



RRECS DISPUTES & WHAT NOW?

The first RRECS Mini-Mail Survey/Dispute cycle has finally ended. The North Carolina District received 3,122 disputes in total and each one was heard. The process entailed one NRLCA Representative and one Labor Representative hearing each dispute and coming to an agreement on the proper resolution based on the specificity of the dispute and the supporting documentation.

The three options were to: 1) resolve the dispute, 2) take no action or, 3) impasse it to the Area to be considered.

Resolved disputes were either settled with language/instructions or a value was credited to the route as a base-hour change.

No Action or Non-actionable disputes were disputes that either focused on 4241-A/4241-M with the wrong date, items that were not disputable or disputes where the carrier did not give us any specifics to work with.

We had to impasse disputes where we couldn't make the math work or there were known issues that could not be resolved at the district level such as WSH flats, multi-zip issues or Route Coverage

Of the 3,122 disputes filed, 638 were resolved, 2,137 were not actionable, and 347 we had to impasse to the Area.

All completed dispute review sheets were sent to local management by the lead Labor Representative to be distributed to the carriers who filed.

(Continued on page 27)

INSIDE THIS ISSUE

**National
Convention**

**COLA
Increase**

**Relief Day
Work List**

North Carolina Rural Letter Carriers' Association

Officers

PRESIDENT

AUDREY SOLOMON

333 Jeribec Drive
Willow Spring, NC 27592-8093
Phone 919-639-0767

NCRLCAPresident@gmail.com

VICE PRESIDENT

ELAINE ALTHOFF

71 White Pine Dr
Waynesville, NC 28786-3151
Phone 828-456-9352

NCRLCAVP@gmail.com

SECRETARY/TREASURER

VICKI GRAY

424 Wapiti Drive
Spring Lake, NC 28390-1562
Phone 910-745-8815

NCRLCASecTreas@gmail.com

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

Executive Committee

SAFETY

BRIAN HAMLETT

7668 NC Highway 62 N
Blanch, NC 27212-9257
Phone 336-514-7406

NCRLCASafety@gmail.com

RETIREMENT

JAY SCHREIBER

132 Sky Sail Blvd
New Bern, NC 28560-4572
Phone 252-474-7473

NCRLCARetirement@gmail.com

FEHB

TRACY GREER

PO Box 41
Vilas, NC 28692-0041
Phone 423-707-5578

NCRLCAHealth@gmail.com

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

Appointed Officers

CHAPLAIN

PAMELA STANLEY

43 Beauregard Drive
Spencer, NC 28159-1967
Phone 704-870-8202

AUTO-HOME INS. REP.

CARLTON CRUTCHFIELD

3473 Yarboroughs Mill Road
Milton, NC 27305-9105
Phone 336-514-3861

NCAutoInsRep@gmail.com

LEGISLATIVE REP

VAN HEATH

25722 US Highway 64
Jamesville, NC 27846-9272
Phone 252-809-2144

P.A.C. CHAIRMAN

BRENDA GIBBS

5877 Turner Smith Road
Browns Summit, NC 27214-9523
Phone 336-656-0123

YourNCPAC@gmail.com

WEBMASTER

RENEE JOHNSON

383 Clint Johnson Road
Wilkesboro, NC 28697-7243
Phone 336-984-2368

NCRLCAWebmaster@gmail.com

PROVIDENT GUILD

MARK MCKENDREE

3619 Zion Rd
Snow Camp, NC 27349-9530
Phone 336-261-4069

NCProvidentGuild@gmail.com

P.A.C. CO-CHAIR

CELESTE BRITT

442 Coy Smith Road
Albertson, NC 28508-9433
Phone 252-560-9162

HISTORIAN/PHOTOGRAPHER

DEBBIE BENNETT

219 Cecil Ave
Spring Lake, NC 28390-2522
Phone 910-436-6487

NCRLCAHistory@gmail.com

The *North Carolina Rural Carrier* is published bi-monthly as a benefit to the members of the NCRLCA. It is printed by Williams Printing of Fayetteville, NC and mailed at standard rate by permit from Fayetteville, NC. Articles and photos must be submitted to the editor by the 10th of the month prior to publication. Late submissions may or may not be printed.

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

Table of Contents

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 T!me4*Fa11*

The password will be
changed to the above on
September 30, 2023.

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

Cover Photo

Sunflower field along
the Neuse River Trail in
Raleigh, NC.

Auto-Home Owners Insurance	16
Auxiliary News	34
Calendar	35
Chaplain's Message	5
COLA Increase	16
Conley Thank You	8
District Representatives & Area Stewards	26-33
Dues Rates	32
EAP	32
Emergency Hotline Number	3
Fall Booster	36
Grievance Form Example	32-33
Junior Auxiliary News	15
Legislative News	10
NCRLCA Website & Password	3
National Convention	17-25
North Carolina Convention Photo	13
Obituaries	5 & 9
Officer Assignments	2
PAC	11-13
President's Message	4
RCA Corner	23-25
RCHBP	8
Relief Day Work List	30
Retirement	7
Rural Carrier Moments	14
Safety	6
State of the Union	17
Steward Appreciation Week	22
Webmaster	15



President
Audrey Solomon

SEASON OF CHANGES

Wow, summer is over, and fall is fast approaching. As we prepare for the new change in seasons, we should also be prepared for the many changes our employer (the US Postal Service) is steadily rolling out. Listening to Mr. DeJoy, US Postmaster General, at the National Convention, the delivering for America plan includes:

- * Flying in Formation -- where management explain the why and how to behind the new initiatives. This initiative should educate management to be better managers. It is not about doing it because headquarters says so – but we need to work for our customers.
- * A Stronger Postal Operations Network – spending forty billion dollars in modernization which includes refurbishing facilities, delivery, transportation, mail processing and retail network.
- * Competitive Pricing – even though we will still be cheaper than our competitors, we will increase prices to offset rising inflation costs.

Now this is where we come in, we must also be ready for change. We have changed over the years from Pony Express to now. I know it is going to be challenging and frustrating, but we must stay positive. This is not just a job; it is a rewarding way to serve the public. Our customers in most instances are like family to us.

OBSTACLES WILL COME; WE CAN CHOOSE TO FOCUS ON THEM OR HAVE FAITH WE WILL OVERCOME!

By the time you read this, the 117th National Convention has convened. The fifty-three delegates and three non-delegates have sat through hours of meetings and seminars. We along with forty-nine other state’s delegates voted as follows:

- ** seventeen constitution changes, whereas five passed and twelve failed
- ** three hundred and thirty-six non-binding resolutions – fifty-three failed
- ** thirteen were binding resolutions – two were moved to non-binding – eleven binding failed
- ** we had four appeals – all recommendations were upheld
- ** we elected the new members of the National Board

I also want to say **CONGRATULATIONS** to Anakin Hamlet on becoming the Junior’s National President!

North Carolina had nine first timers. They had to learn fast, but I am proud of each of them. They took on the challenge and persevered. Thanks to all the delegates that answered questions and guided the first timers through their first convention.

We also elected Tracy Greer as our newest member on the SAC Board at our North Carolina breakfast meeting.

We should have our second evaluation by now. I hope each route improves. *Do not forget when splitting routes, to use the switch route function which populates the split route.*

If your district is having a fall meeting, please attend and get information from your stewards. The Fall Booster will be November 12, 2023, at Shell Island Resort Wrightsville Beach. We hope to see you there.

BE SAFE AND PAY ATTENTION TO YOUR SURROUNDINGS

**#BEKNOWDO BELIEVE IN YOURSELF
KNOW YOUR JOB DO YOUR JOB**



2023 National Convention Flag Ceremony
North Carolina President Audrey Solomon

Chaplain's Message

Pamela Stanley
Chaplain



C O N F I D E N C E

Confidence vs Counterfeit Confidence

Our current culture encourages us to project confidence, however, in this season, the countercultural God, we serve is calling us to allow him to impact it. Whether we put our confidence in our own gift or in what we project through the masks we wear on social media, the only place where our confidence can rest is in God.

Everything we're doing to cultivate counter confidence must cease. Many of us are buckling under the pressure of life because we developed a fraudulent imitation of confidence that cannot sustain us. Yet at the same time, we also silence the lies that steal our confidence.

Do we struggle with not feeling smart enough, not having enough money or time, or not being good enough? Just remember: God is enough. So how do you develop real confidence that only God can provide? By trusting God's process and timing.

Paul pens this letter amongst everything that the church was dealing with then (you might be experiencing now) - sickness, hardship, stress,

bondage, sleepless nights, and pain.

Despite what you're going through in life, God has a secret to tell you: He's never been defeated! We must put our full weight of our confidence in the promise of God and his character. Don't feel like a failure if some situations don't happen as you had hoped. No matter the good and the bad, the peaks and the valleys, or the wheat and the tear that grows together in our life, rejoice knowing there's a blessing in everything. Trust the process and be confident in the one who allowed it.

For those of us who have too much confidence or even not enough, the revelation is the same. Your confidence is in God's faithfulness.

Whatever stands in front of you, has hurt you, or whatever the enemy meant for evil God is turning it for good. The plans of God are revealed in the presence of God, therefore, seek him for real confidence while letting go of the counterfeit.

God will never fail so neither will you.

Now this is the confidence that we have in Him, that if we ask anything according to His will, He hears us.

Prayer request please call 704-870-8202



Obituaries

Daniel Jeremy Reid, 35, of Thomasville, North Carolina, passed away on Friday, July 7, 2023.

Jeremy was born to Daniel and Terrie Reid on March 4, 1988. He married the love of his life, Sondra, and together they raised 7 beautiful children.

Jeremy was a true family man and his family meant everything to him. He was a wonderful father and husband.

Jeremy enjoyed rescuing fish and sports.

