



Volume 39 Issue 6 Circulation 5000 Edited in Spring Lake NC May June 2023

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

**North Carolina Rural Letter
Carriers' Association
Official Convention Call
June 19 thru 21, 2023**

**118th State Convention
Harrah's Resort & Casino
777 Casino Drive
Cherokee, NC 28719**



Official notice is hereby given that the North Carolina Rural Letter Carriers' Association State Convention will convene at the Harrah's Resort & Casino 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.

North Carolina Rural Letter Carriers' Association

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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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Foothills	10	Alamance	1	Albemarle	2
Central Carolina	16	Roanoke Chowan	7	Tri-County/N Wayne	25
Randolph/Montgomery/ Davidson	42	Burke/Caldwell/Catawba	9	Yadkin River	26
Roanoke/Beaufort/Hyde/Pitt	44	Sandhills	20	Mecklenburg	38
Piedmont	50	Watauga/Avery	57	Union	54

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

National Emergency Hotline

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

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

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

Please keep this phone
number for future use.

WEBSITE

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

This month the password
will be Vote^4UR_repZ

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

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

Cover Photo

Mingo Falls in
Cherokee, North Carolina

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President
Audrey Solomon

What Now?

Hello everyone. I hope everyone has come to terms with RRECS. **It is here to STAY.**

If the Postal Service does not implement this on May 6th, it will be a surprise. **Are we all happy? NO!**

While attending district meetings, I have heard many blaming the Union. You must remember an arbitrator set this in motion. **Is there something we can do? YES, we can become knowledgeable of how this new system truly works.** Make sure your mapping is correct and you are delivering in your line of travel. We also need to educate our managers. Unbelievably some managers are being instructed wrongly by their managers.

September mini mail survey is fast approaching. Our integrity is on the line, please do not cheat yourself or your route. This craft has withstood many Postal changes over the years, and we will do it AGAIN!

HAPPENINGS

Stamp out Hunger Food Drive Day is May 13. This is a wonderful cause and goes to help many people.

Former National Officer Dennis Conley's retirement dinner will be Saturday, June 17 at Harrah Resort, Cherokee, NC. Let us celebrate with Dennis as he looks forward to his next adventure.

The State Convention will be from June 19-21 in Cherokee, NC. Guest speaker will be Shirley Baffa, Director of Steward Relations.

There **will not** be a meet and greet Sunday night, however; we will still have the Memorial Service on Sunday evening.

The registration table will be open. Sunday afternoon. There will be a district officers' training from 3:00 pm to 4:00 pm. This is not mandatory, however; if you are an officer you are encouraged to

attend.

We ask that you **please pre-register** your junior prior to the convention. The Auxiliary also needs chaperones. If your spouse would like to be a chaperone, please contact Sue Kelly.

RCHBP will conduct a Biometric Health screening on site, however; **you must preregister.** Screening will take place on Tuesday, June 20th from 8:30 am until close of business. Get your spot early. (See website NCRLCA.org).

REMINDER~ To be a paid delegate, there is a **two-part** process:

1) you must be an elected delegate from your district

2) you will need to preregister using the delegate form and send it to Vicki Gray by **May 19, 2023.**

There will be a free first timers' breakfast, Monday morning at 7:30 am. This is for the carriers only. Lunch on Monday will be for carriers and their families.

PAC night theme is the sixties, please dress to impress and show off your attire at the 360-photo booth (PAC donation required).

PAC will also have a silent auction, so bring your items for donation and your \$\$ for bids.

If you are staying on site, please make reservations for the hotel restaurants. You can register through Open Table or call the hotel restaurant directly.

I hope to see each of you at the convention. You cannot effect change just sitting around talking. See the March/April issue of the state magazine pages 17-18 on how to write a Resolution or Constitution change with the forms on pages 20-21. Do not let your thoughts go unanswered. Make sure you show up to debate your side.

An effective UNION is when all members pull together, not separate because something did not go their way.

Always remember our employer is the Postal Service.

Chaplain's Message

Pamela Stanley

Honor Your Father and Mother



As we approach the season of honoring our mother and father, I must share this with you. In October of 2022, we were informed that my mother had been diagnosed with pancreatic cancer. The thought of losing her was devastating. But our faith gave us strength to trust the process, as we navigated through.

Being her caregiver, she would say, "I hate that I'm putting you through this. I'm so sorry". Sobbing I replied, "Mommy it's OK, this is how it is supposed to be. The circle of life. You cared for us as kids and now we care for you. I love you Mommy!"

Now saying that, anyone who knows me, knows that all I can grow in a garden is weeds. But my mom could garden anything.

My Mother's Garden

*My Mother kept a garden,
A garden of the heart.
She planted all the good things
That gave my life its start.
She turned me to the sunshine
And encouraged me to dream.
Fostering and nurturing
The seeds of self-esteem.
And when the winds and rain came,
She protected me enough.
But not too much because she knew
I'd need to stand up strong and tough.
Her constant good example
Always taught me right from wrong.
Markers for my pathway
That will last a lifetime long.
I am my Mother's garden.
I am her legacy.
And I hope today she feels the love
Reflected back from me.*

—Author Unknown

I want to say Happy Mother's Day to all those avid gardeners.

Now, did you know that there are an estimated 72.2 million fathers in the United States? There are 24.6 million fathers in a married two-person household with

kids younger than 18 years of age. There are 2 million single fathers in the United States. 17% of all single-parent households are single fathers.

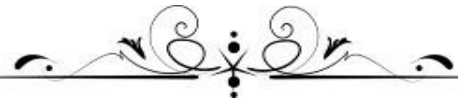
Although my father transitioned, there is not a day that goes by that I don't think of him.

Happy Father's Day, to all you stand up Dads!

What makes a Good Dad

*God took the strength of a mountain,
The majesty of a tree,
The warmth of a summer sun,
The calm of a quiet sea,
The generous soul of nature,
The comforting arm of night,
The wisdom of the ages,
The power of the eagle's flight,
The joy of a morning in spring,
The faith of a mustard seed,
The patience of eternity,
The depth of a family need,
Then God combined these qualities,
When there was nothing more to add,
He knew His masterpiece was complete,
And so, He called it ... Dad*

—Author Unknown



Obituaries

Love Tarrant Page, 92 went to be with the Lord on Thursday, March 9, 2023 at The Carolina Inn in Fayetteville.

She is preceded in death by her parents, George B. Tarrant, Sr. and Love McDaniel Tarrant; husband, Prennis Harold Page; and her brothers, Marion H. Tarrant, James E. "Jimmy" Tarrant, and George B. Tarrant, Jr.

Love was a public school teacher with Cumberland County School System for 37 years before retiring June 30, 1991, and a longtime member of Magnolia Baptist Church.

She leaves to cherish her memory, her children, Shannon Page Johnston & husband, Fitz, Steven Harold Page & wife, Cindy, and Janet Page Land & husband, Eric all of Stedman; five grandchildren, Morgan Wrench & husband, Matt, Leah Land, Aaron Land, Kyle Johnston and Meredith Coffey, three great grandchildren, Logan, Mason and Nate Wrench; sisters, Ann Tarrant Bunce and Mary Tarrant Bailey & husband, Gerald; and numerous nieces and nephews.

