



Volume 40

Issue 6

Circulation 5000

Edited in Spring Lake NC

May June 2024

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



North Carolina Rural Letter Carriers' Association

Official Convention Call

June 17 thru June 19, 2024

119th State Convention

Great Wolf Lodge

10175 Weddington Rd, Concord, NC 28027

Official notice is hereby given that the North Carolina Rural Letter Carriers' Association State Convention will convene at Great Wolf Lodge in Concord, North Carolina on June 17-19, 2024.

Business begins at 8:00 am on Monday June 17, 2024.

Elections will be held for the office of President, Vice-President (one year terms), Secretary/Treasurer (two year term) and Executive Committeeman (three year term).

These elections will be conducted on Wednesday June 19, 2024.

North Carolina Rural Letter Carriers' Association

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

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

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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 Gr8Wo1F617

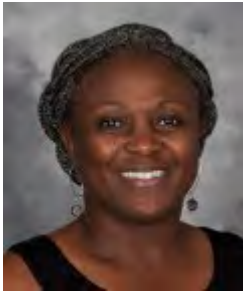
The password will be changed to the above on July 30, 2024.

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

Armed Forces Veterans Club	18
Auto-Home Owners Insurance	30
Auxiliary News	38
Calendar	39
Chaplain's Message	5
Constitution Change Form	22
Convention Information	11-18
District Representatives & Area Stewards	33-35
Dues Rates	4
Emergency Hotline Number	3
Grievance Form Example	35-36
Junior Auxiliary Release Form	37
Legislative News	29
NCRLCA Website & Password	3
Obituaries	5
Officer Assignments	2
Outstanding Member of the Year	24-25
PAC	27-28
President's Message	4
RCHBP	9
Resolution Form	23
Retirement	7-8
Rural Carrier Moments	27-28
Safety	6
Secretary/Treasurer Message	10
Vice President Message	26
Webmaster	31

*Remember
and Honor
those that fought
for our freedom
this Memorial Day*





President
Audrey Solomon

Looking Forward

Hi everyone. I hope each of you were able to catch the eclipse on April 8th. My customers made sure I had glasses to this spectacular event.

Summer is here. As you have already seen, the bees, dogs, and snakes are out; therefore, please be on alert and aware of your surroundings.

By the time you receive this magazine, route adjustments will have started. This is an unfamiliar territory for our managers. **PAY ATTENTION!**

Now, as we get ready for the State Convention which is at Great Wolf Lodge on June 17 - 19. To be a paid delegate from your district, you must be elected as a delegate at your district meeting and send in the state registration form by May 16th. Please register your youth and fill out junior release form for your child to participate. I hope to see everyone there.

Each room has a refrigerator and microwave; however, on Monday, lunch will be served for you and your family and Tuesday, there will be a special lunch cash concession for your convenience.

I would like to let the FIRST TIMERS know breakfast will be on Monday at 7:30 a.m. for the

carrier only. The Juniors will have their own breakfast elsewhere at the same time.

Ballots for National Delegates will be mailed to you soon. Please **READ INSTRUCTIONS CAREFULLY** and **FILL OUT AND RETURN. THANK YOU.**

Throughout this magazine you will find other events that are planned at this year's convention. However, there is nothing more important than state business and hearing news from the National Office. Director of Labor Relations Bridget Boseak will be our guest speaker.

As you know, the 2024 contract negotiations are underway. Please keep in mind that this may take a while as each side presents their arguments.

The RCAM (Rural Contract Administration Manual) is out and on the website NRLCA.org. Please familiarize yourself with it. This joint effort was designed to help management and carriers resolve disputes at the lowest possible level. You will not when reading, the contract is in black print and the explanation is in red.

Vice President Elaine Althoff and I will be traveling to Washington, D.C. on April 27 – May 1. Please contact your Representatives and Senator. See Vice President Althoff's article to get all the bills we will be discussing on the Hill.



NCRLCA Dues for 2023-2024

Regular, PTF...Cash.....	\$835.00
1187...Bi-Weekly.....	\$32.15
Retired.....Cash.....	\$115.00
1187R...Monthly.....	\$9.58
73, RCA, RCR, ARC...Cash.....	\$279.00
1187.....Bi-Weekly.....	\$10.73

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

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

Chaplain's Message

From

Audrey Solomon

BE KNOW DO

While sitting through a Master and Doctorate commencement ceremony, a US Army Command Sergeant Major delivered the address. As he ended his speech, he reminisced about a 1st Sergeant he had that would always say **BE KNOW DO**. He wondered why he always said those words, so he asked what it meant and was told: Believe in yourself, Know your job and Do your job and you will be able to succeed in life.

Believe in yourself. In life you will always have pressure, stress, and broken dreams. Life is full of adversity. However, we must remember that we are fearfully and wonderfully made. So, when trials and tribulations come our way, we stay strong, because we have not been given the spirit of fear, but of power, love, and a strong mind.

Know your job. No two jobs are alike. Teachers – teach, writers – write, rural carriers – deliver mail. However; the one thing we all have is a servant's heart.

We have been blessed with a job that is mentally and physically challenging. Our job is demanding, and it changes every day. Though we go through trials and tribulations, we must always lift our eyes unto the hills, from whence cometh our help.

Do your job. Be courteous and kind. I know that is a tall order, but we must have the patience of Job. Every day we must treat each other with brotherly love and kindness. We must not be slothful but work with a fervent (displaying an enthusiastic intensity) spirit.

Trust in the LORD with all thine heart and lean not unto thine own understanding. In all thy ways acknowledge HIM, and he shall direct thy paths. Ask for directions each day and give THANKS.

I know life is stressful, but we need to let our light shine.

PRAYER – *LORD, help me to begin each day anticipating problems – asking You to equip me for whatever difficulties that lie ahead.*



Obituaries

Roger "Sherwood" Gouge, 92 years old, of Bakersville, went home to be with the Lord on Saturday, March 2, 2024, surrounded by his loving family.

He was born August 2, 1931. He was preceded in death by his parents, W.O. "Bill" and Fearol Woody Gouge and his sister Maxie and her husband Warren Buchanan.

Sherwood is survived by his loving wife Linda Hoilman Gouge of 43 years; his daughter Giovanna Peterson and husband Phillip, and son Roger Gouge Jr. and wife Nancy; 4 grandchildren, 5 great grandchildren, 1 great-great grandchild, and 3 step grandchildren; along with special nephews, Jeff

Young and Tommy Buchanan.

Sherwood was a member of Cloudland Baptist Church.

He served four years in the US Navy during the Korean War.

He retired from the US Postal Service with 34 years of service as a rural carrier, without an accident, earning the million mile safe driving award.

During his postal career and in his retirement he was a member of the NRLCA. He served as a Steward, and on the State Board and as State President in 1983.



Safety

Brian Hamlett
Executive Committeeman

Heat & Hydration

Summer is Coming (Again)!

Yes, that time is coming yet again when management is regularly giving stand up talks on heat safety and how to avoid heat illness. I usually write about it every year about this time so I'm fairly certain we all know the dangers of heat exposure in what we do.

Despite the number of times we hear about heat illness, it does bear repeating as it has the potential to be fatal.

Knowing the signs of heat illness is the first step in prevention.

Here is some information provided in Postal Bulletin 22646 from March 21, 2024.

Signs of Heat Illness

- Hot, dry skin or profuse sweating;
- Headaches;
- Confusion or dizziness
- Nausea or vomiting
- Rapid pulse
- Muscle cramps
- Weakness or fatigue
- Rashes.

If an employee experiences signs of heat-related illness, they must seek immediate medical assistance by calling 9-1-1.