He is preceded in death by his father, Daniel G. Reid and grandfather, Jack Thomas.

Jeremy is survived by his loving wife, Sondra; his children, Haley Elizabeth Reid, Addison Marie Reid, Kyle Daniel Reid, Kendra Rae-Ann Reid, Savannah Grace Reid, Mattie Lou-Ann Reid, and Christopher Jayden Baxter; mother, Terrie Reid; sister, Danielle Reid and her two children Jacob and Christa; his grandmother, Barbara Thomas; and many extended family and friends.

Jeremy will be severely missed by all who had the pleasure of knowing and meeting him. He had a smart

(Continued on page 9)



Safety

Brian Hamlett
Executive Committeeman

Proper Lifting Reduces the Risk of Injury

You may have noticed letter and flat mail volume has been on decline for a number of years. The electronic age has drastically changed what we're carrying now from when I started and that mail volume isn't coming back.

Amazon changed the game for us with all the routes that were buried daily under hamper loads of parcels and the introduction of Sunday delivery.

Safe lifting is more important now to our health and longevity than ever. The following is the cover story from Postal Bulletin 22630 published August 10, 2023.

At the United States Postal Service, lifting and handling are a part of daily duties for every employee. With the Postal Service's increased emphasis on package delivery, employees and their supervisors must learn how to reduce the potential risk of injury from lifting.

Sometimes it's not what you are lifting, but how you are lifting that causes a painful back injury. Many back injuries are caused by everyday activities like lifting groceries, picking up a child, or reaching down to pick something up off the floor.

Lifting injuries can also be caused by sudden excessive exertion or develop over time with repetitive movement, such as:

- ▶ Bending, twisting, or reaching.
- ▶ Lifting loads heavier than an individual's physical capabilities.
- ▶ Reduce the risk of lifting injuries with the following tips:
 - ▶ Elevate tubs, trays, and parcels to a raised surface to avoid lifting from the floor. Also, place items you lift frequently into the zone between the knees and shoulders where the body has the most available strength.
 - ▶ When available, use table platforms, hamper inserts, and mechanical aids like pallet lifts or tilters to avoid bending and reaching.

- ▶ Position yourself correctly to ensure you can see over and around the load you are carrying to avoid tripping hazards.
- ▶ Use reach tools to bring out-of-reach items into position for proper lifting. Back bending from reaching or shoulder extension from overreaching could result in an injury from awkward posture.

Practice proper lifting techniques to prevent injuries:

Plan your lift. Decide on the route you will take and check your unloading spot so that you can anticipate any problems. Make sure your path and field of vision are clear.

Size up the load. Test the weight and assess the shape and position of the package. If the load is too heavy or awkward to move alone, use a hand cart or do a team lift. Team lifting is a technique used whenever handling or transferring anything that is too large for one person. During a team lift, designate a person to lead the lift, lift at the same time, keep the load level, and slowly unload together. Working together will make the job easier, faster, and less dangerous.

Lift correctly. Keep the load as close to the body as possible, maintaining a neutral back posture to avoid bending, while keeping your chin up and lifting with your legs. Let your legs do the work by using your strong thigh muscles to lift, rather than your weaker back. Don't twist your body if you need to turn. If possible, place your feet shoulder-width apart and straddle the load. Move your feet instead of your trunk.

Unload items carefully. If your load must go on the back of a deep shelf, use a reach tool, put the load down on the edge, and push it into place. If you are placing the item on a lower level, bend your knees and squat as you unload it. To retrieve an item from deep within a box or drawer, use a container tilter to tip the container to reduce bending. Get as close as you can to the object, squat slightly, and place your bent knees against the box or drawer before you lift.

The best way to avoid injury is to lift properly and know what you are lifting. Be sure to get help with a load that you cannot safely lift by yourself. When you find it necessary to lift a heavier object, think carefully about the smartest way to accomplish this task. Practice safe lifting to keep your back healthy and to prevent painful or disabling back injuries.

For more information about safe lifting, visit blue.usps.gov/hr/safety/lifting.htm.

Retirement

Jay Schreiber

Your Annuity Estimate



Yours could be much different.

Now this is based on less than 10 years as a career carrier, hopefully yours will be higher. Also notice there are 10 different salaries that make up this estimate. These come from step increases, COLAs and contractual raises and do not include any future increases.

Here comes the second round of RRECS. Some carriers have taken the stance that if their route doesn't regain what they lost in May, they are retiring or quitting. I hope you have been preparing to make the leap the past four months if that is your decision.

If you haven't reviewed where you stand financially, I pray you haven't set yourself up for failure. We still have a month before the next survey results will affect us, so there is still time to ensure you have a plan.

If you plan to retire after the mail survey, please be sure to get your retirement estimate off of LiteBlue and understand what it is based on.

Here is an example of what a retirement estimate looks like.

Attending the retirement seminar Key Retirement Solutions presented by Joni Montroy at this years National Convention, was a reminder that we need to understand what our retirement is worth.

The difference in working one extra month will add somewhere between \$5 and \$6 per month to your retirement. So you have to decide is working an extra 4 - 6 months worth about \$400 per year for the rest of your life?

Only you can make that decision. Make sure it is an informed one!

USPS

National Retirement Counseling System
Annuity Estimate as of Pay Period 14 of 2023

Date
EIN
Ret-FICA Code

08/09/2023

Report AAF241P1

E

Salary History

From	To	Yrs	Mns	Days	Annual Rate	Gross Pay
03/11/2023	08/01/2024	1	4	20	77,638	107,830
12/31/2022	03/11/2023	0	2	10	77,399	15,049
11/19/2022	12/31/2022	0	1	12	76,879	8,969
08/27/2022	11/19/2022	0	2	22	75,988	17,308
02/26/2022	08/27/2022	0	6	1	73,166	36,786
11/20/2021	02/26/2022	0	3	6	71,161	18,976
08/28/2021	11/20/2021	0	2	22	70,277	16,007
08/01/2021	08/28/2021	0	0	27	68,053	5,103
Total-3 Average Salary Total: 75,343						

Annuity Based On RCD Date Above Left

	Gross Annual Annuity	Gross Monthly Annuity
With Survivor Benefits	6,610	550
Without Survivor Benefits	7,345	612
Survivors (spouse) gross monthly annuity 306		

Annuity Based On Annuity Date Above Left

	Gross Annual Annuity	Gross Monthly Annuity
With Survivor Benefits	6,610	550
Without Survivor Benefits	7,345	612
FERS Special Supplement		
Survivors (spouse) gross monthly annuity 306		

Sample Annuity Estimate from LiteBlue



Rural Carrier Health Benefit Plan

Tracy Greer
Executive Committeeman

Postal Service Health Benefits in 2024

I have written on this numerous times, and I have received many phone calls lately inquiring about things to come and what to do. I am going to pass along what we know currently.

As all of you know, the Postal Service Reform Act (PSRA) was enacted in 2022 and it mandates changes to the way our insurance will work. This has led to the creation of the Postal Service Health Benefits Program, and it divides the existing FEHB Program into separate but parallel healthcare groups. These groups will be called non-postal (FEHBP) and postal-only (PSHBP) healthcare exchanges and this will start on January 1st, 2025. The PSHBP must mirror the FEHBP plan in year 1. The Rural Carrier Benefit Plan will move to the Postal Service Health Benefit Plan (PSHBP) because it is 100% postal employee membership.

Future USPS retirees will be required to enroll in Medicare Part B to keep their PSHBP coverage. There are some exceptions to this rule and if you are age 64+ on January 1st, 2025, retirees living overseas, and retirees eligible for VA/HIS treatment are not required to enroll in Medicare part B.

There will be a special enrollment period (SEP) for a 6-month period from April-September in 2024. Postal retirees who enroll in Medicare Part B during the SEP will not be subject to a late enrollment penalty. The Postal Service Reform ACT requires USPS to begin a health benefits education program which is intended to launch in October 2023. I will reiterate there is no action needed at this time. I will keep you posted via articles in the magazine and the website. I am sure we will have more information available at the Fall Booster in November and I will address it there as well.

I attended the Insurance Seminar at the National Convention in Grand Rapids, Michigan. While they provided information it is basically the same as I have written previously. CVS and Aetna are working very hard to keep us informed. I have been informed as we get closer to key dates, information will be coming forward. I know it is a confusing period and I will help any way I can or call Member Services at 1-800-638-8432 for advice. Thank you for patience and understanding during this transition.

Thank you!

Thank you to the NC RLCA State Board for planning my retirement party at this year's state convention in Cherokee. It was such a humbling and memorable party in my honor. I realize everyone could not attend. If it was not for all the rural carriers across the state supporting me these last thirty-five years, I would not have succeeded in my endeavors. For those who attended the party, thank you for making a special effort to be there. You will never know what your presence meant to me.

I still plan on attending meetings in the future in a less stressful way. Look forward to seeing all of you in the future. May God bless each of you.

Dennis Conley

mouth and a true fighting spirit.

Jeremy was a rural carrier at the Lexington Post Office.

Everette Ney Haigler, age 98, peacefully went to his heavenly home surrounded by his family on July 22, 2023.

Everette is now reunited with many beloved friends and family members. Everette was born May 21, 1925 near Marshville, North Carolina as the sixth son of John David Haigler and Bertha Green Querry Haigler. He grew up as a farmer's son in the hard times of the Great Depression.

Everette was a Hospital Corpsman in the U.S. Navy during World War II. After the war, he finished high school and married Geraldine Thomas in 1949.

They moved to Charlotte to find jobs and start their family, later relocating to a rural property near Matthews where his farming skills were again put to use.

He also worked various jobs, including with Fruehauf Trailer Company, until he became a Rural Letter Carrier with the US Postal Service.