Safety

Brian Hamlett
Executive Committeeman



Your Safety and The OIG

The Office of the Inspector General (OIG) is an independent agency who's stated goal is; "to help maintain confidence in the postal system and improve the Postal Service's bottom line through independent audits and investigations." It consists of the Office of Investigations and the Office of Audit. The Office of Investigations is pretty self explanatory. They investigate cases involving internal mail theft, narcotics, multiple types of fraud, and many other crimes. The Office of Audit is a little different in that they do exactly that. They audit. So how does that pertain to our safety?

The Office of Audit conducts audits of USPS operations to prevent fraud, waste, and misconduct and to promote economy, efficiency and effectiveness. During audits of facilities, they have

brought many safety issues to management's attention. Yes, I know that there are safety issues in many offices that can go unaddressed but when it's put in an OIG Audit report, they seem to be get some attention. There are pictures of some of the facility safety issues they have found and that have been fixed, along with lots more information, at uspsoig.gov.

So yes, the OIG can have a positive impact on workplace safety and so can you. Workplace safety should be important to us all. If you see something in your office that is unsafe, report it to a supervisor. If they fail to do something about it in a reasonable amount of time, we have other recourse. PS Form 1767, Report of Hazard, Unsafe Condition or Practice, can be filed in instances where local management fails to act. You can find the form online and they should be readily available at your facility along with instructions on how to file it and it can be filed anonymously if you feel the need to.

State convention is close upon us and I hope you are making you plans to attend. We have been working hard to plan productive and informative Convention.

We've been in contact with the OIG as well as the Postal Inspectors and have invited them to attend this year's convention. Hope to see you there.

What Difference Does A Union Make?

Union

1. Wages, benefits and working conditions are protected by a legal contract.
2. A contract spells out how much each worker earns.
3. Unions negotiate raises for every one. Members vote on it, and if they feel it's an unfair, they can vote it down.
4. If you are unfairly disciplined, unions provide due process to protect against unscrupulous supervisors.
5. If you don't like something at work you can work together with your union to change it.

Non-Union

1. Management can change wages, benefits and working conditions unilaterally.
2. No one knows how much anyone else earns. Disparate treatment/favoritism exists.
3. If you want a raise you must plead your case to a supervisor or manager.
4. If you are unfairly disciplined, you are on your own (at-will employee). You're subject solely to policy.
5. If you don't like something at work, you are at the mercy of management.

Have A Retirement Account With A Former Employer?

Many carriers transitioned into the rural craft from a previous employer who may have offered retirement accounts. Rolling over eligible money from a previous employer or from an IRA can be confusing.

There are qualified professionals ready to help you with the process so you can keep your money invested for your retirement savings. Simply call the ThriftLine Service Center at [1-877-968-3778](tel:1-877-968-3778). Follow the prompts until you hear the Savings and Retirement option, and then choose the “Assisted Rollovers” option.

A rollover specialist will assist you throughout the process, including:

- Contacting the providers who administer the account(s) you wish to roll into the plan.
- Verifying that all paperwork is completed, correct, and in good order.
- Ensuring that the funds to be consolidated are properly directed to the plan.

What Types of Money Can Be Rolled Over?

- Pre-tax (taxable) amounts from an eligible employer plan. These are any amounts contributed to your account that you’ve not yet paid taxes on. This includes any pre-tax contributions, as well as the taxable earnings received on contributions to your account.
- Nontaxable Roth amounts from an eligible employer plan, direct rollover only.
- Roth amounts from an eligible employer plan, direct rollover only. These are amounts that you’ve contributed to a Roth account and already paid taxes on. It may also include the earnings received on the Roth contributions.
- Pre-tax (taxable) amounts from an IRA. You’re responsible for ensuring that the rollover contribution you’re making to the plan doesn’t contain any after-tax (also known as nondeductible) amounts from an IRA.
- Repayments of COVID-Related Distributions of the same money types described can be made and are treated as rollovers into the plan. The

Retirement

Jay Schreiber
Executive Committeeman



repayment must be less than or equal to the distribution amount and must be made to a plan that accepts rollovers or to an IRA within 3 years from the date of distribution. After 3 years, you’re no longer eligible to make a repayment of any amount.

What Types of Money Can’t Be Rolled Over?

- After tax (nontaxable) contributions from an eligible employer plan. These are amounts that you’ve already paid taxes on to a non Roth account. Note: Earnings on after tax contributions are considered a pre tax amount that will be taxable to you and are eligible for rollover.
- Amounts from a Roth IRA.
- After tax contributions you made to a traditional IRA (also referred to as nontaxable or nondeductible contributions).
- Amounts paid to you as part of a series of equal or almost equal payments that are made at least once a year and that will last for a) your lifetime (or your life expectancy), b) your lifetime and your beneficiary’s lifetime (or your joint life expectancies); or c) a specified or expected period of ten or more years.
- Required minimum distribution payments.
- Hardship distributions.
- Payments made to you as a non-spouse beneficiary or a non-spouse alternate payee.
- Pass through dividend payments.
- Repayment of any COVID-Related Distribution if the date of distribution was more than 3 years ago.
- Repayments of COVID-Related Distributions of the same money types described.

So many details that it takes a professional to be able to answer correctly. For further information please go to tsp.gov.



Rural Carrier Health Benefit Plan

Tracy Greer
Executive Committeeman

Saving Time & Money

The phrase “Life in the Fast Lane”, couldn’t be any truer today than it has ever been. We always have somewhere to be or something to do and if you are a rural carrier, getting a day off from work can be a challenge.

In today’s technological world, everything is a click or call away. Visiting your healthcare provider in person is always a great idea, but it’s getting very hard to get an appointment on short notice and it may take months to see your provider.

The Rural Carrier Benefit Plan (RCBP) has many options to help you get care and advice without leaving your home or taking off from work. This not only saves you money, but it also saves you time and gets you the care you need quickly.

If you ever experience an emergency, dial 911 immediately. But if you need medical care and it’s not life- threatening, it pays to know your options.

Please use the chart on the next page as a guide to your health care.

As you can see, there are many features and values built into the RCBP. Choosing the right care setting can save you time and money!

I also want to encourage you to get your health screening at our upcoming State Convention. There are still spaces available so make your appointment now. Information on making your screening appointment is below.

Recently, we have had questions about the pay flex card, and I would like to address that. You will receive the PayFlex card once you have a qualifying procedure completed and any additional funds will be added to that same card. If you have lost your card, contact member services at 1-800-638-8432.

CORRECTION

Quest phone number is **855-623-9355**.

This number was published incorrectly in our March April issue.

We apologize for the error.

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. You may sign up for a time slot 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 855-623-9355 and let them know of the event location *Harrah’s Cherokee Resort* and sign up for a timeslot by phone.