Here are some proactive tips to help beat the heat:

- Hydrate before, during, and after work. Prevention is important — drink at least 8 ounces of water every 20 minutes.
- Dress appropriately for the weather. On warm days, wear light-colored, loose-fitting, and breathable clothing to keep your body temperature down.
- Use the shade to stay cool. When possible, use shaded areas to stay out of direct sunlight.

This time of year also brings our State Convention. Many of you hopefully attended your District meetings in preparation. We have put a lot of effort into planning what we hope you will find is a fun and informative Convention.

On our speakers list is a State Trooper from the North Carolina State Highway Patrol to speak on safety issues and laws that are important for us in our daily duties.

I look forward to the opportunity for us to gather to carry out the business of our State Association!

Heat exhaustion What it looks like	Heat exhaustion What it looks like
Elevated body temperature	High temperature (103° F or more)
Dizziness	Confusion
Headache	Slurred speech
Heavy sweating	Skin is hot, red, and dry
Decreased urination	Seizures
Nausea	Fainting
Thirst	
Irritability	
Fatigue	

Take action

- Move worker to a cool place
- Remove and loosen clothes
- Cool with wet cloths or take a cool bath if available
- Offer small sips of water

When to call for help

- Symptoms worsen
- Symptoms persist

Take action

Call 911: this is a medical emergency

After you call

- Move worker to a cool place and don't leave alone until help gets there
- Lower temperature by removing clothes
- Give a cool bath, if available

Survivor Benefits

Information for Survivors and Loved Ones

The worst day ever is not something anyone puts on the calendar as they would a vacation or retirement. But those left behind will still need guidance to receive what they are entitled. The information provided below will help guide you or them through the process of reporting the death of a federal employee or retiree and applying for any potential death benefits that may be payable.

How to report the death of a Federal Employee or Retiree

To report a death, you can do one of the following:

- Complete an online [Report of Death form](#). (OPM.gov/retirement)
- Call the Retirement Information Office at 888-767-6738 at 888-767-6738, Monday through Friday during the hours of 7:40 am and 5:00 pm EST/EDT.

What you need to report:

- Retiree/employee's name.
- Any information you may have, such as the retiree/employee's date of birth, social security number, claim number and address.
- Names and addresses of the survivors so that we may send out information regarding potential death benefits that might be payable.

If this is the death of a current federal employee, please contact the employing agency and report the death directly to them as well.

After reporting the death

Retirees

Once OPM is notified, the office will create a claim number for the deceased and send a packet to the survivors that includes:

- Application for Death Benefits ([Standard Form 3104](#) for FERS, [Standard Form 2800](#) for CSRS) with a return pink envelope.

Retirement

Jay Schreiber
Executive Committeeman



- FE 6 – OFEGLI [Claim for Death Benefits](#) with a return blue envelope. If you have questions, or need help completing this form, call OFEGLI at 1-800-633-4542. Their Customer Service Center is open Monday through Friday, 8:30 a.m. to 4:00 p.m. EST/EDT.

Employees

If the deceased was an employee, the employing agency at the time of death will provide the survivors with an information packet and work with them to provide OPM with the necessary information.

Documents to include with your Application for Death Benefits

To process an Application for Death Benefits, OPM must receive certain documents from the applicant. Providing these documents with your application will help to prevent delays in processing your application. In addition to a complete application, you should submit the following:

- Proof of death that shows the date and cause/manner of death. We cannot accept a pending death certificate.
- Proof of termination of any marriage. Submit a copy of final divorce, annulment, or death certificate with your application.
- If you are the widow/widower, include a copy of your marriage certificate.
- If you are a child of the deceased, include a copy of your birth certificate showing both of your parents' names.
- If you are a court-appointed administrator, executor or other official of the estate of the deceased, include a copy of the appointment with a raised seal.

(Continued on page 8)

After submitting your application

Once OPM has received a complete application, the claim will be assigned to a specialist for processing in the order in which it was received. If the claim involves the death of an employee, it will be assigned to a specialist once OPM has received the death package from the employing agency and payroll office. If additional information is needed to process the claim, the specialist will reach out directly to the survivor(s) and/or agency. Once the specialist has all documentation needed, they will process the claim accordingly.

If I'm eligible, how will I receive my payment?

On your application for death benefits, there is a section that asks you how you would like to receive your payment. If you are receiving a one-time lump sum benefit, payment may be sent via hard copy check or direct deposit. If you are receiving a monthly benefit, the Department of Treasury requires that federal payments be sent via electronic funds transfer (EFT). There are only three exemptions that would allow for a paper check: if the recipient is over 90 years old, if the recipient lives more than 50 miles from an ATM, or if recipients are unable to manage their own finances.

Types of Survivor Benefits that may be payable by OPM

Monthly Annuity

A monthly annuity may be payable to a current spouse, former spouse (if a retiree elects this benefit or if it is awarded by court order), a minor child, disabled dependent and/or student. Creditable service and length of marriage requirements must also be met.

REMINDER

Membership in the NRLCA terminates upon retirement.

Retirees must reenroll to remain a member of the union.

You must keep your membership active if you have the Rural Carrier's Benefit Plan Health Insurance.

Please complete PS Form 1187 R to remain a member.

Contact Vicki Gray at (910)745-8815 to have an enrollment form mailed to you.

Lump-Sum Credit

If there is not and will not be anyone eligible for a monthly survivor annuity, a lump-sum of any remaining retirement deductions may be payable. If an annuitant has exhausted all their retirement deductions, accrued annuity for the number of days they lived in the month they passed (minus any health benefit or life insurance premiums) may be payable.

Basic Employee Death Benefit (FERS ONLY)

If an employee dies with at least 18 months of creditable service, a current spouse or former spouse (if awarded in a court order) may be entitled to the Basic Employee Death Benefit.

All this information is available on the [OPM.gov](https://www.opm.gov) website. It wouldn't hurt to print this off and place it with your will, insurance policies and other important documents. It will be challenging enough for those left behind to deal with the passing, do something to lighten their stress.



Rural Carrier Health Benefit Plan

Tracy Greer
Executive Committeeman

I have also reached out to the American Red Cross. They have accepted our invitation to attend the Convention. They will be conducting a blood drive on Tuesday, June 18th from 10-3 at the Great Wolf Lodge.

Calling All Carriers

My Grandmother used to tell me, “As you get older, time goes quicker”. I never understood that phrase until I got older, but how true it is. We are quickly approaching the North Carolina State Convention and I encourage each of you to attend.

This year I have asked Ali Sherrill of Aetna and Crystal Lawroski of CVS to attend our State Convention. They will provide a presentation for us and will answer your questions.

There will also be a seminar provided by Aetna on Monday evening, June 17th following the General Session. Postal Reform is here and will go in effect in January 2025. Whether you are already retired or plan to retire from the Postal Service at a later date, this seminar will provide you with very important information. I strongly encourage you to attend.

My goal is to provide you with the most recent information available, and this will be the best opportunity to achieve that goal.



The event will be called **RURAL CARRIERS GIVING THE GIFT OF LIFE.**

The Red Cross encourages scheduling a time slot on their website at www.redcrossblood.org. The Sponsor Code is Ruralcarriers (one word). Or use this link. <https://www.redcrossblood.org/give.html/drive-results?order=DATE&range=10&zipSponsor=ruralcarriers>

We will have this link added to the website as well.

Every 2 seconds, someone in the U.S. needs blood.

The Red Cross provides about 40% of our nation’s blood and blood components, all from generous volunteer donors.

The Red Cross says that the number of people donating blood has dropped by 40% over the last two decades. There is currently an emergency shortage in America’s blood supply.

Each new donor helps them meet patient needs.

Please consider donating your blood on Tuesday to help save a life!



Business & Fun Combined at Great Wolf

Secretary/Treasurer

Vicki Gray



Our State Convention will be here before you know it. We have a lot planned for you this year.