After retirement, he kept busy working at home and with part-time jobs for many years. He especially loved helping with lunch at Queen's Grant Community School in Mint Hill, where a bonus was seeing his grandchildren and other young friends daily.

Everette had a servant's heart.

Sam Rowan Jones, 94, of Winston-Salem, went to be with the Lord on Wednesday, July 26, at his home in Winston-Salem, NC.

He was born April 10, 1929, on his family farm in Winston-Salem. He was the second youngest of 10 children born to Bertha Miller Jones and Rowan A. Jones of Forsyth County.

He attended and was a member of Hopewell Moravian Church. Sam graduated from Griffith High School in Winston-Salem with perfect attendance, a fact that he would proudly proclaim at any opportunity.

Sam was a farmer all his life, taking over the family farm where he was born from the age of 23. While still a full-time farmer and logger, he accepted a job with the Postal Service as a substitute rural mail carrier. For many years, he delivered the mail in the morning and then would return to the farm and

continue his work until supper time.

He enjoyed meeting and talking with the people he met along his mail route and had many funny stories to tell about his encounters with them.

Sam is survived by 5 grandchildren and 4 great-grandchildren who he loved dearly. His grandchildren spent many hours during the summers working on the farm with their grandparents. Sam taught them the meaning of hard work and a strong work ethic; lessons that have stuck with them in their current lives. A legacy that has helped them grow into strong, successful adults.

He and his wife, Lola Lawing Jones, celebrated their 67th anniversary before she preceded him in death on April 6, 2020. He was also preceded in death by a daughter, Lori Geneva Hamrick.

He is survived by two daughters, Cindy Spear (Steve) and Annette (Lewis) and by one brother, Max A. Jones (Carol).

Willie Alton Carlton, age 55 of Conover passed away Wednesday, August 23, 2023, at Atrium Health Wake Forest Baptist-Winston-Salem.

Willie was born June 18, 1968, in Wilkes County to Allen and Hazel Horton Carlton and preceded in death by his parents. He graduated from Wilkes Central High School and served in the US Navy as a missile and missile checkout technician on the USS John C. Calhoun.

Willie was a devoted postal carrier serving Statesville, NC, and a devoted fan of UNC Chapel Hill. He was active in church and to know him was to love him and to love him you were blessed.

He is survived by a son, Julius Elleby (Charleigh); two daughters, Whitney T. Carlton and Kalesha P. Horton, four grandchildren, three sisters, two brothers, and numerous others.



Legislative Representative

Van Heath

Buy Back It's Back

As I sit down to write this article, I have been home from the National Convention for about two hours. Truly, I am excited.

This past Monday morning: the day before our Convention officially started, I attended the Legislative Seminar led by NRLCA Legislative Director Paul Swartz.

The biggest news Paul had for us was that the Federal Retirement Fairness Act, better known to us as the **Buy-Back Bill** will be resubmitted in the House during the month of September.

In the last few sessions of Congress, our bill has been submitted by Representative Derek Kilmer (D-WA). In this session, Paul Swartz has been working with Rep. Mike Turner (R-OH). The fact that the bill has been sponsored by a Democrat in the past and will now be sponsored by a Republican speaks to the bipartisan nature of our bill.

This is a bill that we have wanted to see passed since 1986; when the ability to buy back our RCA time was taken away. It will still be a lot of work to get this bill before the House and Senate for a vote, but we can do it.

It will take a tremendous GRASSROOTS EFFORT to get the job done.

Once the bill is submitted, we will need to write letters and make phone calls to get our fourteen members of the House and our two Senators on-board. It can be done.

Stay tuned here and on the NC State Website. I will update you as soon as I have more to share.

3%

After lunch on Monday, I attended Paul's PAC Seminar. He reported that in the past year we raised just over \$700,000 for our PAC. While that number does sound impressive, it was raised from only 3% of our members. That is such a sad little figure! If we

could raise that number to fifty percent, we would be raising nearly 12 million dollars and with that kind of money we would be a force to be reckoned with on Capitol Hill.

Your State PAC Chairs work hard for you. Don't let them down. Make a PAC donation today and give serious thought to becoming a Sustaining Donor.

Other Bills

HR 82/S 597, The Social Security Fairness Act.

We have no new NC cosponsors for this bill, but the total cosponsors count is up to 289, an increase of 11 in the past two months. Neither of our Senators have signed on either.

HR 3721, The United States Postal Service Equity Act. This is the bill that finally repeals Prohibition in the Postal Service and allows us to deliver alcohol just like our competition. We only have 16 cosponsors in this Congress, none of them are from NC.

"Our lives begin to end the day we become silent about things that matter."

—Dr. Martin Luther King Jr



PAC CHAIR
Brenda Gibbs

New \$200 Drawing at the Fall Booster!

Our National Convention has ended, and another PAC year is behind us.

I have not yet received the North Carolina PAC totals raised at the National Convention. As soon as I receive that information, it will go on the website.

Moving forward into the 2024 PAC year, please join us and become a sustaining donor. All those that sign up to become a sustaining donor between the State Convention and September 30th, 2023, will have their name entered into a new \$200.00 drawing. Use the form printed below to sign up!

We have already had several carriers sign up. This prize will be awarded at the Fall Booster at Shell Island on Sunday November 12, 2023.

If your district is having a fall meeting Celeste and I would like to attend. Just call or send us an invite, otherwise we will see you in November.

Please send PAC donations to:

**NCRLCA PAC
Brenda Gibbs
5877 Turner Smith Road
Browns Summit, NC 27214-9523**

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

PAC Donations from Spring District Meetings & State Convention

\$1000 PLUS

Audrey Solomon

\$750 - \$999

Brenda Gibbs

\$500 - \$749

Celeste Britt

Nancy Moose

Jim Morrison

Debbie Neal

Arnold Williams

\$250 - \$499

Dennis Conley

Phillip Fulwood

Tracy Greer

Brian Hamlett

Eileen Jensen

Jana McDaniel

Mark McKendree

Jay Schreiber

\$100 - \$249

Elaine Althoff

Bobbi Battle

Terry Bell

Dianne Boone

Doug Byrum

Patricia Casey

Ralph Dagenhart

Vicki Gray

Jennifer Hanner

Van Heath

Brenda Johnson

Glenn Johnson

Carl Kelly

Barbara Koontz

Sharon Rush

Dale Sain

Brenda White

Sallie Wilkes

\$50 - \$99

Tylinda Batson

Wanda Burwell

Robin Carnes

Jared Compton

Esther Cramer

Rhonda Craven

Amanda Culler

Samantha Cullifer

Robert Gurganus

Lynn Hickey

Cathy Hogan

Richard Hamlett

Renee Johnson

Marissa Kestler

Georgia Kline

Lisa Lockey

Telisha Locklear

Mary Mangum

Rachel Patterson

Denise Peay

Clarence Rogers

Jonquil Russell

JoAnn Saulnier

Jennifer Spencer

Pam Stanley

Honorable Mention

Judy Adams

Liza Agüero

Lyn Albright

Nikki Ammerman

Diana Andrews

Laura Atkinson

LaTura Atkinson

Wend Aylward

Susan Barton

Robert Barro

Wanda Bell

Tabitha Benfield

Debra Bennett

Catherine Bescher

Angela Bethea

Brittany Blackwood

Mary Boggs

Patricia Bond

Toni Brickford

Julia Bridgers

Shannon Bruce

Tiffany Buie

Salena Burr

Janet Carothers

Tammy Carroll

Samuel Copeland

Brenda Cox

Carlton Crutchfield

Jennifer Daniel

Teresa Diggs

Dennis Digmon

Rhonda Dudley

Vivian Earley

Lauran Elliott

Jeff Essick

Jesse Ray Farmer

Ralph Fernandez

Ann Ferraro

Tamara Fisher

Paul Funderburk

Misty Gates

Claire Glass

Elissa Gonzalez

Adam Goodrum

Jacqueline Green

Tanisha Green

Anatanisha Harper

Felisha Harris

Donna Hash

Donna Hazel

Adele Headley

Casey Hedrick

Kim Hill

Mary Hill

Daniele Horne

Stan Howell

Leigh Huffman

Ruth Iannachine

Glenn Johnson

Judy Jones

Karen Jones

Kelly Kenny-Futch

Teresa Kirkman

April Langley

Gwen Laws

Michael Leonard

Margaret Mackey

Melanie Malpass

Katherine Maness

Tammy McCollum

Danielle Menegatti

Brenda Mills

Ivy Monger

Sharon Moore

Amber Morris

Angela Morrow

Lorena Mullins

Gail Naillon

Arlenea Nair

Reggie Neal

(Continued on page 13)

(Continued from page 12)

Honorable Mention (continued)

Johnice Perry	James Poole	Hunter Phipps	Julie Pittman	DeMarcus Poole
Candi Pressley	Mark Rainey	William Richardson	Tiffany Ratliff	Marsha Rawls
Ellen Reavis	Mitch Reece	Joshua Rigeftsky	Christine Ritch	Amy Russo
Harry Sadler	Laneechi Scott	Rhonda Sears	Lisa Sherrill	Mike Shue
James Simmons	Barbara Smith	Porshe Snowten	Linda Stafford	Bryan Spurrier
Michael Sullivan	Phermela Tann	Julie Taylor	Cynthia Terry	Brett Thomas
Derric Turmon	Nina Turner	Denise Tuthill	Doretha Wagoner	Nathan Warren
Bruce Watford	Brandi West	Heather Whitener	Marguerite Williams	Pete Williford
Michelle Wilson	Claudine Winston	Jon Wolbert	Helen Woodard	Howard Wynn
John Younce	Jill Zupata			



NORTH CAROLINA

2023 NRLCA NATIONAL CONVENTION

Grand Rapids, MI

Rural Carrier Moments

Alisa Thomson Retires

Alisa Thomson was hired in April of 1984 and worked full time as a career carrier for 30 years, 2 months and 6 days.

