb, President of NRLCA National Auxiliary chose Give Kids the World for the 2022-2023 Program. Give Kids the World Village is located in Kissimmee, FL and provides an all expense paid week-long stay for critically ill children and their immediate families. The children are selected through organizations like Make-A-Wish Foundation. Stories and pictures show a beautiful child-oriented place that resembles an amusement park, your favorite childhood storybook come to life, and quirky buildings that could have been designed and painted by children! There's a Castle of Miracles with a star filled ceiling and a Chapel with beautiful stained glass windows. Kay Carter shared her experience with us when she stayed at Give Kids the World and volunteered while on the National Board. Give Kids the World Village really does make a difference in the life of these children and their families. I hope you will each support the program this year.

Attention Juniors (and parents and grandparents):

National Scholarships should be completed by March 1, 2023 (probably past now) and NC Scholarships are due June 1, 2023 - Why wait? Complete and mail NOW!



State Convention, Cherokee, June 19-21, 2023 - plan to be there!

If attending, PLEASE send me name, age, address, parent/grandparent name and shirt size for your children. Email: stew4art4@gmail.com Subject Line: Juniors - State Convention 2023.

The Junior form is in this issue on page 19.

Happy late Winter/early Spring!

APRIL 2023

SUN	MON	TUE	WED	THU	FRI	SAT
						1 
2	3	4	5	6	7	8 PP 9
9  Easter	10	11	12	13	14 PAY DAY	15 List Posted
16	17	18	19	20	21	22 PP 10
Relief Day Worklist & RCA Volunteer List Posted						
23	24	25	26	27	28 PAY DAY	29
Relief Day Worklist & RCA Volunteer List Posted~ Ends on the 28th						
30						

MAY 2023

SUN	MON	TUE	WED	THU	FRI	SAT
	1 <i>Last Day for Delegate Nominations</i>	2	3	4	5	6 PP 11
7	8	9	10 <i>Last Day for District Meetings</i>	11	12 PAY DAY	13
14  Mother's Day	15	6	17	18	19	20 PP 12 Armed Forces Day
21	22	23	24	25	26 PAY DAY	27
28	29  Memorial Day	30	31			

Important Dates

April 9	Easter Sunday	May 10	Last Day for District Meetings
April 15-28	Relief Day Worklist Posted	May 14	Mother's Day
April 15-28	RCA Sunday/Holiday	May 20	Armed Forces Day
	Volunteer List Posted	May 29	Memorial Day Holiday
May 1	Last Day for Delegate Nominations	June 19-21	State Convention
March April 2023	North Carolina Rural Carrier		



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

Official Convention Call

North Carolina Rural Letter Carriers' Association
118th State Convention
Harrah's Resort & Casino
777 Casino Drive, Cherokee, NC 28719
June 19 thru 21, 2023



Room Rate is \$115.00 + tax ~ Group is S06NCLC

For Hotel Reservations: visit <https://www.caesars.com/book/?propCode=CHE&action=FindRooms&groupcode=S06NCLC>

Or Phone (800) 427-7247

Reservations must be made by May 10, 2023
(72 hour cancelation policy)

Official notice is hereby given that the North Carolina Rural Letter Carriers' Association State Convention will convene at the Harrah's Resort in Cherokee, North Carolina on June 19-21, 2023.

Business begins at 8:00 am on Monday June 19, 2023.

An election will be held for the offices of President, Vice President (one-year terms), and Executive Committeeman (three-year term). The elections will be held on Wednesday June 21, 2023.