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

RCBP Non Emergency Quick Reference Guide

Know where to go:	You Pay*	If you are experiencing:
Telehealth through DialCare® or Teladoc Health® For DialCare: www.dialcare.com/verify or call 1-833-795-7783 For Teladoc Health: Visit Teladoc.com/Aetna or call 1-855-835-2362	Nothing	Minor illnesses such as colds, flu, sinus problems, fevers, rashes, and migraines
MinuteClinic® inside CVS Pharmacy® and Target stores	Nothing	Minor illnesses and injuries, such as ear infections, congestion, minor cuts, urinary tract infections and bronchitis
Convenient Care Clinic	\$10 copay	Minor illnesses and injuries, such as ear infections, congestion, minor cuts, urinary tract infections and bronchitis
24/7 Nurse Line 1-800-556-1555	Nothing	A health concern or need advice on what to do or where to go
Primary Care Provider	\$20 copay	Ongoing medical issues and chronic conditions
Urgent Care Center	\$35 copay	Minor illnesses and injuries such as congestion, minor cuts, urinary tract infections, bronchitis, migraines, sprains and cuts that may require stitches
Emergency Room** **In an emergency, call 911 or go to the nearest emergency room	\$200 copay	Severe chest pain, deep wounds, broken bones, head or eye injuries

*Represents in-network benefits. For out-of-network benefits, see Official Plan Brochure located on RCBPhealth.com

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 has closed.

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

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.

In reporting the results of the election, the candidates shall be placed on the roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates.

In the case of a tie vote, the tie will be broken with a blind drawing done by the Election Committee.

Didn't Receive Your Ballot?

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.

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 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.



**NCRLCA 118TH ANNUAL STATE CONVENTION
HARRAH'S CHEROKEE CASINO AND RESORT**

JUNE 18-21, 2023

Special Guest

NRLCA Director of Steward Operations

Shirley Baffa

Sunday June 18th

District Officer

Training

3:00-4:00 pm



Monday June 19th

1st Timer's

Free Breakfast

7:30-8:00 am

Sunday June 18th, Registration 1:00-4:00 pm

Memorial Service 7:00 pm

RRECS Presentation

With Questions & Answer Session

Tuesday June 20th

Plus so much more

Join Us & Bring a Friend!

OFFICIAL CONVENTION NEWS

North Carolina Rural Letter Carriers' Association 2023 State Convention *Honored Guest Speakers*



NATIONAL RURAL LETTER CARRIERS' ASSOCIATION DIRECTOR OF STEWARD OPERATIONS Shirley Baffa

Shirley Baffa was elected Director of Steward Operations of the National Rural Letter Carriers' Association at the 116th National Convention in Orlando, Florida on Friday, September 9, 2022. The Director of Steward Operations, in conjunction with the other National Board members, oversees and administers the National Steward System.

Shirley was hired by the United States Postal Service in November of 1988 as a Rural Carrier Associate (RCA) and became a Regular Carrier in June of 1998. Shirley has served many roles (Administrative & Steward) within the Arkansas District and was appointed District Representative by the National Rural Letter Carriers' Association. Shirley was elected to the National Board as an Executive Committeeman in August of 2015. Shirley was assigned to the Southern Area.

As a member of the National Board, Shirley has served on the contract negotiation team for the past two national contracts.

Shirley was born in St. Petersburg, Florida but spent most of her life in Batesville, Arkansas, where she calls home. She has the total support of her family—they are all amazing and she couldn't ask for a better support group.

Shirley has a strong belief that “together” we CAN make a difference. She is committed to making a better working environment for the rural craft.



National Auxiliary Vice President Julie Houston

Julie has been married to her rural carrier husband, Rick for 24 years. Together, they have seven children; five girls, and two boys. More importantly, they have 11 grandchildren.

Julie's husband, Rick has been a rural carrier for 33 years. He has served this association in many capacities, including state board member, assistant state steward, state steward, assistant DR, and District Rep. He is currently serving on the Armed Forces Veteran's Club board, both state and national.

Julie is a retired pre-school teacher. She has proudly served as a board member in the Missouri State Auxiliary for over 20 years. She also served as state auxiliary president for 15 years.

Julie was elected to the National Auxiliary Board in 2013, and served in each position, eventually becoming, and serving as president in 2017-2018. She was appointed back to the national board in 2019, and is currently serving as Vice President. She believes it an honor to serve her fellow auxiliary, association, and juniors' auxiliary members, and believes that the rural carriers provide a vital service to this country.

OFFICIAL CONVENTION NEWS

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 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

(Continued on page 14)

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



OFFICIAL CONVENTION NEWS

(Continued from page 13) *State Delegates*

North Carolina Membership Totals

as of April 20, 2023

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

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 preregister 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 21st 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.

District	District Name	Members	Delegates
1	ALAMANCE	72	12
2	ALBEMARLE	90	15
3	BRUSHY MOUNTAIN	138	23
4	ALLEGHANY-ASHE	47	8
5	PEACH BELT	58	10
7	ROANOKE-CHOWAN	55	10
8	SOUTHEASTERN	276	46
9	BURKE-CALDWELL-CATAWBA	182	31
10	FOOTHILLS	131	22
11	SMOKY MOUNTAIN	127	22
12	DURHAM-ORANGE	112	19
14	CASWELL-ROCKINGHAM	70	12
16	CENTRAL CAROLINA	118	20
20	SANDHILLS	236	40
23	SEA LEVEL	234	39
24	WAKE COUNTY	427	72
25	TRI COUNTY-UPPER WAYNE	151	26
26	YADKIN RIVER	185	31
28	SIX COUNTY	159	27
29	CLEVELAND-GASTON-LINCOLN	177	30
30	GUILFORD COUNTY	168	28
34	JOHNSTON -NORTH HARNETT	111	19
36	MCDOWELL-MT MITCHELL MADISON-BUNCOMBE	161	27
38	MECKLENBERG	348	58
42	RANDOLPH-DAVIDSON MONTGOMERY	171	29
44	ROANOKE BEAUFORT-HYDE-N. PITT	149	25
47	RUTHERFORD-POLK HENDERSON-TRANSYLVANIA	110	19
50	PIEDMONT	241	41
52	TIDEWATER	330	55
54	UNION COUNTY	122	21
57	WATAUGA-AVERY	62	11
	North Carolina Total	5018	

OFFICIAL CONVENTION NEWS

State Convention Committee Assignments

CREDENTIALS

Roger Southern, Chairman
Helen Woodard
Ricky Stafford
Steven Kim

CONSTITUTION

Mark McKendree, Chairman
Mike Leonard
Josh Rigeftsky
Brenda Johnson
Angela Wilkinson

RESOLUTIONS

Shari Schreiber, Chairman
Marsha Rawls
Robert Gurganus
Gail Naillon
Lindsey Duncan

ELECTIONS

Debra Bennett, Chairman
Connie Lindsay
Mike Shue
Walter Love
Thomas Hedden

TELLERS

Committee One

Elissa Gonzales, Chairman
Mary Skarr
Mike Redden
Leigh Huffman
Arnold Williams

Committee Two

Donna Hazel, Chairman
Josh Stowe
Wanda Burwell
Angela Morrow
Clarence Rogers

If Elected As A State Officer

If you are elected to the State Board at our State Convention please be aware that you will be required to remain after the conclusion of the State Convention on Wednesday for a Board Meeting.

This meeting will take place immediately after the convention. It takes approximately 2 hours.

If you are running for office please make arrangements to include this meeting your plans. It is required!

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

Secretary/Treasurer

Vicki Gray



It's That Time

I hope everyone is excited to be returning to Cherokee for our State Convention. We have been working hard to put together another great event this year.

We will have a Retirement Celebration for Dennis Conley on Saturday evening in conjunction with the State Convention. The dinner will take place at ??????. Hopefully you already bought your meal tickets!