Alisa worked at the Elizabethtown Post Office. She retired in June.

On her final day, some of her coworkers, carriers and clerks along with her family were waiting at the last box on her mail route with balloons, gifts and well wishes.

Congratulations!

We wish her the best in retirement.



4th of July Fun

Virginia Willoughby brings a little playfulness to her route on July 3rd in anticipation of Independence Day.

Virginia is a regular carrier in Elizabethtown.

Both photos on this page are courtesy of Tim Rice from Elizabethtown.

Please email your Rural Carrier Moments in to NCRLCAsSecTreas@gmail.com for possible publication in our newsletter or on our website.

Our Website is Full of Information!

Webmaster
Renee Johnson



Hello everyone,

I am happy to report a significant upsurge in the website traffic for the past thirty days.

For the period from July 23, 2023 through August 23, 2023, there were **153** users, which is up **30%**, and **1,589** pageviews, a total increase of **270%**!

Wow!

While I love statistics such as these, I am also curious as to the heaviest days and which articles, posts, and events you are finding most interesting. One particularly heavy period occurred from August 15, 2023 through August 17, 2023. During this time, there were **52** users, which was up **550%** for any **three-day period**, with **673** pageviews, an increase of **2488%** for any **three-day period**!

As you would expect, RRECS mapping updates, the next scheduled Mini Mail Survey, Cost of Living Raises, and a link to OPM videos to help Federal Employees prepare for retirement were published during July and August, as well as several events, including the National Convention, National Convention Breakfast, and district meetings.

I hope you also utilizing the **Other Links Page**, which is the last on the header bar on the Home Page. This is where you will find Job Bidding Instructions and many other links to websites such as Auto/Homeowner's Insurance, OPM, OWCP, and EAP, plus many more. This is a great catch-all page for links you might find helpful during your career as a North Carolina Rural Carrier.

Until next time, keep visiting your website and let me or any board member know of your milestones and events.

Your Webmaster,

Renee Johnson

NCRLCAwebmaster@gmail.com

National Junior Vice President From North Carolina



National Junior Auxiliary President
Anakin Hamlet

Congratulations to Anakin Hamlet the new Junior Auxiliary National President!

Anakin is the son of North Carolina Executive Committeeman Brian Hamlett and the grandson of member Richard Hamlett.

Anakin is looking forward to serving on the Junior Board and planning the activities for the Juniors at the next National Convention .



Anakin at the podium at the 2023 National Convention

\$999 COLA Effective August 26, 2023

Pursuant to the release of the July 2023 Consumer Price Index - Urban Wage and Clerical Workers, and in accordance with Article 9.1.E, the fifth COLA adjustment of the 2021-2024 National Agreement will result in a \$999 increase for eligible rural carriers. This COLA adjustment will be effective August 26, 2023 (PP 2023-19).

All COLA adjustments are based on a 40-hour evaluation with proportional application to those route evaluations over 40 hours. The increase should appear in paychecks dated September 15, 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 will be posted at www.nrlca.org when available and will also be included in the next edition of The National Rural Letter Carrier magazine.



Auto-Home Insurance

Carlton Crutchfield

Understanding Uninsured & Underinsured

When it comes to auto insurance, the terms "uninsured" and "underinsured" can also apply to situations involving USPS rural carriers.

Auto Uninsured: This refers to situations where a USPS rural carrier is involved in an accident with another driver who does not have any auto insurance coverage. If the uninsured driver is at fault for the accident, it can create complications for the rural carrier in terms of receiving compensation for damages or injuries.

Auto Underinsured:: This term applies when a USPS rural carrier is involved in an accident with another driver who has auto insurance but does not

have enough coverage to fully compensate for the damages or injuries caused by the accident. In such cases, the rural carrier may face challenges in receiving adequate compensation for their losses.

For USPS rural carriers, it is crucial to have appropriate auto insurance coverage to protect themselves in the event of an accident. This includes liability coverage to protect against damages caused to others, as well as uninsured and underinsured motorist coverage to safeguard against accidents involving drivers who lack insurance or have insufficient coverage.

Having the right insurance coverage can help ensure that USPS rural carriers are protected financially in case of accidents and can receive appropriate compensation for any damages or injuries they may sustain.

It is advisable for rural carriers to consult with insurance professionals to understand their specific coverage needs and options.

Give National General a call today at 1-888-325-7727 for your free quote!!

I enjoyed seeing everyone at the 2023 National Convention!

2023 National Convention



Vice President
Elaine Althoff

STATE OF THE UNION ADDRESS

Monday, August 14, 2023, at 1:00 p.m. the National Rural Letter Carriers' Association held the State of the Union address in the Steelcase Ballroom in Grand Rapids, Michigan.

The Finance Committee came to the stage to report on the state of finances, membership is up from last year.

National Rural Letter Carriers' Association President Ronnie Stutts addressed the members. He first talked about the renovation of the elevators and the much-needed maintenance of the aging Headquarters building.

He spoke about the trouble they had finding a new Director of Insurance Programs Lynne Paller joins us who replaces Cameron Deml. Jon Emelliton is our new contact for members retirement needs.

President Stutts introduced our appointed engineer, Dr. Ken Mericle. Dr. Mericle spoke on and gave a presentation on the *difficult task that was mandated by arbitrator Clark in 2012*. He spoke on the difficulty of measuring all the moving parts, software programs, and complex computer logic that had to go into this project. He also addressed the long length of time that it took the USPS to implement the system after the engineered panel gave their final report in 2018.

He touched on the problems that have surfaced after the RRECS implementation and explained *"That many of the data points and logic scripts couldn't be checked until the system went live."*

President Stutts informed us that Dr. Mericle will be retained as an advisor for as long as needed.

President Stutts stated that 41% of our carriers today have never been thru a traditional mail count. 2018 was the last mail count we had and the 65% loss on routes was the result of no mails counts in conjunction with declining mail volume.

"There are going to be bugs in it," President Stutts stated that they are very close to putting out a statement on what counts as an unscannable parcel, single post, cluster box, and CBU coverage factor and how they will be counted, WSH Flats, etc. and it will be posted on the website as soon as possible. Updated Q&A on RRECS will continue to be posted also. A calculator is in progress so carriers can input their route information and see where your route is standing.

He also stated that they have asked the Postal Service to update the scanners to help alleviate scanning mistakes. Such as a two-step system as opposed to clocking in twice in error. It will gray out or ask you did you mean to enter that?

He also touched on the contract negotiations coming up and the declining mail volume.

The next mini-mail survey is August 25th and goes into effect Oct 7th. President Stutts went on to state *"This system is very complex- we're learning every day. As things change the system will need to be updated"*.

SCAN, SCAN, SCAN, *"Update your mapping, make sure your edit books are up to date, and have the reports printed EVERYDAY not just during the mini mail survey."*

Closing the session Vice President Don Maston spoke on an updated academy course that will include RRECS scan training. That curriculum will be out by November of this year.



Delegates James Simmons, Dale Sain, Glenn Johnson and Phillip Fulwood at the 2023 National Convention.

2023 National Convention

New National Board

President Don Maston

Vice President Patrick Pitts

Secretary-Treasurer Tommy Turner

Director of Labor Relations Bridget Boseak

Director of Steward Operations Shirley Buffa

Executive Committee Chair Nicky Phillips

Executive Committeeman Jeanette Dwyer

Executive Committeeman John Adams

Executive Committeeman Kirby Ricketts

from these allowed all assembled to see the good and the potentially unknown effects of these proposed changes. On the last day of the Convention seeing the membership and the National Board's appreciation of Ronnie Stutts and his vast career really brought all into focus for me.

We are all Rural Carriers that come together to debate the issues, and propose changes that we want to see in our craft. We need to remember that all carriers: regulars, RCAs, ARCs, PTFs, and retirees have a say in the resolutions that we wish to see in our next National Agreement. I learned that some resolutions presented might be good for some but might have negative ramifications for others. Further we elected our National Officers on the premise of how they will represent us in negotiations with our employer.

First Time Delegate View

By Josh Stow

Where do I begin to describe my first National Convention?

Let's address the misconception that I went on "vacation". Nothing could be further from the truth, I was mentally exhausted when I returned home. Tuesday thru Friday was all business from 8:30 until at least 5:30 or 6:00. Add to that there are other seminars that you can attend.

The amount of knowledge that was shared was incredible. Seeing the National Board of our Union address the concerns of the membership was inspiring. Seeing the passion that our Sisters and Brothers put into debating the resolutions and the constitution changes presented before us was infectious. The discussion that arose

I knew as long as I have worked at the Post Office that the National Board acts as our go between us and the USPS. I knew that National Conventions serve to let the body sort thru what we want versus what we could end up getting. I will admit that I thought that National Conventions would be more like a State Convention just for the whole country. I was wrong, unlike our State Conventions there was limited free time during the National Convention. When you aren't in session you would be wise to study what is being proposed change-wise. I met people that I



North Carolina First Time Attendees to the National Convention

Left to Right: Front Row Amy Russo, Josh Stow, Telisha Locklear, Brandi West. Middle Row{ Mark McKendree, Angela Morrow, Amber Morris. Back Row{ Seth Morrow & Clarence Rogers.

(Continued on page 19)

2023 National Convention

(Continued from page 18)

wouldn't get the opportunity to meet otherwise. I learned that some folks have a more difficult time than I do. I was left with the notion that I have much to learn and to be thankful for the good and to be the change you want to see in the Union.

To conclude, I am honored that North Carolina saw fit to elect me as a first time delegate. I look forward to the next convention in Reno next year. Who knows. y'all might hear a voice at the microphone, "Stow, Delegate, North Carolina." Thanks to all who voted for me and saw something in me. I feel that I am becoming more of a family member of this Union all the time.