We will start off Sunday afternoon with a seminar from our stewards. This will be from 3-5 pm and is open for everyone to attend.

Sunday evening will be our usual Memorial Service at 7:00 pm. The Juniors are asked to help with the service.

At 7:30 on Monday morning we will again offer a breakfast for our first time attendees before we begin the official session. All newcomers are welcome and encouraged to attend. Not only will you receive a free breakfast but you will also receive guidance on how the convention functions.

A separate breakfast for the Juniors will also be provided at 7:30 on Monday.

We will begin our joint session meeting at 9:00 am on Monday morning.

Guest speaker is NCRLCA Director of Labor Relations Bridget Boseak. She will join us for the entire Convention beginning with the Steward Seminar on Sunday evening. She will address the body on Monday afternoon.

Other guest speakers are National Auxiliary President Julie Houston, Aneka Battle with APCU Credit Union, Ali Sherrill from Atena, USPS Management, and NC Highway Patrol Trooper Kevin Barringer.

Lunch will be provided for all on Monday.

Monday evening there will be a presentation from Ali regarding health benefits and the Postal Reform that is coming in 2025.

Tuesday morning it is back to business at 8:30.

Tuesday we will also be hosting a Red Cross Mobile Blood Drive from 10-3 right outside our meeting space. We hope that you will consider giving the *“Gift of Life”* while we are there.

Tuesday night we will have our PAC fundraiser with a *“LUAU”*. So grab your flip flops and put on your *Aloha shirts* and your *Muumuus* and join us for a wonderful meal and some fun.

We will finish up on Wednesday with the final business and the election of State officers.

Also, **REMINDER**, the Auxiliary would like you to please preregister your children for the Junior Auxiliary. They need to know the ages of the children and how many will be attending to aid in making the plans for their outings. They also need your child’s T shirt size so they can get them ordered. Please register them as soon as possible. The form for that is in this issue on page 37.

Bring the kids with you. Great Wolf Lodge was chosen by the State Board with the kids in mind. They will have a great time and are taken care of by the Auxiliary while you are in the meeting.

Also, FYI, Great Wolf has certified lifeguards on duty at the waterpark at all times. They also have lifejackets in all sizes and they provide clean towels at the waterpark so you do not need to bring these items.

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

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

**NCRLCA 119TH ANNUAL STATE CONVENTION
GREAT WOLF LODGE & WATERPARK**

JUNE 17-19, 2024

Special Guest

NRLCA Director of Labor Relations

Bridget Boseak

**Sunday June 16th
Steward Seminar
(Everyone welcome)
3:00-5:00 pm**



**Monday June 17th
1st Timer's
Free Breakfast
7:30-8:30 am**

Sunday June 16th

Registration 2:00-4:00 pm

Memorial Service 7:00 pm

Tuesday June 20th

Red Cross Blood Mobile 10 am-3 pm

Plus so much more!

Join Us & Bring a Friend!

Official Convention News

NATIONAL CONVENTION

National Delegate Election by Secret Ballot

This year the National Convention will be held in Reno, Nevada from August 27-30, 2024.

A secret ballot election for the delegates of the North Carolina RLCA to the 2024 NRLCA National Convention will be conducted by mail.

The deadline for delegate nominations has closed for this year.

Ballots will be mailed to members between May 17 and May 23, 2024.

Counting of the National Delegate ballots will take place on Saturday June 15, 2024 beginning at 10:00 AM at Great Wolf Lodge in Concord, NC.

Any candidate or designee may observe the ballot tabulation.

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



delegates; the remaining candidates shall be declared alternates.

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

Didn't Receive Your Ballot

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

Official Convention News

STATE CONVENTION

Candidate Announcements for State Office

My name is Brian Hamlett and I am announcing my run for Vice President of the NCRLCA. I have served as Executive Committeeman since 2019 and have attended numerous State and National Conventions. In my time on the board we have strived to increase participation at the state level and I am proud of what we have achieved. I look forward to a chance to continue the progress the board has made in this regard and have genuinely enjoyed the opportunity to serve our members. My wife Christina and our children are active Members in our Auxiliaries and have expressed their support in this endeavor. I hope you feel I am deserving of your support as well.

The State Convention will be held at Great Wolf Lodge at 10175 Weddington Rd, Concord, NC 28027 on June 17 thru June 19, 2024.

The business session will start on Monday June 17 at 9:00 am.

Elections for the positions of President, Vice-President (one year terms), Secretary/Treasurer (two year term) and Executive Committeeman (three year term) will be conducted on Wednesday June 19, 2024.

Official Convention News

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



National Rural Letter Carriers' Association Director of Labor Relations Bridget Boseak

Bridget Boseak, of Mayville, Michigan, is currently serving the NRLCA in her second term as the Director of Labor Relations, directing and overseeing the grievance and arbitration process and labor relations issues with the USPS.

Prior to serving on the National Board, she served ten years as Regional Representative and twelve years serving the Michigan Rural Letter Carriers' Association as State Steward. She also served the Michigan Rural Letter Carriers' Association at every level of the steward program, as well as county secretary for Lapeer County RLCA, for a combined total of more than 30 years, beginning just six months after being hired as an RCA in the Lapeer Michigan Post Office in 1990.

Prior to being assigned as Regional Representative, Bridget was serving the NRLCA as a member of Task Force 1, developing resource materials and training for stewards. She also served as a member of the Appeal Review Committee, which revised Appeal Process at the National Convention. Bridget served on the committee to create the Appeals Commission. She also served 3 years on the Resolutions Committee at the National Convention, including chairing that committee in 2000. Bridget served on the Appeals Committee for four years including chairing that committee.

Bridget was raised in a union family. Growing up, she learned firsthand from her UAW mother, aunts, and uncles the value of labor unions to American families, how labor unions can ensure a safe and fair day's work for a fair day's pay and preserve the middle class. She believes that unions become strong through participation, and the biggest enemy any union faces today is the lack of participation of its members.

Bridget currently resides in Alexandria, Virginia in union-owned housing, but maintains her residence in Mayville, Michigan near her route in Mayville. Bridget has three sons, with one working as a full-time clerk, and three daughters, one of whom works as a regular rural carrier. Her life partner, Jim Kimmery, is a retired regular rural letter carrier. Together Bridget and Jim have three wonderful granddaughters and three awesome grandsons, one great-granddaughter, and one great-grandson. When Bridget is not working, she enjoys crocheting for relaxation and spending time with Jim and their children.

(Continued on page 15)

Official Convention News



National Auxiliary President

Julie Houston

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

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

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

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

If Elected As A State Officer

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

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

If you are running for office please make arrangements to include this meeting in your plans.

It is required!

Official Convention News

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

State Convention Preregistration

Section 3. State Delegates.

- A. All districts shall be entitled to one delegate vote for each six paid-up members or a fraction thereof.
- B. No delegate shall represent more than one district.
- C. No district shall be represented in the State Convention by proxy.
- D. The total delegates from a district (if not in full attendance) may be voted by the one or more delegates in attendance.

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

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

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

This complies with labor laws which require that

(Continued on page 17)

2024 PREREGISTRATION FORM NORTH CAROLINA STATE DELEGATE

Please print clearly.

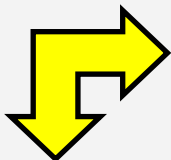
Name _____

Address _____

City _____ State _____ Zip _____

Phone _____

I submit my name as a candidate for delegate to the 2024 North Carolina State Convention.



I UNDERSTAND THAT I MUST ALSO BE DULY ELECTED AS A DELEGATE IN MY LOCAL DISTRICT ELECTIONS.

Signature of Member: _____

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



Official Convention News

North Carolina Membership Totals

as of April 20, 2024

(Continued from page 16)

delegates must be elected by a direct vote of the membership.

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

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

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

Forms must be received by May 16, 2024. Please send in as early as possible.