Sunday will be a free day for most of you. We **will not** be having the usual hospitality reception. We will open up the registration table on Sunday afternoon at 1:00. We will also have a local district officers training session on Sunday from 3:00-4:00.

Sunday evening at 7:00 will be the memorial service.

Monday morning we will host a breakfast for all newcomers before we begin the official session. All first time attendees are welcome and encouraged to attend. Not only we will you receive a free breakfast but you will also receive guidance on how the convention functions.

.Director of Steward Operation Shirley Baffa will



Corn Maiden statue at Harrah's Resort.

be our keynote speaker.

Tuesday night we will have our PAC fundraiser with a "1960s Night Out". So bring some *bread* and put on some *cool threads*. Ladies, you could come as *Diana Ross* or *Twiggy*, *Jackie-O*, or *Marilyn Monroe*. Guys you could be one of the *Beatles*, *Elvis* or *James Brown*, a *Beach Boy* or even *007*! Pick your style and play along.

So don't be a *square*, put on your *bellbottoms* and let's have a *blast*! It will be a *far-out* night with some *boss* food and *groovy* music (all genres). See you there, it'll be a *gas*!

Also, **REMINDER**, the Auxiliary would like you to please preregister your children for the 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 37.

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

Another thing I need to let you know is that Harrah's is still shorthanded at the restaurants. You need make those lunch and dinner reservations ASAP if you plan on staying at the hotel for your meals.

If you do not make meal reservations you may not be able to be seated. This tip comes directly from the staff at Harrah's.

You do not need reservations for the Gordan Ramsey Food Court.

Meal reservations can be made online through the Open Table app or at <https://www.caesars.com/harrahs-choke/restaurant>. If you have a large party then you will have to call the restaurant directly. So,

(Continued on page 19)

(Continued from page 18)

get with your convention buddies and decide how many will be in your dining party and where you want to eat. Then make that reservation.

The NCRLCA will be providing your lunch on Monday and the PAC dinner is Tuesday evening so those meals are covered for you.

We should all be in the new Cherokee Resort tower. There is a Starbucks© and Guy Fieri's Cherokee Kitchen and Bar© located in this tower. All other restaurants on site are located in the other tower.

I'm looking forward to seeing you at this year's State Convention.

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.

FYI ~ Driving to the State Convention

Most GPS systems will send you to Cherokee from I-40 via Highway 19. This route is shorter mileage wise but it is a narrow, winding road through the mountains. It is a beautiful, scenic route and will get you to Cherokee just fine, just at a much slower pace.

You can also get to Cherokee via Hwy 74/ Hwy 23/Great Smoky Mountain Expressway and then take Hwy 441 North into Cherokee (*do not take Exit 103 to Maggie Valley & Cherokee – stay on US 74 until Exit 74 onto Hwy 441N*) This way is a little longer in miles but is a nice wide road and has a higher speed limit. It is still a pretty a ride but is definitely not as narrow & winding as Highway 19.

Make sure you **park and check-in at the Cherokee Convention Center** and not the at the original Harrah's Resort. The Cherokee Center has a separate entrance with it's own parking garage. If you park in in the original facility you will have a long walk to your room and the convention.

Look for this entrance sign at the stoplight into the Cherokee Convention Center



Things To Do In Cherokee

Besides all the convention events there are several fun, free and interesting things to do in Cherokee.

In Cherokee you can enjoy many outdoor activities. There are hiking trails and rock climbing. You can visit swimming holes and waterfalls. Go fishing, kayaking, tubing, or whitewater rafting on the rivers.

There are even several elk that can be spotted grazing in the fields near the Oconaluftee Visitor Center on Highway 441. You may see them on your drive in!

Another fun & free activity is to hunt for the painted bears that are all over the town. In an effort to highlight Tribal artists, several Eastern Band of Cherokee artists have created a series of large, life-like fiberglass bears and painted them in bright vibrant colors and designs. Bears are a large part of the Cherokee culture. According to Cherokee legend, black bears are the keepers of dreams. They are placed throughout the streets of Cherokee. There are currently 19 bears completed. 25 bears have been commissioned. Each is a work of art. There is one at Harrah's resort.

To learn about the history and culture of the Cherokee people visit one of these spots.

- ▶ "Unto These Hills": is one of the most popular things to do in Cherokee. You'll be moved and transported back in time as you watch the story of the Cherokees unfold before your eyes. This is an outdoor drama. There is a preshow at 7:30 p.m. and the show starts at 8:00 p.m. nightly, except Sundays.
- ▶ Oconaluftee Indian Village: take a trip in a time machine and transport yourself back to a recreated village from 1760.
- ▶ Qualla Arts and Crafts Mutual, Inc.: see authentic Cherokee arts and crafts as they're created: bead working, pottery, stone carving, wood carving, basketry, finger weaving and more.
- ▶ Museum of the Cherokee Indian: learn about the fascinating heritage, history and culture of the Cherokees.
- ▶ Cherokee Veterans Park: is dedicated to all members of the Eastern Band of Cherokee who have served honorably in the Armed Forces of this great nation. It has many interesting statues and memorials.

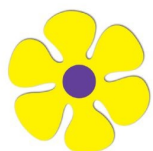


22 foot tall Sequoyah statue outside of the Cherokee Indian Museum.

Please visit <https://visitcherokeenc.com/things-to-do-in-cherokee-nc/> for more information.

The 1960's

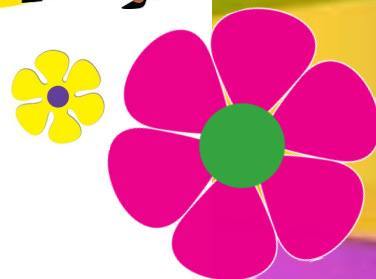
PAC FUNDRAISER



DINNER
SILENT AUCTION
MUSIC & DANCING

Tuesday June 22

Come & Get Your
Groove On



Groovy!



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.**

Social Security Fairness Act



Legislative Representative

Van Heath

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.

Both GPO and WEP unfairly penalize rural letter carriers and other postal and federal retirees who chose to pursue a career in public service. These provisions can drastically reduce a retiree's income at a time when many are struggling to make ends meet. Both provisions should be eliminated and allow postal and federal retirees all of the benefits they have earned

while working in public service.

The NRLCA supports the repeal and the elimination of the WEP and GPO provisions and urges Members of the House to co-sponsor H.R. 82.

Since my last article we have picked up two more NC Cosponsors.

Alma Adams (D-NC-12)

Deborah Ross (D-NC-2)

Kathy Manning (D-NC-6)(NEW), and

Don Davis (D-NC-1)(NEW)

Representative Davis is my member of Congress and proof that writing letters does make a difference.

Back on Valentine's Day I met Rep. Manning in Greensboro. When I brought up this bill the Union Hall erupted. Everyone wanted this bill passed and the conversation stayed on this topic for some time with many of those present commenting. Rep. Manning promised to go back to Washington and cosponsor this bill. She was good to her word and did.

Please write or call your member of Congress. Continue to ask the other ten members of the NC delegation to cosponsor this bill and thank the four that already have.

The total number of Cosponsor has reached 223. Now we need to encourage the Speaker to put this bill on the agenda and bring it to the floor for a vote.

I look forward to seeing everyone in 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

PAC CHAIR
Brenda Gibbs



Thank you to all our sustaining donors!