In solidarity Sisters and Brothers.

First Time Delegate View

By Clarence Rogers

I would like to thank the members of the NCRLCA for allowing me to serve this state as a delegate to the National Convention.

In the initial results of the National Delegate ballot, I was an alternate delegate. I made the commitment to go to this year's Convention as an alternate but on the afternoon of Friday July 7th I received a call from Vicki Gray, while delivering my route in Carrboro, informing me that I had been moved up to a delegate. I accepted, but I was nervous and uncertain as to what to expect. This year was the first time I even filled out the application to be placed on the ballot as delegate to the National Convention and now I was going to the convention in Grand Rapids Michigan. Wow!

After attending I can say that it is an experience all members of this union should have at least once.

Following registration, I attended meetings and seminars on Monday August 14th. This day started the latest at 1 PM. Members were given the State of the Union Address by outgoing President Ronnie Stutts.

We also heard from Dr. Ken Mericle, the NRLCA panelist who helped design RRECS. He expressed his belief that as carriers start doing their scans properly, route evaluations will improve.

Later that afternoon I attended the first timer orientation where we went through the program and learned about Robert's Rules of Order. We were also told during this seminar to get some rest that night because it will be the last opportunity to do so.

The convention officially started at 8:30 AM on Tuesday August 15th with an opening ceremony consisting of the Advancement of Colors and Parade of States. The North Carolina's flag was carried and placed on the stage by our State President Audrey Solomon.

A trio that included NC's Doug Byrum sang the National Anthem and America the Beautiful. Then came addresses to the convention and presentation of awards. The longest speech and presentation of the day was given by PMG Louis DeJoy. He spent over an hour touting his "Delivering for America Plan". He ended by taking a few questions and storming off the stage after he received a question he didn't like.

Later in the week he sent a message through President Stutts apologizing to the body for his conduct.

Tuesday afternoon consisted of reports including our union's financial report.

Wednesday morning started at 6:30 AM with the North Carolina breakfast. State business was conducted during breakfast then we went to the Devos Center for an 8:30 AM start. Amendments to NRLCA Constitution were heard that day.

Thursday August 17th started with the NC Delegates taking a group picture at 8:15 AM. Business consisted of more Constitutional changes and Resolutions during the day. At lunch I took a picture with all of the first times from across the nation. Thursday evening consisted of caucuses where 10 candidates for national officers rotated though giving speeches and answering questions in a 15-minute period. Most candidates also gave the



Clarence Rogers and Debbie Neal at the 2023 National Convention

(Continued on page 20)

2023 National Convention

(Continued from page 19)

delegates candy, pens and other gifts. We finished business at 9:30 PM that night.

Friday August 18th elections were held for seven offices within the union. A new NRLCA President was elected, Don Matson of California.

Some of the elections took several rounds because a majority of 51% of the vote was required to win and several races had more than two candidates. Between elections, while votes were being counted, we finished up hearing Resolutions and Appeals. During the evening after the final election all of the newly elected officers were sworn in and the Convention was adjourned at 7:30 pm.

If you noticed from what you read above there was not any partying in this long schedule and when it was over, I felt exhausted. While there are opportunities for free time in the evenings, some of this time is also spent carefully reading reports and resolutions to be better prepared for debates the next day.

I believe I accomplished the goal that I set when I first applied to be a delegate. That was to do my part to help make this union better so that we may improve the working conditions and receive better pay for all of our active members. I hope this report and all of the events described has given any potential first timers a peek into what to expect at next year's convention in Reno, Nevada.

First Time Delegate View

By Brandi West

As I sit here and think back on the week of National Convention, all I can think of is WOW!! Attending as a First Timer at our State Convention as a delegate, I was shocked to find out that I was voted to be the first alternate delegate. Before convention was even over, I was informed that I would be an actual delegate to attend the National Convention. Of course, I accepted, as this was going to be my first time at Nationals. I was very nervous but so excited to be a voice for my fellow carriers and be able to vote!!

When you get to the National Convention it all hits you!! You get started with registration where you receive your name badge and a ditty bag that contains your very own YEA/NAY card to cast your own vote. You also get all the annual reports and proposed Constitutional Changes and Resolutions to be voted on later in the convention.

There are so many seminars set up for anyone to attend, from a First Timers seminar to Insurance to Retirement seminars. There is so much information out there for us carriers to obtain.

As the convention gets underway, you get to see the Presentation of Colors, and the State Flags paraded in to be displayed on the stage while the convention rolls on.



North Carolina delegate Glenn Johnson waits to speak at the microphone behind South Carolina's Dee Evans.

Day 2 begins, and we start getting down to the nitty gritty of everything. We hear the nominations for the board members that we will be voting for on Friday. Then get started hearing the Constitutional changes and Resolutions.

It is so amazing to sit and hear the debate of different outlooks on the Constitution and Resolutions as they are presented. It can definitely give you a different way to look at things as there are so many carriers dealing with situations differently across the country. This allows you to be able to vote

(Continued on page 21)

2023 National Convention

(Continued from page 20)

accordingly and not just from a personal perspective as these changes affect us all differently.

While all of this is going on, it is so nice to know that there are so many people who I could ask questions and opinions on things that were happening to make sure I understood.

As Day 3 gets under way, we continue to hear and vote on Constitution changes and Resolutions. After we finish the day with what we can make it through, we prepare for Caucus night. It was interesting to sit and listen to the candidates running for our National Board and to be able to hear the questions asked. Hearing their answers and seeing how involved they are in the union and their willingness to continue to fight for my fellow carriers and myself, really helped me decide who I wanted to vote for.

The last and final day of convention is upon us. We all get to finally vote for our board members and see who will lead us for the next year and speak for all the carriers across the country. We made it through over 300 Resolutions and our Constitutional changes. As the session is coming to an end, retiring President Ronnie Stutts gets escorted off the stage by the delegates of Tennessee.

As I stood there and watched the Retiring of the Colors to close out my first National Convention, I was honored to have been a small part of such a huge part of our Union. The process is long and tedious, but I would/will do it all again. I will continue to put myself out there stepping out of my comfort zone and attending State and National Conventions in the future. I will continue to further my knowledge as a Steward and fight for my fellow carriers. I am honored to have had this experience not only as a First Timer at State Convention but as a First Timer at National Convention. Thank you to all who voted for me to be a National Delegate.

First Time Delegate/ Alternate View

By Angela & Seth Morrow

Our First National Convention Having the privilege of attending the National Convention as delegate/alternate delegate was something we did not believe would come to fruition this year, yet at the

final hour, we were packing and heading to Grand Rapids, MI! Although some believe this is a vacation for those who attend, it is far from it; with early mornings, late nights, and long lines for food during breaks, it is work. Knowing you have been an integral part of creating a better rural craft for everyone makes the time worth it.



President Ronnie Stutts swears in new SAC Board member Tracy Greer.

The National Convention allows rural carriers an opportunity to address concerns with those who generally seem out of reach to us. Dr. Mericle, PMG DeJoy, NRLCA legal counsel, and many other informative speakers were in attendance. It was not uncommon to see a member of our National Board speaking with a carrier in the halls or stopping to answer a question.

To hear Michael Gan, NRLCA legal counsel, say that we need to raise wages, speed up hiring, make the job attractive again, and treat employees well, told us that we ARE being heard! During the four main days of the convention, we heard all the respective reports to be transparent about what our Association does, held elections for seven positions on the National Board, voted on seventeen Amendments to our Constitution, thirteen binding resolutions, three hundred thirty-four (334) non-binding resolutions, and four appeals. This was in addition to the items submitted during the New Business session on Friday!

Again, the Convention is work but as Sir Frances Bacon said, "Knowledge itself is power" and with RRECS rural carriers need this power even more.

(Continued on page 22)

NCRLA Steward Appreciation Week is October 15-21, 2023

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

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

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

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

The North Carolina Board wants to say

THANK YOU

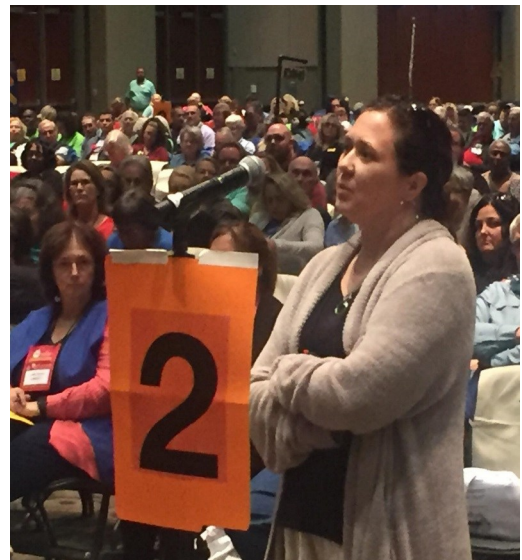
to ALL of our Stewards across the state!

(Continued from page 21)

As first-time attendees, the fast-paced environment was overwhelming at times. However, being there together allowed us to discuss what we had heard outside of the meeting times. Most importantly, being married to a co-worker affords realistic comparisons to the differences a rural route has, even in the same office. We all know how difficult this job can be to explain to someone outside of our craft.

The most important thing we learned at the convention is how important participation is. Nowhere else would legislation from other states that would have negatively affected us all be discussed, such as the failed legislation in Oklahoma shipping prescriptions.

There is no other opportunity where elected delegates from all 48 contiguous states and Puerto Rico come together to affect our craft and it starts at the district level. Go to your meetings, become a delegate to the State Convention, and then on to National! It takes us all from RCA's to Retirees. We all have something to give to make this craft better. There is no way we could have made good decisions without input from those in our office or the guidance



Angela Morrow at the microphone in Grand

of the retirees in attendance. We feel privileged to have attended this year and hope to go as delegates again next year!