ARTICLE VI, Section 4

State Delegate Compensation

- A. State delegates shall be compensated up to \$100.00 per each completed business session day of attendance at the State Convention for expenses.
- B. The state shall set aside a total amount equal to the rate of .00017% of a 40 hour, Step C, Table 1 regular rural carrier's yearly pay for each member on the rolls on June 30, to be used to pay state delegates. (proviso first deposit will be July 2019)
- C. These funds shall be held in an interest-bearing account.
- D. The maximum amount to be paid out per year will be \$60,000.
- E. Any state delegate to the State Convention who is being compensated for the State

(Continued on page 18)

District	District Name	Members	Delegates
1	ALAMANCE	71	12
2	ALBEMARLE	102	17
3	BRUSHY MOUNTAIN	139	24
4	ALLEGHANY-ASHE	41	7
5	PEACH BELT	53	9
7	ROANOKE-CHOWAN	55	10
8	SOUTHEASTERN	257	43
9	BURKE-CALDWELL-CATAWBA	194	33
10	FOOTHILLS	128	22
11	SMOKY MOUNTAIN	135	23
12	DURHAM-ORANGE	111	19
14	CASWELL-ROCKINGHAM	65	11
16	CENTRAL CAROLINA	111	19
20	SANDHILLS	242	41
23	SEA LEVEL	232	39
24	WAKE COUNTY	454	76
25	TRI COUNTY-UPPER WAYNE	170	29
26	YADKIN RIVER	170	29
28	SIX COUNTY	152	26
29	CLEVELAND-GASTON-LINCOLN	198	33
30	GUILFORD COUNTY	160	27
34	JOHNSTON -NORTH HARNETT	117	20
36	MCDOWELL-MT MITCHELL MADISON-BUNCOMBE	166	28
38	MECKLENBERG	371	62
42	RANDOLPH-DAVIDSON MONTGOMERY	152	26
44	ROANOKE BEAUFORT-HYDE-N. PITT	153	26
47	RUTHERFORD-POLK HENDERSON-TRANSYLVANIA	119	20
50	PIEDMONT	265	45
52	TIDEWATER	307	52
54	UNION COUNTY	126	21
57	WATAUGA-AVERY	58	10
	North Carolina Total	5074	859

Official Convention News

State Convention Committee Assignments

CREDENTIALS

Roger Southern, Chairman
Ricky Stafford
Alecia Pressley
Helen Woodard

CONSTITUTION

Josh Rigeftsky, Chairman
Mike Leonard
Brenda Johnson
Angela Wilkinson
Brandi West

RESOLUTIONS

Marsha Rawls, Chairman
Robert Gurganus
Gail Naillon
Lindsey Duncan
Nathan Warren

ELECTIONS

Debra Bennett, Chairman
Connie Lindsay
Mike Shue
Nancy Moose

TELLERS

Committee One

Mike Redden, Chairman
Leigh Huffman
Arnold Williams
Rhonda Sears
Patricia Cassey

Committee Two

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

(Continued from page 17) Delegate Rules

Convention by State or National funds shall not receive state delegate pay.

- F. All state delegate checks will be mailed by July 31 or within 30 days of the close of the State Convention if delayed
- G. All state delegates must pre-register by submitting the registration form that will be printed in the convention issue of the state newspaper and on the North Carolina website.
- H. Preregistration forms must be received by the Secretary Treasurer at least 30 days prior to the opening of the State Convention. *(That day is May 16th this year.)*
- I. Verification of attendance will be the responsibility of the local President or the local Delegate-at-large.
- J. Disputes will be settled by the State Board.

DO N'T FORGET TO VOTE

Election Chairman

Debbie Bennett

Every member of the NCRLCA will receive a ballot with a list of names of members that wish to be your delegates to the National Convention.

One of your rights as a union member is to vote for the people you want to represent you at the National Convention. Less than 10 percent of our members take the time to fill out their ballot and mail it back. Let's change that this year!

When you receive your ballot take a few minutes and fill it out. Talk to your co-workers and encourage them to vote also.

It is important that you follow the directions that are on the ballot. Fill in the circle next to the name of the person/people you are voting for. You can vote for less than the allotted number but if you exceed the number of votes allowed your ballot will be spoiled and will not be counted.

Place your completed ballot in the SECRET envelope first, then place that secret envelope

inside the white envelope with the address on it. The SECRET envelope ensures that your vote is confidential.

You **MUST** put your name on the white envelope so the Elections Committee can verify that it came from a Union member. If the Elections Committee can't verify your ballot, it will not be counted. If you write anything on your ballot, other than filling in the circles, it will be marked as spoiled and will not be counted.

The ballots must be placed in the mail to you by May 23. The ballots will be collected on June 14. Please mail your ballot in early.

If you have any questions, please contact me at 910-436-6487. I am here to help make sure you get your ballot, and you get to vote!

See you at the State Convention!

Voting for your National Delegates is one of your Union Privileges.

Don't waste it!

Please take the time to vote.





ARMED FORCES VETERANS CLUB



The Armed Forces Veterans Club (AFVC) is a fraternal organization composed of veterans and anyone who supports their goals of providing financial support for high school seniors and college students whose parents and grandparents are NRLCA AFVC members. All proceeds go to provide \$150 scholarships for students to further their education. Dues are \$10 per year payable by June 30th. The AFVC will have a table at the state convention in Charlotte where you can renew your membership or join up for the first time. The table will be open from after the morning break on Monday until 10AM on Wednesday. The annual meeting will be held Monday during lunch where officers will be elected and conduct any business brought before the membership. All members are asked to attend. If you cannot attend the convention, you can send your check for \$10 payable to "NC AFVC" to

Mike Shue
325 ED Weavers Rd.
Salisbury, NC 28146

See you at Great Wolf Lodge

Debbie Bennett Pres.
Audrey Solomon V-Pres.
Mike Shue Sec.-Treas.

SOME GAVE ALL

Please take a moment
on this Memorial day
to Remember those
that paid the ultimate
price.