Your support is greatly appreciated. At this year's State Convention, to show our appreciation, we will be awarding prizes to those sustaining donors whose names are drawn.

If you are not a sustaining donor you can become one by filling out the attached form and sending a voided check to PAC at the address shown on the form or you can have your deduction set up through payroll. If you do not use checks, you can have it deducted from your bank account.

These deductions come out around the 5th of each month. Use the enclosed forms, or you can find them

at NCRLCA.ORG and make your choice today. Joining before May 31 will give you the opportunity to have your name in the \$200 drawing to be awarded at the State Convention in Cherokee. No amount is too small.

By the time you receive this issue, most of our district meetings will be over and the effects of RRECS will be seen in our paychecks. Could you use an extra something? We are also giving away a Diamond tennis bracelet valued over \$1000, a \$100 target gift card, and a \$100 visa gift card. Send your donation to PAC today!

See you in Cherokee!!!

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 OR include your bank routing number along with your account number.

Bank routing number _____ Your account number _____

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.

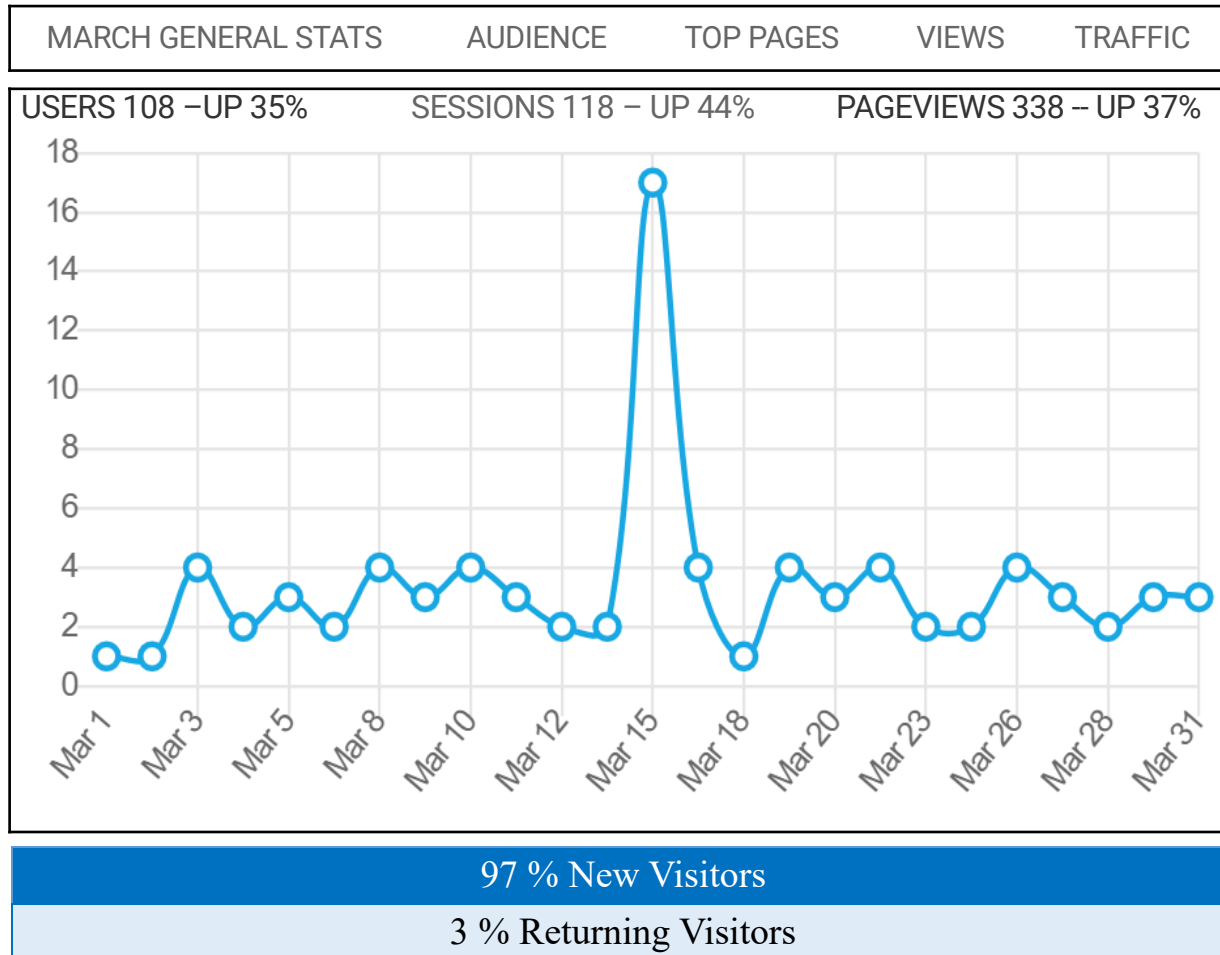
Steps for signing up by Phone:

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.

Stay Informed

Check the Website Regularly

Webmaster
Renee Johnson



The above chart is for March 2023. The thirty-one-day graph shows a spike in website visits between March 13, 2023, and March 18, 2023, whose dates correlate with District Meetings, NRLCA Retirement Specialist postings, and several RRECS links to the National Website.

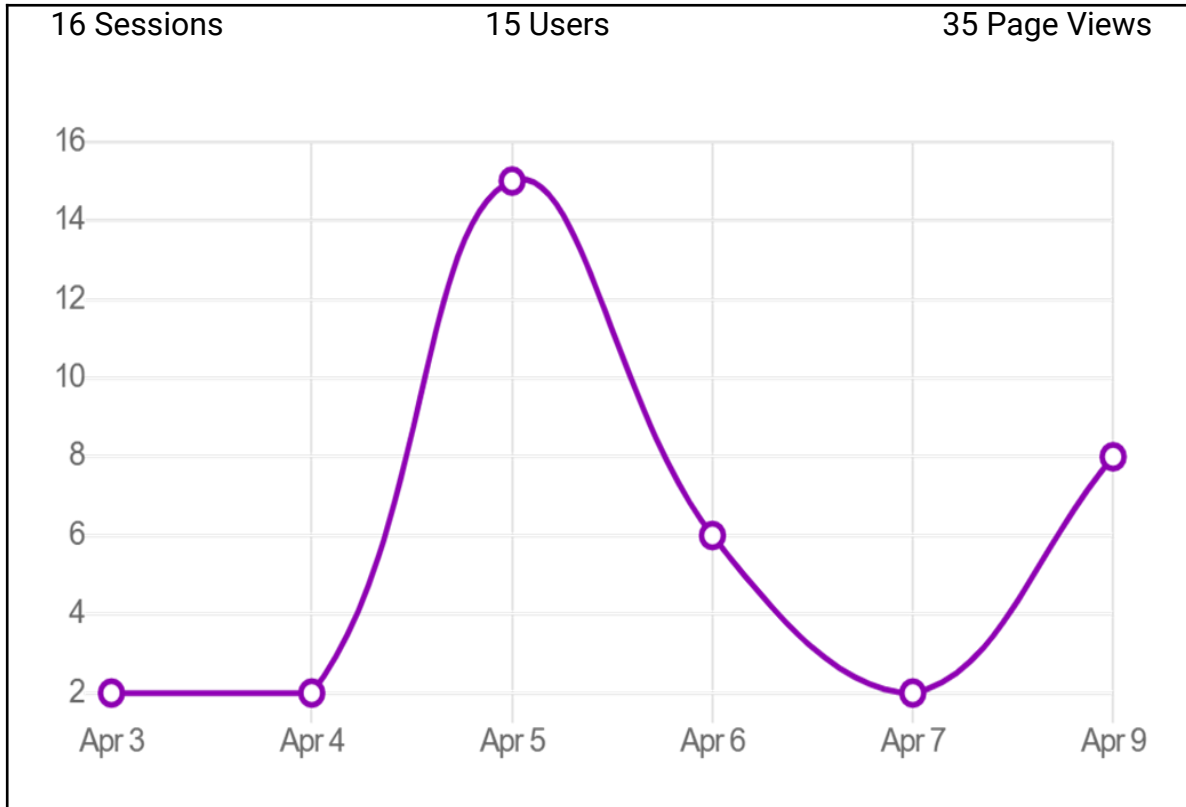
It also shows us that we are picking up new traffic. While March ended with 97% new visitors, the first full week in April had 100% new visitors (Refer to the chart on the net page).