Sunday/Holiday Parcel Delivery Work List

The sign-up period for the Sunday/Holiday Parcel Delivery Work List begins on September 16 and ends on September 29, 2023.

The new list will take effect on October 7, 2023.

“When it is necessary to schedule rural carrier leave replacements for Sunday/holiday parcel delivery, management will first utilize any ARCs assigned to the hub location or associated ‘spoke’ offices. If there are no ARCs assigned to these locations or an insufficient number of ARCs, management at the hub location will then select leave replacements from the volunteer list on a rotating basis. If there is an insufficient number of leave replacements on the volunteer list, management will schedule leave replacements from the non-volunteer list, also on a rotating basis.”

RCA’s View of the 2023 National Convention

By Amber Morris

My name is Amber Morris, and I am currently a 4-year RCA in Aberdeen NC. I transferred to NC in August 2021 from Gettysburg PA.

I attended my first State convention in 2022. I brought my sons Davin and Dustin with me and I’m proud to remind everyone that my son Dustin was the crazy curly haired kid letting you know he liked your shirt and asking for a \$1. He did well raising money for the Juniors that visit. Both of my sons enjoyed this trip with me and we were able to bond over my work.

I attended my second State Convention with my husband this time and began conversating with fellow union members. I had put my name in the hat for Nationals and was 6 short from paid alternate.

I was determined to get to National whether paid or not. Shared rental, shared room, (with Telisha Locklear) and opportunity I was able to submit a leave request with PAID time off!

I was notified two weeks before the convention that I had moved up the list to paid alternate and was three away from delegate status. WOW! I was elated.

The drive was long, beautiful, and exciting. We arrived late Monday, enjoyed the view of the amazing Grand Rapids City and slept peacefully.

There were all kinds of meetings throughout the day you could attend. First timers, OWCP seminar, TSP seminar, were just some. You were also able to register, get your badge, and attend the State of the Union update.

I will make better arrangements to attend all this next time.

Tuesday started the show. Arrived at DeVos Performance Hall where you are immediately met with local members welcoming you. Picked up your name badge a registration with a color pouch to determine delegate (red) or non-delegate (blue). A blue badge for me with a bag of goodies. Directions to get around the area, menus for the lunch served at the hall, snacks, and packets of reports.

I visited the rural carrier area where you could buy all things needed for the job, hats, magnets, shirts, cups, markers, etc. Continue walking and you can meet and greet with the new candidates for all positions, President, Vice President, and Executive Committeemen. Start heading toward the main meeting room and see a row of tables with all the vendors. FREE giveaways, drawing’s, and information. The meeting room was grand and colorful. Every State represented in each section. banners posted for each State and unique chair covers to keep their sections protected.

I was overjoyed to walk around and view each flag and talk to other States. Being a military brat, I felt apart of Ohio, Texas, Maryland, and Pennsylvania. This made starting conversation easy with these members. The meeting starts with our National Chaplin, Gary Wilder. It was heartfelt to hear and pray over all our

(Continued on page 24)



(Continued from page 23) **RCA view**

carriers in the different states.

Each State President had the honorable job to carry the Colors of their states. I must say Audrey Solomon made us proud! What a sight to see all the state flags on the main stage in a row.

There is a lot of speaking and introductions happening. The National Board reminds us about what is going on in their assigned area and how they are determined to strive and push forward. We had a couple of guest speakers. One was our U.S. Postmaster General Louis DeJoy. He did like to talk and let us know his plans.

The first day was easy. We are given breaks and lunch throughout the day. What a way to mingle with our craft.

After lunch I found out I had been promoted to delegate. Three alternates moved up. We received our new red badge, a 2024 calendar and a Yea/Nay voting card. My vote mattered!

We are handed packets with Constitutional Amendments from the states, binding resolutions (what we would like to have the board change for us), and non-binding resolutions (wish list). This was a bit overwhelming at first. The Board does try to give you an understanding of how to process works. After a couple of readings, I was empowered to make my vote count.

The day ended around 5 pm. We had a quick review of the Resolutions they provided us to look at.. Telisha and I went to our room short night's sleep.

Wednesday escalated quickly into more responsibilities. Each different assignment has a representative that reads the rules and as a team we agree or disagree. If there is an objection, you are then able to hear why the objection was made. Whether it be the intent or the way it was written. When you hear the gavel hit the podium it's passed. That sound to me is completion or finalized. Watching Mr. Stutts in his final go as President was an honor. We heard the Amendments from our Finance Committee and from the states. This went fast I must say. I thought to myself we aren't going to have enough things to do before the week is over. We heard the binding resolutions and started the non-binding resolutions before we ended the day around 5 pm. It did start to move quickly. This part of the convention was getting very interesting.

Telisha and I attended the banquet as well as Scarlet who also joined us on the drive from NC. The banquet

hall was large, we arrived a little late due to needing some rest before the event. The room was rather dark which made it a little challenging selecting our food. The music was also louder than I wanted because I couldn't communicate with the other members at our table. Wow I can't believe I just stated the music was too loud. The server came by and offered us drinks, by the way we are no longer in the south, "I'll take a sweet tea." Server "Oh we have unsweet tea and sugar packets on the table." !!! We also got a little plate of several types of desserts which were delicious. After some much-needed banter at the table, Telisha and I found Pam Stanley on the dance floor. We danced the night away. We ended the night at the photo booth



National Convention Banquet

Left to right: Pam Stanley, Amber Morris, Scarlett Hall Mr. Stanley and Telisha Locklear.

for a right outside the hall and took the best group picture.

Thursday was back to the drawing board. This day we continued where we left off and the caucus in the evening. We moved back to the Resolutions rather quickly. I must mention that NC members were so generous in answering questions I had throughout the meeting. Shout out to Ralph Fernandez, Porkchop Gurganus, Philip Fulwood, Dale Sain and Glenn Johnson. These gentlemen were sitting near me. My apologies if I was a disruption, however every one of you spoke to me about the process and answered the many questions I had. I appreciate you all so much. I had a better understanding with you all around.

I completely loved hearing all the resolutions. We had over 300 to hear and debate if necessary. When you hear the same person(s) Duschel, PA, get up and object, you tend to ask yourself, why would they object to this? Once all the resolutions are read in their entirety, passed, or objected to you then go back through and revisit the objections and debate them.

(Continued on page 25)

(Continued from page 24) *RCA view*

This was where the fun started. The member who objected states his or her reasoning and helped me see it in a different light. This didn't always change my mind, but it was enlightening. Then the creator of the resolution got to speak to give clarity, and this was also helpful. Some debates went on until the time ran out, which I believe was 8 minutes and others would last a few minutes. Delegates would ask "to call the question", this meant no more discussion, let's vote. We agree or disagree and complete the motion. This was my favorite part.

There were 57 resolutions for Leave Replacements. A delegate got up and requested that all 57 resolutions be grouped together and approved as a whole. This was accepted. I cannot explain the joy I felt. These included better pay, career status sooner, better benefits, proper training, better hiring process, not overworked, guaranteed days off, etc. I can tell you that hearing 1152 delegates agree to make this job better for leave replacements was so rewarding. I only wish that our state leave replacements knew the entire nation is fighting just as hard for them as they are for themselves.

This same thing happened for RRECS all grouped together and accepted. I believe we ended this day around 4:30 pm with 8 more objections to address. This gave us an hour and a half to eat, rest and return for caucus at 6 pm. They split up the entire group into territories. We were given the large room because we shared it with our fellow SAC delegates. Each nominee came in and had 8 minutes to sell their pitch for the position they were running for and then we were allowed about 7 minutes to ask questions. You can

learn a lot about people when they are asked questions on the spot. This ended about 9:30 pm.

Friday was a little chaotic. I no longer had the



President Audrey Solomon & Vice President Elaine Althoff count out paper ballots before distributing to the delegates for voting.

mindset that there weren't going to be enough things to discuss and complete by the end of the Convention. We make it to the convention hall and alternate between finishing up the Resolutions and voting for President, Vice President, Direct of Labor Relations, Director of Steward Operations and Executive Committeemen. During the voting process if you are not in the room, the doors lock, and you do not get to place your own vote. The delegate at large votes for you.

This takes time because the more people running for the same position requires a certain number of votes to determine the winner. Executive Committeeman went 3 rounds before we were able to announce a winner. Candidates will withdraw their position to be fair to the delegates with a higher chance and then the process restarts.

We finalized all the Resolutions, selected all our candidates, and completed 4 National Appeals all while having a break and lunch. They ended the meeting asking new career carriers and retirees to stand up, as well as RCAs that were in attendance.

We congratulated all our new board members and sent Ronnie Stutts off with an amazing farewell. A video of his career, speakers to wish him off and one last gavel hit to complete this convention.

I came home with hope for the new contract, pride in my rural craft, a signed DeJoy employee experience IOU and an abundant number of free things given out at the convention. I cannot wait to see everyone I was able to engage with at the Fall Booster coming soon and the next State Convention.

Thank you, NCRLCA, for allowing me this opportunity. You will see me again!