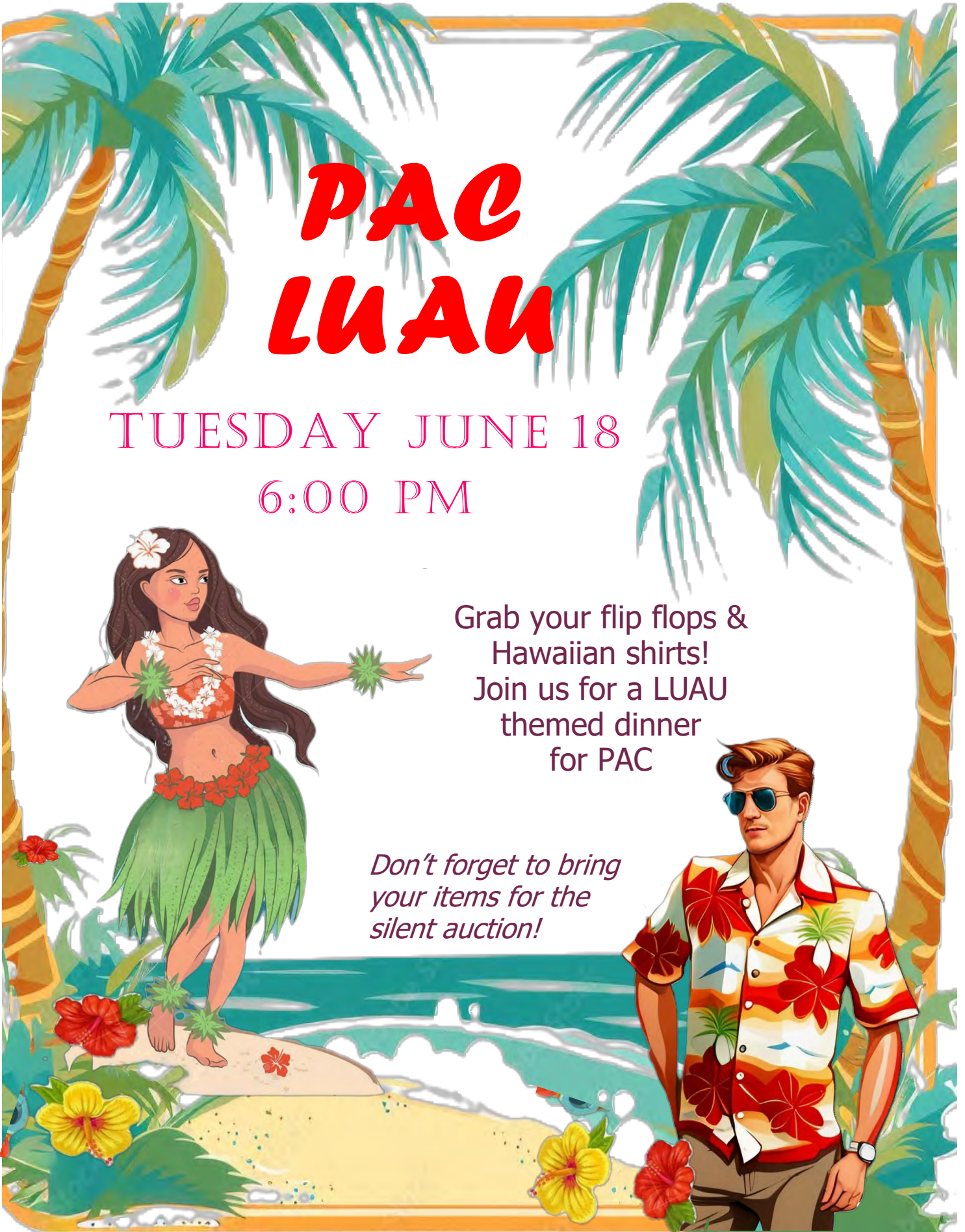
PAC LUAU

TUESDAY JUNE 18

6:00 PM

Grab your flip flops &
Hawaiian shirts!
Join us for a LUAU
themed dinner
for PAC

*Don't forget to bring
your items for the
silent auction!*



NRLCA CONSTITUTION CHANGE

The following proposed Constitution change is being presented by _____ and is hereby submitted to the Constitution Committee of the North Carolina Rural Letter Carriers Association at the 2024 State Convention in Concord, NC for consideration and appropriate action.

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

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

Explanatory paragraphs should be headed as follows:
(If spaces below are inadequate, use additional sheets with appropriate heading)

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF/REASON FOR CHANGE:

Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390
To be presented to the Constitution Committee at the 2024 State Convention

NRLCA RESOLUTION

The following proposed Resolution change is being presented by _____ and is hereby submitted to the Resolutions Committee of the North Carolina Rural Letter Carriers Association at the 2024 State Convention in Concord, NC for consideration and appropriate action.

Check Appropriate Box

Binding
 Non-Binding

Issues

Check one

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

The following procedures are suggested for effectively presenting Resolutions:

1. Place only one Resolution per sheet.
2. Print legible.
3. Indicate the issue this resolution concerns (above).
4. Identify any Handbooks, Manuals, or Written Documents to be amended:

By: (a) Name of Document _____

(b) Article _____ Section _____ Paragraph _____

5. Explanatory paragraphs should be headed as follows:
(If spaces below are inadequate, use additional sheets with the appropriate heading).

WHEREAS

BE IT RESOLVED

INTENT OF / REASON FOR CHANGE

Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390
To be presented to the Resolution Committee at the 2024 State Convention

GUIDELINES FOR SELECTION OF OUTSTANDING MEMBER OF THE YEAR

I. Method of Selection

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

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

II. Eligibility for Award

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

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

III. Criteria for Selection

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

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

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

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

should be encouraged to seek to achieve this award.

IV. Presentation of Award

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

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

V. Other

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

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

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

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

Steve Rogers
233 Karen Cr
Winston-Salem, NC 27105

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

Mitch Reece
211 Wheel Crest Dr
Winston-Salem, NC 27127

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

North Carolina's Outstanding Member of the Year Recipients

YEAR	NAME	CITY	YEAR	NAME	CITY
1962	R. Clyde Winebarger	Boone	1995	Harold Knight	Stoneville
1963	Finley K. Rogers	Clarkton	1996	Ellen Reavis	Winston Salem
1964	J. Guy Padgett	Hayesville	1997	J R Jones	Washington
1965	Carey Lawrence	Mooreville	1998	Pete Williford	Newton Grove
1966	Robert H. Morris	Lexington	1999	Rene Holton	Statesville
1967	King W. Westbrook	Burlington	2000	Dennis Conley	Franklin
1968	Rufus U. Cotton	Fuquay Varina	2001	Barbara Smith	Raleigh
1969	Sanford H. Fishel	Winston Salem	2002	Jeanette Dwyer	Lake Waccamaw
1970	J. Frank Sessoms	Fayetteville	2003	Glenn Johnson	Newland
1971	Roy Barbee	Greensboro	2004	Van Carter	Plymouth
1972	Admah Lanier Jr.	Wilmington	2005	Bryan Hudgins	Eure
1973	Leonard Scronce	Vale	2006	Lynn Adams	Clinton
1974	Prennis H. Page	Stedman	2007	Sue Ligon	Statesville
1975	Lewin Medford	Canton	2008	Lonnie Thigpen	Beulaville
1976	J. E (Gene) Kirk	Charlotte	2009	James Simmons	Nakina
1977	J. D. Herring	Lumberton	2010	Sandy Wilson	Thomasville
1978	Bruce Cook	Murfreesboro	2011	Ronald L. Lineberger	Maiden
1979	Glenn F. Rogers	Leicester	2012	Van Heath	Jamesville
1980	Edd A. Beaver	Rockwell	2013	Brenda White	Elizabeth City
1981	Herman Jones	Zebulon	2014	Sally Corriher	China Grove
1982	Charles Currin	Bunnlevel	2015	Jeff Essick	Winston-Salem
1983	Robert Howard	Mooreville	2016	Derek Harpe	Advance
1984	Alex I "Ike" Napier	Albemarle	2017	Brenda Johnson	Lillington
1985	Seth Gabriel	Mooreville	2018	Donald Ayscue	Hertford
1986	Ralph Dagenhart	Troutman	2019	Roger Southern	Stokesdale
1987	Reita Gaither	Greensboro	2020	Carl Kelly	Linden
1988	George Ake	Fayetteville	2021	Steve Rogers	Winston/Salem
1989	Harry S. Kirk	Charlotte	2022	Jesse Ray Farmer Jr	LaGrange
1990	Owen Moore	High Point	2023	Mitch Reece	Winston/Salem
1991	W. T. Simmons	Lillington			
1992	George Robinson	Iron Station			
1993	Doug Byrum	Waxhaw			
1994	Graham Snyder	Denton			



Vice President

Elaine Althoff

I'm Just a Bill Sitting Here On Capitol Hill

As President Audrey Solomon and I prepare for our meetings on Capitol Hill April 27th-May 1st I would like to remind you that you too can do your part in helping not only us but all crafts by writing your congressman/woman... urging their support on the following issues:

► **H.R. 5995, The Federal Retirement Fairness**

Has 89 co-sponsors and Congresswoman Kathy Manning Dist. 6 is the only NC co-sponsor; so send her a *Thank You* for her support. To you this is better known as "The Buy Back Bill".

Most Rural Letter Carriers start out as part-time employees, on average it takes 6 to 7 years to become career employees Pre 1989 part-time service was eligible for buy-back credit. (This is based on days you worked not years worked and will help many rural carriers retire and this should save the Postal Service money as we are on a 2 tier pay scale.)