Some of the intriguing information they may have been seeking:

- Registration for RCBP health plan members:
<https://www.ncrlca.org/2023/04/08/register-now-for-rcbp-bio-screening-at-ncrlca-convention/>
- North Carolina State Preregistration Form:
<https://www.ncrlca.org/2023/03/29/nc-state-delegate-preregistration-form/>
- NRLCA grievance form 8191:
<https://www.ncrlca.org/wp-content/uploads/PS8191-USPS-NRLCA-Joint-Step-1-Grievance-Form-March-2007-1.pdf>

(Continued on page 27)

General Stats for April 3, 2023 through April 9, 2023



100 % New Visitors

0 % Returning Visitors

(Continued from page 26)

Another quick-printing form is the 1187 membership form:

<https://ncrlca.pairsite.com/wp-content/uploads/1187-Form.pdf>.

I have also heard from many carriers who realized they would have been better prepared for the RRECS implementation had they been members and received the newsletters we routinely mail.

As we gear up for our annual North Carolina State Convention in Cherokee, take a moment to look around the website and invite the other rural carriers in your office to do so as well.

See you in Cherokee,

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

RURAL CARRIER SPOTLIGHT

Robert (Bob) J Lampman Jr. Receives Think Apex Award

Robert (Bob) J Lampman Jr. was recognized by the town of Apex with a Think Apex Honorable Motion Award on April 11, 2023.

due to his outstanding customer service along his route and his dedication to the postal service along with his humanitarian efforts in the Apex community since August of 2007.

Bob is always helping the people in his community and in his position as a Rural Carrier in the US Postal Service .

He is a joy to work with and to be around.

Everybody loves Bob Lampman!



Bob Lampman receiving his Think Apex award from Mayor Jacques Gilbert.

From the Think Apex.biz website.

What started as an idea from Apex Council Member Nicole Dozier to encourage residents to shop local has evolved into a much broader campaign.

Think Apex was created in 2014 to encourage a local mindset by all parts of the Apex community, including businesses, residents and visitors. It not only encourages those in and around Apex to support and invest in the distinctive aspects of our community, but to also make a positive impact by performing unique acts of service.

The *Think Apex Awards* allow town officials to recognize businesses, individuals, non-profit organizations, and youth for their dedicated service to others and the Apex community as a whole.

Honoring community members for their dedication and invaluable contributions to the Apex community strengthens our commitment to one another as the Peak of Good Living.

CONGRATULATIONS BOB!



Bob Lampman (center) surrounded by his co-workers at the Apex Post Office.

Jonesville Post Office featured in Atlantic Area Insight

Atlantic Area Insight

JANUARY 19, 2023

DISTRICT IN THE SPOTLIGHT: NORTH CAROLINA

2

Post Office Equips Businesses To Grow

The Jonesville, NC, Post Office recently hosted a Grow Your Business event to demonstrate how USPS has easy and affordable services to help small business owners be successful.

"This is the first time we've had a Grow Your Business event at this post office," said Jonesville Postmaster Stewart Wilkins. "We connected with a lot of local small business owners."

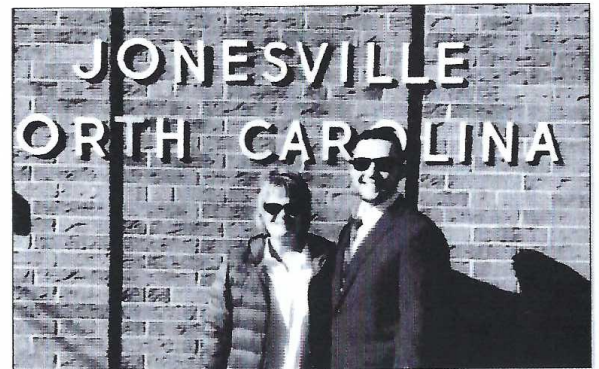
The Yadkin County Chamber of Commerce promoted the event to their members, which helped drive up turnout. Wilkins added that the town has recently increased its efforts to promote small businesses and the Postal Service is eager to help them.

"Customers seemed very pleased to learn about services that they didn't know we offered," Wilkins said.

Grow Your Business events give local postal leaders the opportunity to network with small business owners and educate them about products and services such as Every Door Direct Mail (EDDM), Informed Delivery and USPS Connect.

Jonesville is in northwestern North Carolina approximately 45 miles west of Winston Salem.

"We want to see our customers succeed," said Devoyne Green, North Carolina customer relations manager. "This event was a reminder to them that their business is our business."



Jonesville Mayor Anita Darnell joins Postmaster Stewart Wilkins at the Jonesville Post Office during a Grow Your Business event.

I wanted to submit this to remind my fellow coworkers to be ever mindful of growing businesses. We need to help serve our customers and ourselves. This is a great opportunity to grow our futures.

We were very happy to have our Mayor, Mrs. Anita Darnell attend a "Grow Your Business" event. Our Postmaster Stuart Wilkins and the Yadkin County Chamber of Commerce had this event in our parking lot of our small post office.

We the carriers worked hard leading up to the event with our Rural Reach conversations.

Now that we have our first mini mail survey behind us, I ask the question to you, my coworkers, How often do you use the "M" on your scanner under RRECS?

I am in one of the many offices that helped study the RRECS program. After many years working with all the different parts of the study, I feel it is very important to make the most of your jobs to serve our local community. Our future is depending on us helping the postal service and our customers.

Submitted by Amy Hunter Anderson



Auto-Home Insurance *Carlton Crutchfield*

So, you've finally taken that big step and purchased that recreational vehicle, boat, ATV, home or car you've been dreaming about. Now you need to protect your investment that you have worked so hard to purchase.

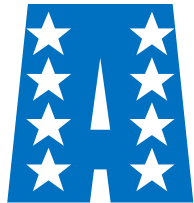
So the first question you should ask yourself is do I have enough insurance to cover my assets or possessions?

Remember to be proactive when it comes to getting the right insurance coverage. Don't wait until you have a loss or damage. Get the correct coverage NOW!