Telisha Locklear questions a candidate at the SAC Caucus

North Carolina District Representative

Bethany Small

PO Box 11001
Southport, NC 28461-1001
910-477-2429
Bethany.Small@nrlca.org

Full Time Assistant District Representatives

Jeff Essick
PO Box 12001
Winston Salem, NC 27117-2001
336-618-5095
Jeff.Essick@nrlca.org

Gail Naillon
PO Box 12
Roxboro, NC 27573
336-455-3973
Gail.Naillon@nrlca.org

Ralph Fernandez
PO Box 155
Spring Lake, NC 28390-0155
919-508-7636
Ralph.Fernandez@nrlca.org

Eddie Moss
PO Box 1271
Gaffney, SC 29342-1271
864-504-1712
Eddie.Moss@nrlca.org

Kelly Kenny Futch
PO Box 146
Holly Ridge NC 28445
(910)-818-4843
Kelly.Futch@nrlca.org

Cliff Workman
PO Box 408
Catawba, SC 29704-0408
803-748-6155
William.Workman@nrlca.org

Part Time Assistant District Representatives

Nathen Darden
252-619-1588
Nathen.Darden@nrlca.org

Tabitha Benfield
704-692-7308
Tabitha.Benfield@nrlca.org

Area Stewards

Celeste Britt
252-560-9162
celeste.britt@nrlca.org

Steven Kim
828-513-7773
Steven.Kim@nrlca.org

Amy Russo
585-590-9243
Amy.Russo@nrlca.org

Tamara Fisher
704-418-1078
tamara.fisher@nrlca.org

Georgia Kline
585-590-9243
Georgia.Kline@nrlca.org

Josh Scariot
919-455-0959
joshua.scariot@nrlca.org

Phillip Fulwood
910-443-7110
Phillip.Fulwood@nrlca.org

Amber Morris
301-514-1041
amber.morris@nrlca.org

Jay Schreiber
252-474-7473
jay.schreiber@nrlca.org

Elissa Gonzalez
919-559-7539
Elissa.Gonzalez@nrlca.org

Angela Morrow
704-816-0476
angela.morrow@nrlca.org

Lisa Talini-Zamora
336-749-3445
Lisa.TaliniZamora@nrlca.org

Tracy Greer
423-707-5578
tracy.greer@nrlca.org

Kathy Roberson
704-534-0664
kathy.roberson@nrlca.org

Brandi West
828-707-4308
brandi.west@nrlca.org

Brian Hamlett
336-514-7406
brian.hamlett@nrlca.org

Trent Rougeux
252-435-5908
trent.rougeux@nrlca.org



North Carolina District Representative

Bethany Small

RRECS Disputes

(Continued from page 1)

Even though you may have had time added and your standard hours changed, that doesn't mean that your evaluation increased. Remember that the Table of Evaluated Hours still determines evaluations so your added time would have to have changed your standard hours enough for the route to change classifications.

Also remember that we could not change your route data as a result of the dispute – we could only agree to add time to your base hour based on the value of your disputed item(s).

If you got a base hour change for a change in your boxes, route length, collection compartments, dismissals or dismissal distance or anything that we used to update on the 4003, you will still need to go into LTM/DPM to correct the route data. The dispute got you retroactive compensation due to a base hour change – but **now you must update your route info** to keep it correct going forward!

We were fortunate as we had a very reasonable Labor Representative who was agreeable to resolving as many disputes as we could provided they were specific and provided adequate documentation. Any disputes that were vague or lacking specificity did not fare well as we had zero ability to create a figure or articulate your dispute for you.

I must stress that the dispute process is intended to resolve known, identified issues. However, many disputes were phrased in such a way that it seemed that the carrier was using their dispute as an educational process. A carrier's reason for dispute should not be a question, but rather a statement identifying exactly what is missing and from where.

Where carriers asked for justification for something, we were unable to provide it as our purpose was to resolve known, identified and articulated issues from the list of nine (9) disputable items. Those nine items are an entry of zero (0) or a questionable number in any data field on PS Form

4241-A that would otherwise expect to have a time credit; Office Walk; Route Length; Regular, Centralized, or Total Boxes; Daily Dismissals; Daily Dismissal Distance; Daily Activities; Miscellaneous Time and Option Election. Outside of this list, any issues that were presented on a dispute form, with or without merit, could not be resolved with the dispute process.

I would strongly caution everyone against submitting issues that are not related to the Mini-Mail Survey as listed above as there is no way to address your concerns – the Grievance process is the appropriate avenue for that.

There have been many conversations in the last few months comparing the dispute process to the grievance process. While the dispute process was laborious and downright overwhelming at times, it was far better for the carrier.

The Dispute process is faster than the grievance process and we can guarantee that the resolutions are immediately implemented. Now that the parties have fully worked through a full cycle, we expect that future cycles will be easier.

A carrier's reason for dispute should not be a question, but rather a statement identifying exactly what is missing and from where.

Once the dispute form was released to the field, we were in a massive rush to complete the process prior to the beginning of the next Mini-Mail Survey, and we were figuring things out as we went. In hindsight, we have learned a lot and have found many ways to make the process

more efficient in the future.

There are several things that were identified that the Carrier can help us with. Firstly, it's imperative that everyone submitting the disputes follow the instructions. At the top of the Dispute Form, it states that the carrier is to use *separate sheets* for each disputed item. We received sheets that had lists of issues, and this slowed down the hearing process as each sheet/item had to be logged and individually considered. There were disputes received where, other than a name (sometimes only a first or last), none of the information at the top was completed. With the number of disputes that we received, having to complete the forms was time-consuming and sometimes caused confusion as evidently, there are several carriers in North Carolina with the same.

Your documentation should be with your dispute in the stack if yours is part of an office-wide or group submission. Receiving a stack of papers where disputes and documentation are mixed together in no discernable order can be frustrating as we take each dispute very seriously and we want to ensure that we

(Continued on page 28)
27

have enough information to successfully hear your case and that we don't accidentally overlook anything that you submitted that you thought might help.

You should be meeting with your manager for each dispute that you have; – we received many files that indicated that some carriers did not meet with or obtain a response from their manager. In addition to you being responsible for sending your paperwork to the Union, management is responsible for forwarding your dispute and documentation to Labor. This last cycle, we discovered that the Union was in receipt of 721 dispute files that management had not furnished to Labor.

While we recognize that there could have been a few different reasons that it happened, it almost caused the parties to miss the processing deadline as Labor was the responsible party for logging the disputes.

Staples are always a nightmare when the documents must eventually be scanned in and uploaded. Paper clips are a preferable way to bind your papers and far easier to deal with when processing the records. Please use paperclips– I would be forever grateful!

Ultimately, the key to a successful dispute is being SPECIFIC!! I cannot stress this enough.

Below are some examples:

Disputes ~ Unsuccessful vs Successful

I didn't get any PARS labels during the Mini-Mail Survey and...

Unsuccessful Dispute:

I get them all the time!

Successful Dispute:

I normally get about 3 a week.

My route is showing as 48.5 miles and...

Unsuccessful Dispute:

I drive more than that!

Successful Dispute:

It is actually 51 miles.

My 4241-A shows I have 4 collection compartments and...

Unsuccessful Dispute:

That is not correct!

Successful Dispute:

I have 8.

My TCP (Traffic Control Point) time is not correct as ...

Unsuccessful Dispute:

It takes me way longer than the time given!

Successful Dispute:

I am missing 2 stop signs and 3 traffic lights.

My manager didn't give me credit for multiple trips to my parcel hamper during the MMS...

Unsuccessful Dispute:

And there was never a day that I only went once!

Successful Dispute:

I go three times on Mondays and 2 times on other days.

My manager told me not to scan WSS mail and I didn't find out I was supposed to until the Mini-Mail Survey...

Unsuccessful Dispute:

I got WSS mail all year!

Successful Dispute:

I get 2 sets of WSS mail every week.

I didn't get any time during the MMS for Safety/Service talks...

Unsuccessful Dispute:

And we have a lot of them.

Successful Dispute:

We have a Safety Service talk every day for 5 minutes.

Continued from previous page

Disputes ~ Successful vs Unsuccessful

My evaluation is wrong because...

Unsuccessful Dispute:

Management didn't count everything they should have.

Successful Dispute:

I am missing 953 Random Flats during the MMS.

My standard hours are not right because...

Unsuccessful Dispute:

None of my Blue Boxes were credited!

Successful Dispute:

I didn't get credit for the 2 Blue Boxes I serve every day.

My evaluation was shorted because...

Unsuccessful Dispute:

the 4241-A shows a zero under Postage Due.

Successful Dispute:

I have a Postage Due piece every week.

I didn't get all the credit I should have during the MMS because...

Unsuccessful Dispute:

Letters that came out of DPS were not counted.

Successful Dispute:

356 UBBM pieces weren't credited during MMS.

I didn't get time for having to dismount to enter a code on a keypad when entering one of my neighborhoods...

Unsuccessful Dispute:

I have to do this every day and I should get time to do it.

Successful Dispute:

It takes me 45 seconds every day to do this.

Some examples of unsuccessful disputes:

► **I didn't get any time under 'Case DPS Letters.'**

Only DPS runs with fewer than 400 pieces or the smaller of two DPS runs on the same day received any time under 'Case DPS Letters.' Rural carriers are NOT paid to case DPS unless required by management or the DPS runs meet the above requirement. Additionally, 'Cased Letters' on the RADAR report are loose letters received from the plant that a Clerk sorts to the route in the hot case.

► **I didn't have my outgoing mail counted at all during the MMS.**

Sorting collected mail is now credited to the route as actual time under 'End of Shift' duties. A piece-count is no longer the proper way to account for that time.

While this is not the complete list, other duties to be performed under 'EOS' duties are:

1. Gather accepted and collected mail, empty mail trays, MDD, personal items, etc., and exit the vehicle.
2. Dispose of ordinary mail collected/accepted on route: a) affix stamps on unstamped mail when customer has left sufficient funds; b) face and deposit mail in designated location; c) case or dispose of undeliverable ordinary mail. (Ref. PO603, Sec. 4.21).
3. Dispose of carrier pickup items collected on route.
4. Dispose of special service mail collected/accepted on route: registered mail, certified mail,

(Continued on page 30)

(Continued from page 29)

insured mail, special delivery mail, money orders, express mail, COD, and delivery confirmation mail. (See: PO603, Sec. 42.2, for a complete description of activities).