► **H.R. 3721, The United States Postal Service Shipping Equity Act**

18 co-sponsors and as of 05/25/2023 and *has been referred to the Committee on Oversight and Accountability, and in addition to the Committee on the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned. (Congress.gov)*

This was sent to the Oversight committee last year when we were up there.

This allows Alcoholic beverages to be considered mailable. This is a revenue generator of \$180 Million. USPS already has Adult Signature service. This is a fairness issue, UPS& FedEx deliver alcohol.

► **H.R. 82, The Social Security Fairness Act**

Has 382 co-sponsors six from NC write them a thank you for their support they are Representatives:

- Alma Adams (NC 12)
- Deborah Ross (NC 2)
- Kathy Manning (NC 6)
- Donald Davis (NC 11)
- Jeff Jackson (NC 14)
- Valerie Foushee (NC 4)

You heard Van Heath talk about this one. Repeals WEP/GOP (Windfall Elimination Provision/ Government Pension Offset)

Eliminates GPO which reduces Social Security benefits for spouses, widows, and widowers who also receive government pension. Eliminates WEP which reduces Social Security benefits for individuals who also receive a pension/disability from an employer that did not withhold Social Security.

► **H.R. 7629, The Protect Our Letter Carriers Act**

This is relatively new it was introduced in the House on March 12, 2024, has 20 Co-Sponsors.

Protect Our Letter Carriers Act of 2024

This bill requires or authorizes certain actions related to the U.S. Postal Service (USPS).

The bill requires the Department of Justice to appoint an assistant U.S. attorney in each judicial district to coordinate and supervise the investigation and prosecution of various crimes related to postal services (for example, assault on a postal service employee, breaking into a post office, or obstruction of mails).

The bill also requires the U.S. Sentencing Commission to amend sentencing guidelines to provide that the assault or robbery of a postal employee shall be treated the same as the assault of a law enforcement officer.

Additionally, the bill authorizes appropriations for the USPS to install high security collection boxes and replace older versions of the universal mailbox key with electronic versions. (Source:Congress.gov)

And Our Senators on:

► **S. 597, The Social Security Fairness Act**

Sources: Co-Sponsors as of April 8, 2024 Congress.

Thank you in advance for your support with writing your Representative/Senator on the Bills. Also Thanking those that have already signed on.



PAC CHAIR

Brenda Gibbs



I have to give a shout out to the members of **Piedmont District 50**. A week after your meeting I received an envelope full of letters to your Representatives. Thank you for taking so many letters back to your offices and allowing your fellow carriers the opportunity to get involved.

At our district meetings we have given you the opportunity to contact your Representatives and let them know what legislation is most important to you. Thank you to everyone who participated.

For those of you that missed it, we will offer this same opportunity at the State Convention at Great Wolf Lodge.

Our PAC fundraiser this year will be a Luau themed dinner held on Tuesday June 18, 2024. Grab your flip flops, Hawaiian shirts and dresses and join us for an evening of dinner and dancing. Don't forget to buy a lei or 2 from the PAC table. You just may have purchased a winner and can take home a prize.

We will be having our silent auction again this year. If you have something to donate, please bring it and if you're looking for something to bid on, check out our tables. I'm sure you'll find something of interest.

We will also have our raffle items that we have showed you at the local meetings and this year we will have a 50/50 raffle as well.

Come join us!!

PAC will have leis for sale!



Become a Sustaining Donor

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

	<p>I hereby authorize my bank to deduct from my checking account the monthly sum of: (circle one)</p>				
	<p>\$50</p>	<p>\$25</p>	<p>\$15</p>	<p>\$10</p>	<p>Other: \$ _____</p>
<p>Signature: _____</p>		<p>Date: _____</p>			
<p>Name (print): _____</p>					
<p>Employee ID Number: _____</p>					
<p>State: _____</p>		<p>Zip Code: _____</p>		<p>Phone Number: _____</p>	
<p>Please attach a voided check or include Bank Routing number along with your account number. Send to NRLCA-PAC 1630 Duke St, Floor 2, Alexandria, VA 22314</p>					

Signing up for PAC Withholding from your Paycheck

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

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

Steps for signing up Online:

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

Steps for signing up by Phone:

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



Protect Our Letter Carriers

Legislative Representative

Van Heath

The latest bill that we are following and encouraging our membership to contact their members of Congress is [H.R. 7629](#), the "**Protect Our Letter Carriers Act**" H.R. 7629 appropriates \$1.4 billion to modernize the arrow key with a new electronic version, as well as review the sentencing guidelines of crimes against postal employees, and appoint an assistant U.S attorney with the responsibility of prosecuting crimes against postal employees. We have all read about the increase in crimes against Postal employees. Often these criminals are after our Arrow Keys. It is time that the Postal Service came into the 21st century and updated the equipment we all use out on our routes. There is a pre-written letter available on the [NRLCA.org](#) website on the "**Legislative Updates**" page under the "**Legislative**" tab. Since this bill was introduced, we have added several cosponsors every week. As I write this, we have twenty cosponsors, and none are from North Carolina.

We are still following and supporting several other bills in Congress. We still want to encourage everyone to write your members of Congress to ask for their support.

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

We still have the same 6 NC cosponsors for this bill, and the total cosponsors count is up to 311. Neither of our Senators have signed on for this bill. There are fifty-three cosponsors in the Senate.

The six cosponsors from NC are Representatives Adam (NC12), Ross (NC2), Manning (NC6), Davis (NC1), Jackson (NC14) and Foushee (NC4). If you are represented by one of the other members from our state, we really need you to write letters and make phone calls to make this bill happen.

HR 3721, The United States Postal Service Equity Act. This is the bill that finally repeals Prohibition in the Postal Service and would allow us to deliver alcohol just like our competition. This bill may be a lost cause. It is beyond my understanding why Congress would not give us an equal footing with our

competition. There are only eighteen cosponsors.

The "Federal Retirement Fairness Act" or the "Buy Back" bill is up to eighty-nine cosponsors. For a bill to ever have a chance of coming to the floor for a vote, it must have a minimum of 218 cosponsors.

Our biggest task now is to write and or call our members of Congress and ask that they cosponsor and vote to pass **H.R. 5995**.

The original co-sponsors were Representative Derek Kilmer (D-WA), Gerald Connolly (D-VA), David Valadao (R-CA), and Don Bacon (R-NE). Since submission, our bill has garnered eighty-nine cosponsors. Of the eighty-nine cosponsors, sixty-seven are Democrat and twenty-two are Republican. That genuinely makes this bipartisan!

We only have one NC Cosponsor, Kathy Manning (D-6) and she is retiring at the end of the year. I have written to my member three times with no response yet.

The pre-written letters are on both the National and the State websites. I also have a list of all the addresses of our members of both the House and the Senate. This includes the addresses for their offices in Washington DC and every office they have in our state. Often it is quicker to mail a letter to the nearest in-state office than to send a letter to Washington because of all the security mail must go through there.

Until this bill passes and becomes law, we will not know exactly how Buy Back will work.

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

—Dr. Martin Luther King Jr.



Auto-Home Insurance

Carlton Crutchfield

Insurance And Car Rental

Rental cars and coverage options!

When renting a car to attend the 2024 NCRLCA State Convention, you may have the option to purchase rental car insurance from the rental car company or use your personal auto insurance coverage. Here are some key points to consider when deciding between rental car insurance and using your personal coverage insurance to rent a car:

1. Rental Car Insurance:

- ▶ Collision Damage Waiver (CDW): Rental car insurance typically includes a Collision Damage Waiver, which covers damage to the rental car in case of an accident.
- ▶ Loss Damage Waiver (LDW): This waiver covers the rental car in case of theft or vandalism.
- ▶ Liability Coverage: Rental car insurance may also include liability coverage for damage to third parties or their property.
- ▶ Convenience: It may be more convenient to use rental car insurance as it avoids potential claims on your personal policy.