If you find yourself with questions or needing a quote, look no further. National General has been endorsed by the NRLCA for over 68 years. Let this group of knowledgeable and dedicated insurance professionals handle your insurance needs by calling 1-888-325-7727. Mention code RRP to receive your free \$10 Visa Reward Card.

If you have any questions, don't hesitate to call, email or text me. I will do my best to get the answers for you!

I look forward to seeing many of you in Cherokee NC for the State Convention!



**ARMED FORCES
VETERAN'S CLUB**



The Armed Forces Veterans Club (AFVC) is an organization which started at the NRLCA national level to honor and recognize our members who are veterans of the United States military services. The primary purpose of the AFVC is to raise money to provide scholarships to children and grandchildren of club members pursuing higher education.

The North Carolina chapter of AFVC began in 2019 to support the national AFVC and provide opportunities for our members to win scholarships at the state level. This year, the AFVC table will be open from Monday afternoon through Wednesday morning for old and new members to sign up. There will be a meeting of all AFVC members at the Monday lunch break. At that time we will elect new officers for the coming year and vote on changes to our state constitution at that time. All members are encouraged to attend.

See you in Cherokee.

Debbie Bennett, President

Audrey Solomon, V-President

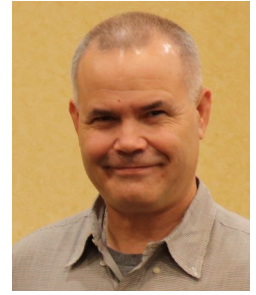
Mike Shue, Secretary-Treasurer

I want to thank my fellow carriers in North Carolina for your support of the Provident Guild. I have enjoyed meeting so many of you at your district meetings. I look forward to meeting more of you at the state convention.

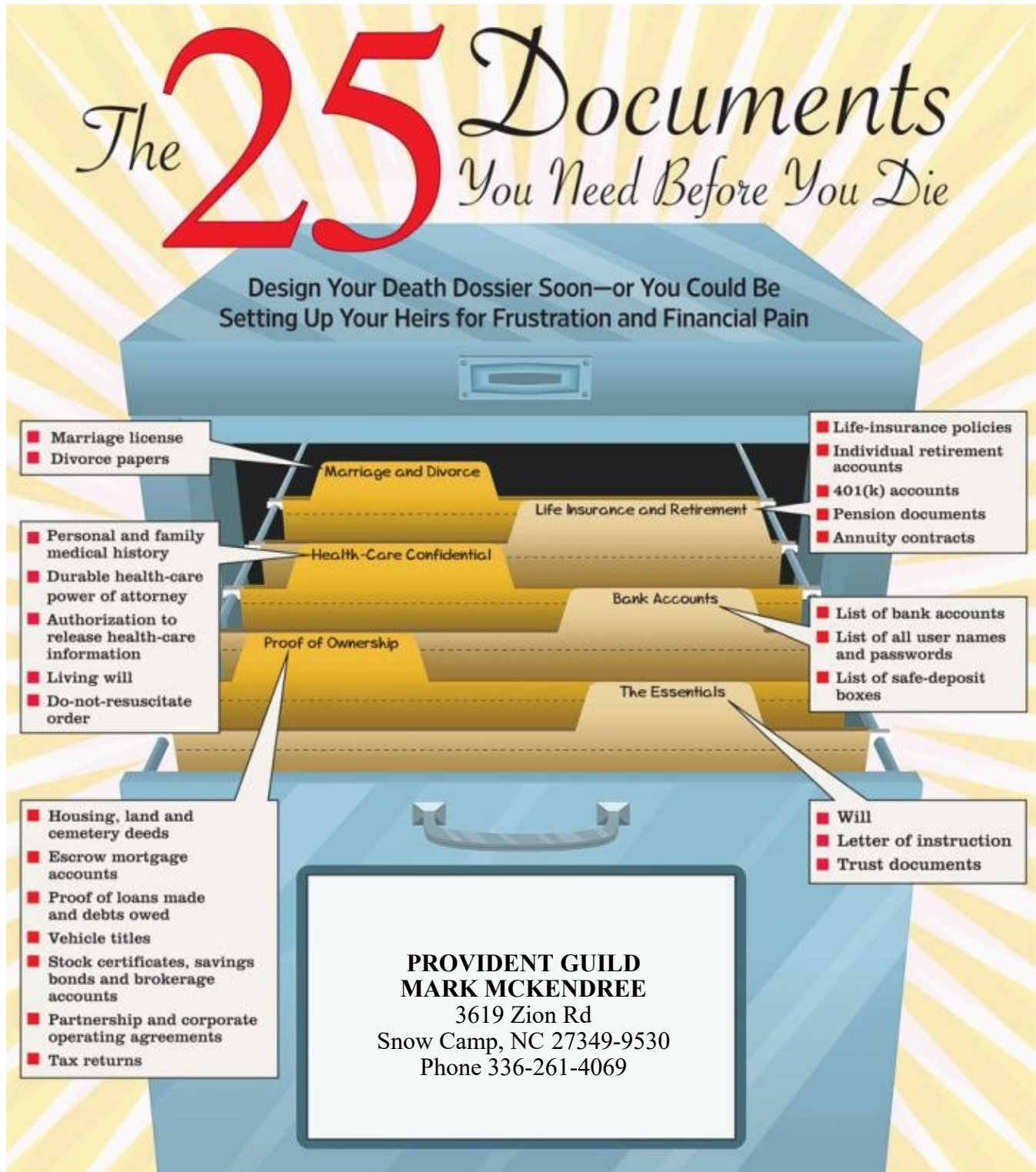
All new members that join the Guild at the state convention will be placed in a drawing on Wednesday. The winner will get their first year of Provident Guild membership for free.

Provident Guild Representative

Mark McKendree



I look forward to seeing you in Cherokee in June.



RCA CORNER

Health Insurance for RCAs

As a Rural Carrier Relief (RCA) you only have access to one Health Care plan with the USPS.

The USPS HEALTH BENEFITS PLAN: This health benefit plan is available to all non-career RCAs (ARCs do not qualify under the plan).

You must sign up for health insurance within 60 days of your hire date. If you miss this deadline then you will have to wait for open season or have a qualifying life event to enroll. Open season is during November-December every year. Watch for actual dates to be announced as we get closer to November.

Carefirst Blue Cross Blue Shield is the new plan administrator for the USPS Health Benefit Plan. The Rates listed next are per pay period:

Self only \$48.50

Self plus one \$110.25

Self and Family \$156.00.

The health insurance copayment by the USPS is a fairly recent benefit for RCAs negotiated into our contract by the union.

You must sign up for health insurance within 60 days of your hire date. If you miss this deadline then you will have to wait for open season or have a qualifying life event to enroll.

Converting from RCA to Career Carrier

An important fact to know is that if you are converting from non-career (RCA) to a career carrier (PTF or Regular Carrier), the Non-Career insurance will end 28 days after the date of your conversion.

As a new career carrier you have 60 days to choose a new health insurance plan from the many offered by USPS, including the Rural Carrier Benefit Plan that is just for union members.

If you do not want a lapse in coverage you will need to select your insurance within 28 days. This is spelled out in the packet you will receive in the mail with the new insurance choices.

For questions regarding insurance please refer to

Lite Blue/My benefits page or contact Shared Services at 1-877-477-3273.

Life insurance, the Federal Employees' Group Life Insurance (FEGLI) through USPS is only available for the first 60 days after you make career carrier as well.