5. Clear and dispose of accountable items: registered, certified, and express mail; CODs; postage due; custom duties mail. Wait while items are cleared and complete paperwork. (See: PO603, Sec. 43, for a complete description of activities).
 6. Return keys and credit card.
 7. Dispose of signed forms for numbered insured mail (PO603, Sec. 44).
 8. Dispose of undelivered ordinary and insured parcels (PO603, Sec. 45).
 9. Place returned empty mail trays in designated storage locations.
 10. Move vehicle from unload location to regular parking location where applicable.
 11. Rural Reach: replenish lead cards and brochures.
 12. Stamp Stock: a) replenish stamp stock and turn in cash from previous sales; b) participate in audit of stamp stock sales.
 13. Trip Report: complete afternoon entries on Form 4240 (PO603, Sec.41).
 14. Report vehicle problems.
 15. Perform required updates in AMS and RSD.
 16. Perform Saturday clearance activities (PO603, Sec.48).
 17. Maintain case configuration.
 18. Weigh, Rate and Affix Postage to Parcels received on route
- **I was not properly trained on all the scans I was supposed to be doing/I was only told to do the basic 6.**

Unfortunately, this was a common dispute that we saw. While the NRLCA disseminated the RRECS Activity Scan Guide in April of 2022, management chose to focus on the timekeeping scans while ignoring the others. Whenever we were notified of this erroneous instruction from management, the Union reached out to every possible contact to get it corrected. There are obvious issues with this as there's no way to quantify how a lack of training impacted the new evaluations and therefore, no way to add any time to combat it. Without specifics, this was not a dispute that resulted in any additional time credited. Hopefully the carriers in the North Carolina District are familiar with and regularly using all 24 Activity scans when appropriate.

► **Several of my figures changed between the first and second 4241-A they gave me and then again on the third.**

There were 3 different 4241-As sent out to the field. The first, dated April 8, 2022, had several fields that were incorrect and listed erroneous numbers that did not correspond to any standards. On the review sheets, we labelled these as 'visual errors'. The second version, dated April 22, 2023, had different figures in some fields, but the standard hours and minutes stayed the same. The third and final version, dated May 6, 2023, was the version the Postal Service claimed to be the accurate and complete picture of each route. If a dispute was filed on the earlier, incorrect versions, no action was taken, and the carrier was referred to the most recent version for the correct information.

► **I didn't get any credit for DPS Flats.**

It is highly unlikely that you were entitled to any credit for DPS flats. DPS flats were discontinued in the last 35 offices in the state that received them on July 30, 2022. Additionally, the credit for DPS Flats was based on the average of those flats over a 12-month period and then multiplied by the allowance

(Continued on page 31)

Relief Day Work List (RDWL)

The RDWL will be posted in each delivery unit three weeks prior to the beginning of the new guarantee period. The new guarantee period begins on October 7, 2023.

The RDWL should be posted for sign up on Saturday, September 16, 2023 and remain open through Friday, September 29, 2023.

The new RDWL will be effective on October 7, 2023.

(Continued from page 30)

factor which gave you your daily minutes. Even for those offices who received some form of DPS flats prior to discontinuation, statistically speaking, the time would have been largely insignificant and unlikely to have resulted in any tangible differences in time as the figure was diluted by the duration of the period that was averaged.

► **My drive time is way off or I didn't get adequate time for fueling. The credit I got doesn't come close.**

We must remember that standards that were developed over the last decade were the product of a career-defining study by world-renowned Industrial Engineers that took years and hundreds of thousands of samples to calculate. Many of those standards are determined by complex formulas that are tested and tested and retested. While there will be Carriers who perform a function much slower/faster than the accepted standard, the accepted standard is the fair representation of that duty based on years of time studies. I understand that we may have our issues with how the Postal Service interpreted the implementation of some of the Engineer's findings, but the standards themselves are about as fair as possible due to the tremendous data set that was gathered and studied.

► **My daily minutes don't work out when multiplying my daily average and allowance factor.**

This was a common issue that we saw in the disputes. There were only a small amount that actually did not work out mathematically. Most carriers forgot to also multiply the product of the daily average, allowance factor and bundle type by the route coverage in order to determine the service time, or daily minutes. Furthermore, we must also realize that the data in the Total Time box on the 4241-A and 4241-M are in hours and minutes and the daily minutes in the body of the forms are in decimal format. As a result, you must convert your hours and minutes to decimal format for calculations.

So where do we go from here?

The best way to prepare yourself for the best and most accurate evaluation possible is to **KNOW YOUR SCANS** and keep your **LTM/DPM UPDATED!!**

Many standards that carriers took issue with are based on complex formulas that factor in a variety of activities/measurements/traffic points that are pulled from scanning and mapping.

If your box totals, collection compartments, dismounts, traffic points, route length and various other route specs are not correct – your evaluation will not be correct.

If you are not allowed to review/correct your mapping on a regular basis, please reach out to your Steward. The National Agreement entitles you to a physical route measurement if you do not agree with

the route length as determined through the scanner breadcrumbs.

Please familiarize yourself with the 4241-A and 4241-M forms. Knowing what comprises each category on the 4241-A and what data is used to determine the 4241-M standards will help to

determine if there is a true issue or not. Understanding how each standard impacts your route will also help you to ensure that you are getting the correct credit for the circumstances on your route.

Nothing is easy the first time you do it.

RRECS will get better.

Don't give up!

And if your Mini-Mail Survey doesn't go the way you want it to, then file a dispute. Nothing ventured, nothing gained. Meet with your manager, be timely, be specific and make sure that your manager knows to send a copy to Labor when you send your copy to the Union.

If you have any questions, please reach out to your Steward. We are here to help!

***KNOW YOUR SCANS &
keep your LTM/DPM UPDATED
for the best and most accurate
evaluation***

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.

**UNION
POWER
E R I F E
O G A H F S
P A N T C U
L E N I Z A T I O N
I V E S**

USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust 

800-327-4968

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

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.



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.

NORTH CAROLINA AUXILIARY OFFICERS

PRESIDENT

ROANOKE HEATH
25722 US Highway 64
Jamesville, NC 27846
252-809-9901

Roanokeh@embarqmail.com

VICE PRESIDENT

PAMELA J. FARMER
4377 5 Points Rd.
La Grange, NC 28551
252-566-9290

Pjfrayparl@gmail.com

SECRETARY/TREASURER

SUE KELLY
4701 Main St.
Linden NC 28356
910-980-0820 or 910-890-2804

Msueky117@gmail.com

EXECUTIVE COMMITTEE

LINWOOD SMITH
1008 Dowling Road
Raleigh, NC 27610

MICHELE DARDEN
12 Blue Pete Ct.
Southern Shores, NC 27949

L.E. WHITE
1336 Schoolhouse Road
Elizabeth City, NC 27909

CHAPLAIN
NORMA WILLIFORD
511 Old Goldsboro Road
Newton Grove, NC 28366-7759
Phone 910-594-0433

JUNIOR OFFICERS

PRESIDENT
ANAKIN HAMLETT
7668 NC Highway 62 N
Blanch, NC 27212-9257

VICE PRESIDENT
ALLISON HOLT
P O Box 1003
Rural Hall, NC 27045

SECRETARY/TREASURER
EASTON SMITH
3694 Fieldstone Drive
Wake Forest, NC 27587

CHAPLAIN
KAYLEIGH CASE
459 Bane Road
Milks River, NC 28759

A Program of Patriotism

Auxiliary News

From
Roanoke Heath
President

The National 2023 Convention is now history. I hope you had a great time in Grand Rapids. Our days were filled with the business of the Auxiliary.

The program for our Auxiliary for was Love and Support (2022-2023). The auxiliary raised over \$57,000 for our project Give Kids the World.

While at the convention the auxiliary members served on different committees doing the work of the auxiliary. I served on the committee that judged the 6- and 7-year old's posters. There were twenty-five entries with a total of three winners. The design of the posters was "My Friends" we had some great posters, and it was a hard decision to make.

We elected a new President, Julie Houston from Missouri.

Julie's project for 2023-2024 is a Program of Patriotism.

Humanitarian Project: THE HERO COMPANY

Symbol: Eagle with Flag Holding Envelopes

Motto: Never look down on anyone unless you are helping them up. – Jesse Jackson

Americanism: Exercise your right to vote.

Safety: PTSD Awareness

Song: "Stand by Me" by Ben E. King

Flower: Peonies and Hydrangeas

The other officers that we elected for the Auxiliary board are Lesa Routh-Halcomb (Vice President), Cheryl Mason (Secretary-Treasurer), and Executive committee Michelle Wertz, Marlene Cummings, and Tyrone Francis.

While at the convention I attended a Banquet on Wednesday night and our state had breakfast Thursday morning. I also attended the Caucuses on Thursday night. Candidates for association came to talk with the delegates.

The week was long but enjoyable and after our two days of traveling back home I am glad to be back in eastern North Carolina.



2023 National Convention Auxiliary delegates Deliah Johnson, Norma Williford and Peggy Simmons. Sallie Conley and Linwood Smith can be spotted in the background.

OCTOBER 2023

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

NOVEMBER 2023

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

Important Dates

October 9	Columbus Day Holiday	November 12	Fall Booster
November 11	Veterans Day Holiday Observed	November 23	Thanksgiving Holiday
November 11	Veterans Day	December 25	Christmas Day



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

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

Address Service Requested

Fall Booster November 12, 2023

Shell Island Resort

2700 N Lumina Ave.

Wrightsville Beach, NC 28480

\$149/night

To receive the group rate reservations **MUST** be made
by calling 1-910-344-0888 and using the Group code **NCRLC**

Reservations made online will not be at our special rate

Please make reservations by October 10