2. Personal Auto Insurance:

- ▶ Check Your Coverage: Review your personal auto insurance policy to see if it covers rental cars. Some policies may extend coverage to rental cars, but it's important to confirm the details.
- ▶ Deductibles: Using your personal insurance may involve paying deductibles in case of a claim,

whereas rental car insurance may offer zero or lower deductibles.

- ▶ Impact on Premiums: Making a claim on your personal insurance for a rental car accident could potentially impact your premiums.

3. Credit Card Coverage:

- ▶ Some credit cards offer rental car insurance coverage if you use the card to pay for the rental. Check with your credit card company to see if this benefit applies to you.

4. Considerations:

- ▶ Cost: Compare the cost of rental car insurance with using your personal coverage. Sometimes rental car insurance can be expensive.
- ▶ Peace of Mind: Rental car insurance can provide peace of mind knowing you are fully covered in case of an accident.
- ▶ Policy Limits: Make sure to understand the policy limits and coverage details of both rental car insurance and your personal insurance.

Before making a decision, it's important to weigh the benefits and potential drawbacks of both options based on your individual circumstances and needs. Additionally, it's recommended to consult with your insurance provider or agent to get a clear understanding of your coverage options when renting a car. So give National General Insurance a call at 888-327-7727 to discuss your rental coverage options or get a quote!

Hope to see you all at the State Convention!

Happy Spring!

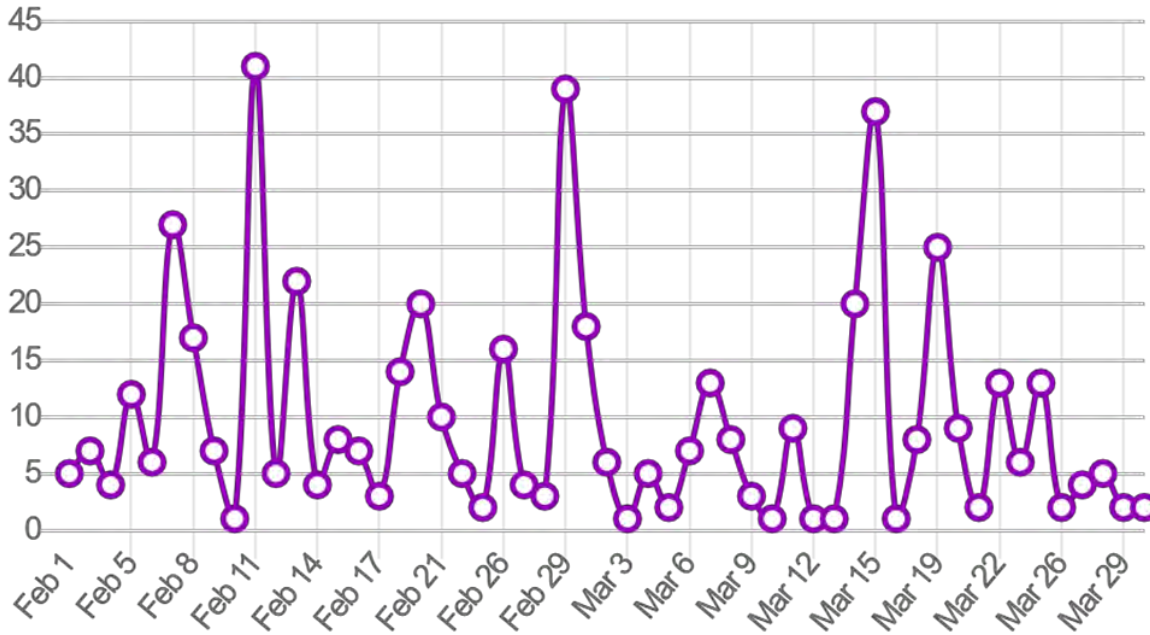
The following information is for the period beginning February 1, 2024 through March 31, 2024.

Webmaster

Renee Johnson



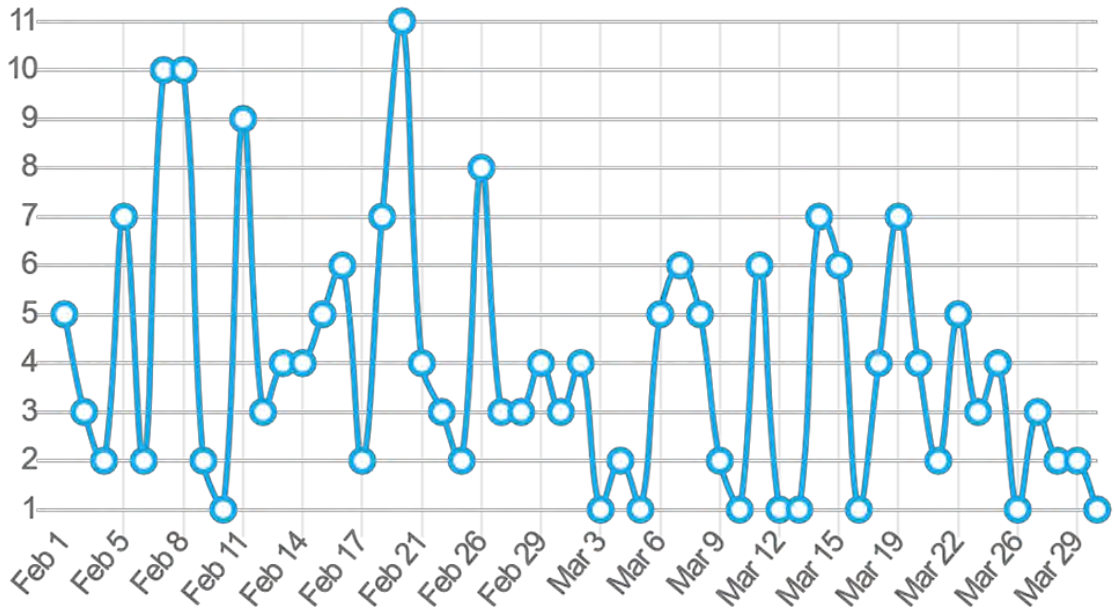
Pageviews



While our growth in the percentage of sessions and pageviews may not be as significant as we have discussed in past issues, that we have an increase at all means we are building on the foundation of those surges.

Sessions up 15%

Of course, the period we are measuring—February 1, 2024, through March 31, 2024—has been busy, reflected in the increase of users, which went up by 13%. In addition to District Meetings, we posted the Official Convention Call & Group Code, RRECS Mini-Mail Survey, OPM Retirement Quick Guide, Cost of Living Adjustment, Protect our Letter Carriers Act, New Postal Service Health Benefits Video, Retirements, and more.



If you aren't visiting the website between mailings of our wonderful, information-loaded newsletter, check it out at ncrlca.org.

If there's something you'd like more of, or if you have ideas for improvement, email me at NCRLCAwebmaster@gmail.com.

Hope to see you at the State Convention!

Rural Carrier Moments

Robert “Porkchop” Gurganus Receives Million Miles Award

Robbie “Porkchop” Gurganus was awarded the Million Mile Award from his Postmaster Karl Whitt in April.

The prestigious Million Mile Award recognizes drivers with one million miles of driving or 30 accumulated years driven without preventable incidents.

The Million Mile Club is part of the Safe Driver Award program created by the National Safety Council. The Safe Driver Award is the trademark of the expert driver and is recognized as the nation’s highest award for professional safe driving.

Robbie has been a rural carrier for over 35 years. He was hired as a RCA in May of 1988 and was a RCA for over six years. He became a career regular carrier in September 1994.