All career employees are automatically enrolled in a basic life insurance plan which is your annual salary rounded up to the next \$1,000 plus \$2,000 at no charge to you.. You may elect to get more, from 2 times up to 5 times your salary for a nominal fee. This is a one time chance.

The USPS has **no open season** for life insurance, and almost never lets you acquire any additional life insurance later on. If you need life insurance you should get it within those 60 days. You can always decrease your coverage but you can't get any more through USPS after that initial 60 day window.

One more thing to be aware of, all new career employees are automatically enrolled into a Thrift Savings Plan.

Five percent of your base pay as a new career carrier is automatically withheld from

your pay and deposited into a TSP account each pay period.

The Postal Service also deposits a five percent "matching" contribution. This breaks down as an automatic one percent deposit regardless of your contribution with an additional four percent matching payment. This is a total deposit of 10% of your base salary being deposited into a TSP account from day one as a career carrier.

You can choose to increase, decrease or eliminate this level of contribution but you must deposit 5% to get a matching 5% from the USPS.

Visit www.tsp.gov to learn more.

RCA CORNER

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North Carolina District Representative

Bethany Small

Where Is The Data?

In the blink of an eye, here we are coming up on the half-way point of 2023. I can say with complete confidence that the last 6 months of RRECS has gone about as smoothly as the previous 11 years. The frustration that is felt concerning RRECS has been escalating for some time, and to date, I am not sure we have hit the crescendo. With seemingly little reason to remain patient, I am asking that we all tap into our secret source of Zen and try to see this unimaginably frustrating process through.

Quite frankly, this has been too much for some of us. Some of our more tenured brothers and sisters decided it was time to retire, some of our newer folks decided there were more promising opportunities elsewhere. Some in the middle of it all decided that it just wasn't worth it anymore. And then there are the rest of us, who for better or worse, are still waiting for the product that we were promised some 11 years ago.

I think it goes without saying that the quality of the

employment experience at the Postal Service as a rural carrier over the last decade has consistently declined. My travels across the state of North Carolina in the last three months revealed to me our common belief that things have never been this bad. And while I believe that every one of us should be fighting mad at the Postal Services' lack of commitment to the transparency and legitimacy of RRECS, now is not the time to throw in the towel. Keep fighting, for your route, for the craft, for your livelihood. Now, more than ever, for the sake of the future of the rural carrier craft, we must keep going.

I realize that this is not the first time I have written about this, but we are literally in the home stretch of the final phase of implementation. While RRECS is not the only issue the rural carrier craft is facing, it certainly is the most prominent and collectively most impactful, and therefore, most consuming.

**It is imperative that every
rural carrier be able to see
the data that is used to
determine their pay.**

Your steward system here in North Carolina has been working day and night to help carriers with disputes and grievances. Making sure that the National Board is aware of the RRECS issues here in North Carolina. There are a few isolated issues, but the consensus is that North Carolina has the same issues as the entire country.

The National Board has compiled a list and specific examples shared by our carriers to continue to be our voice with USPS Leadership. I know we want to see explosive results from these meetings, but this is more of a 'chipping away' process.

(Continued on page 35)

SOME GAVE ALL

PLEASE TAKE A
MOMENT ON THIS
MEMORIAL DAY TO
REMEMBER THOSE
THAT PAID THE
ULTIMATE PRICE.



North Carolina Rural Carrier

May June 2023

(Continued from page 34)

The list of problems is extensive, but mainly the largest concern is that the composition of the evaluations is still not clear. Whether your route gained or lost, the method in which the Post Office got your evaluation is riddled with errors. Your National Board has kept in constant contact with Postal Headquarters, addressing each issue that has been brought to their attention.

If your route increased, I know you have been dismayed at the additional delays in implementation. But if you were part of the 66% of rural carriers whose route lost time, the delays are justified. It is imperative that every rural carrier be able to see the data that is used to determine their pay.

We are all getting impatient, but we must ensure that the data it is correct.

On a related note – no offices should be attempting to implement the Formula at this time. If your Postmaster is threatening the Formula, please reach out to your Area Steward or ADR if you don't have a local steward.

Since the glitches are still being worked out with RRECS, it would be improper to invoke the Formula without being certain of the offices' route classifications. Additionally, the existing rules are

still in effect – every Formula office must have the number of PTFs that is equal to 10% of the number of K routes in the office.

The Relief Day Work List should have been posted in your office from April 15th through April 28th, with an effective date of May 8th, 2023.

Signing your name to the RDWL entitles you to choose how you are paid for your relief-day work. Your choices are DACA R (a mutually agreed upon X day taken within 12 weeks of it being earned), DACA 3 (50% of your daily pay and an X day scheduled by management), or DACA 5 (150% of your daily pay only). If you choose to not sign the Relief Day Work List, your compensation for working your relief day can only be DACA 3.

With the arrival of spring, many of us are looking forward to taking leave. Remember that you should submit your leave slips no sooner than 60 days out from the first day of your anticipated leave period unless there are extenuating circumstances or a 'life event,' in which case you can submit with more notice. Leave should be approved by seniority (most senior person to submit each day) when there is a leave replacement available.

Hopefully we will see each other at the 2023 North Carolina RLCA State Convention in June. Until then, stay safe!

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.

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

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VICE PRESIDENT

LILY GRAY
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SECRETARY/TREASURER

ALLISON HOLT

CHAPLAIN

EASTON SMITH

Get Ready for State Convention

Auxiliary News

From

Deliah Johnson

Time to grab your bags to go to Cherokee! It is a great place to visit. Located between Asheville, North Carolina, and Gatlinburg Tennessee just outside the great Smoky Mountains National Park. Enjoy the cool weather and outdoor activities, such as fishing, hiking, camping and the drama, "Unto These Hills", Plus, the beautiful Harrah's Resort and it's amenities.

The auxiliary is growing and we need **YOU!**

If your spouse belongs to the association, you are automatically an auxiliary member as well as your children! Yes! There is a place for them in the juniors! They participate in business, social and recreational activities while the association and auxiliary meet.

There are also contest them to enter to when cash and scholarships to help with school for them. Everyone makes friends that last a lifetime.

Auxiliary members don't forget the PAC auction. This is a great way to support our carriers and it's fun! Bring your items to donate to PAC.


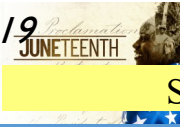
Load up those bags and come to Cherokee! Hope to see you there June 19-21.

**25 JUNIORS ATTENDED THE STATE
CONVENTION LAST YEAR IN CHEROKEE.
YOU SHOULD JOIN US THIS YEAR!**




Pictured are 18 of the Juniors at the swimming pool.

JUNE 2023

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

JULY 2023

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

Important Dates

May 14	Mother's Day	June 19-21	State Convention
May 20	Armed Forces Day	June 19	Juneteenth Holiday
May 29	Memorial Day Holiday	July 4	Independence Day Holiday



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

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

Address Service Requested



We Need You!

We need you to participate in your union.

We need you to attend your State Convention and other meetings.

We need you to share your ideas with us.

**We need you to VOTE for your National Delegates
when you receive your ballot.**

We need you to consider becoming a local steward.

We need you to help recruit non-members.

We need you to donate to PAC.

We need you to keep our union strong!