Robbie works at the Shallotte Post Office.

Congratulations Porkchop!



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North Carolina District Representative

Bethany Small

Hello again, Rural Craft! We are coming up on the State Convention and boy do we have a lot to talk about. As we know, we have recently completed the third Mini-Mail Survey and we are finalizing the disputes. If you do not get your dispute results from your manager, please contact your Steward. While it is management’s responsibility to share the results with you, if you have had a change in your local management, the results may have been returned to someone who is no longer in your office.

Overall, the rural craft had a good Spring 2024 Mail Survey. Nationally, 70% of the routes increased, and the average increase was 45 minutes. If we take a closer look at our situation, it should come as no surprise that we had a net increase. The Spring 2024 Mini-Mail Survey was the first RRECS MMS that we had where we had a solid 12 months of good scanning data. If you recall, after the disastrous first MMS, many of our carriers, nationwide, alerted the Union that their managers had instructed them to only worry about the six basic time keeping scans. This erroneous directive had major implications across the nation as the other eighteen scans (that collected mail volume data) were not properly utilized and resulted in a net loss for our craft. Once the shock of those results wore off, the craft started to really pay attention to all twenty-four scans, which provided us with 6 months of reliable data for the second MMS in the Fall of 2023. Once the third MMS rolled around this spring, we finally had a full 12 months of data that was used to determine our evaluations. Now that we have seen the difference that it makes with scanning, I am pleased that we are doing our part to ensure that our routes get all the credit that is due. I would caution us all against feeling too secure, as I would expect it to take an additional 2-4 mail surveys for us

Overall, the rural craft had a good Spring Mail Survey. Nationally, 70% of the routes increased. This was the first RRECS MMS that we had a solid 12 months of good scanning data.

to truly work out all the kinks and feel like the process, and our routes, have somewhat stabilized.

As far as the scans are concerned, I have received information that some managers have attempted to redefine some of the scans. Most notably, FLATSWSS/LETTERSWSS and UNSCANPARCEL seem to be a focus of the postal service. I want to remind everyone that the ‘RRECS Activity Scan (Key Stroke) Types’ sheet that details all twenty-four scans was written and published by the USPS. We have been told that many managers have instructed carriers not to use the FLATSWSS/LETTERSWSS unless it can be confirmed that every box on the route gets a mail piece. As stated in part on the sheet, “If a flat/letter saturation mailing identified as walk sequence (WSS) has an address and has NOT been processed on automation equipment, use this keystroke (Hot Key 2 or 3) ONCE to record each set.” You should not be required to hand count the total number of pieces to use this scan. If the set has ‘WSS’ on the label, it should be entered as such. If you are denied this credit, please keep detailed information for your disputes.

We have gotten many calls concerning management’s assertion that to use the UNSCANPARCEL (Hot Key C) the parcel must be heavier than 2 lbs. and be larger than a shoebox. As stated in part on the sheet, “use UNSCANPARCEL when an obvious parcel (not a letter or flat) is delivered and has no barcode or the label is missing or completely unreadable. Includes small parcels delivered to the mailbox and parcel lockers.”

I do not know about you, but I don’t know of any carrier who has a difficult time distinguishing between a letter, flat and a shoe box. If we think back to the old mail counts, the definitions of a Letter and a Flat leaves little room for negotiation. The Postal Service defines letter-size mail as follows: not less than 5” long, 5-1/2” high, or 0.007” thick, not more than 11-1/2” long, 6-1/8” high, or 1/4” thick. Flats must have one dimension that is greater than 6-1/8 inches high OR 11-1/2 inches long OR 1/4 inch thick and be no more than 12 inches high x 15 inches long x 3/4 inch thick. Bottomline is that the scans are very well defined, and the idea that rural carriers are misinterpreting those

(Continued on page 35)

(Continued from page 34)

definitions is outrageous. If you are denied this credit or any other you feel your route should have received, please notify your Steward and again, please keep detailed notes for your dispute.

As we come upon the Summer, I would ask that we all familiarize ourselves with Article 10, especially if you are intending to use any of your leave. Please remember that for other than exceptional circumstances, leave requests will not be accepted prior to 60 days in advance of the desired dates. Please make sure that you are submitting leave at least in duplicate, but preferably in triplicate, so that you can immediately receive one copy back at the time of submission (showing a managers' initials or a round date acknowledging acceptance), one copy when the request is approved/disapproved, and the last copy is kept on file by management. Per Article 10.7.b, "failure to return a request for leave within three (3) days of receipt will result in the request being automatically approved, provided the rural carrier has obtained proper acknowledgement of the leave request submission." Alternate methods of submitting leave requests are the 1-800 number, and online for most offices.

I wanted to also remind everyone that if you are wanting to attend the state or national conventions, Article 24 of our National Agreement allows for Rural Carriers to be on LWOP, which for Union business would be coded as an F code for timekeeping purposes. Rural Carriers may use Annual Leave or LWOP, at their discretion "to attend National, State and Area Union Conventions provided that a request for leave has been submitted by the employee to the installation head as soon as practicable and provided that approval of such leave does not seriously adversely affect the service needs of the installation." Article 24.3 states that "in the event a leave replacement is not available on a rural route, the installation head will make every reasonable effort to secure a leave replacement." This means that they should also contact neighboring offices to check availability.

Please remember that once an Annual Leave request is approved, it must be honored and should not be rescinded unless there is a serious emergency situation, meaning it could not have been foreseen,

and has caused serious operational hardship to the USPS.

I also want to make sure that I let everyone know that this year at the NC State Convention, I will be having a Steward Seminar for anyone who is currently a certified Steward or anyone who may be interested in becoming one, in fact, **all are welcome!** The seminar will be held from 3-5 pm on Sunday, June 16th in the convention center at the Great Wolf Lodge. It will be geared to Steward Operations and Labor issues. We will have a special guest – our National Director of Labor Relations, Bridget Boseak in attendance which will certainly add tremendous value to the event. I am hopeful to have a large crowd as knowledge is power! The time at the seminar is not compensable as it is completely voluntary and not a required class.

In addition to the Steward Seminar on Sunday, we will have a generous time slot for the Steward program during the convention. We are excited to try new things this year so I expect that we will all have a lot of fun during the Steward presentation. As usual, we will have lots of handouts and information to share. Hope to see you all there!

Procedure to File a Grievance

(See Example PS Form 8191 on next page)

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

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

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

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

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

Management must fill out sections 3b & 3c.



USPS-NRLCA Joint Step 1 Grievance Form

1a. Grievant's Name (Last, first, middle initial) Your Name		1b. Grievant's EIN (Employee Id Number) Your EIN #
1c. Grievant's Title, Designation Code, and Route No. REGULAR, PTF, RCA or ARC, 71,74,76, 78,79 or 70-5 Your route		1d. Telephone No. (include area code) Your Number for Steward to call if needed
1e. Grievant's Mailing Address		
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 THESE SECTIONS!

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

8. Management Contentions

(Sections 5-14)

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

FOR STEWARD USE ONLY!

10. Union Contentions

11. Remedy Sought by the Union

YOU HAVE ONLY 14 DAYS TO FILE A GRIEVANCE.

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

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

NCRLCA STATE CONVENTION

Junior Release Form

June 17-19, 2024

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

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

T-shirt size for my child is _____

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

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

Please list below and give treatment plan and/or medicine to be administered during this time.

Examples: bee sting allergy, food allergies, asthma, nose bleeds, headaches.

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

Signature: _____ **Date:** _____

Parent or Guardian's signature required for all participants.

Hotel: _____ **Room #:** _____

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

Parent/Guardian Cell Phone Number: _____

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

Mail to Heather Greer, PO Box 41, Vilas, NC 28692

Or Email form to HeatherGreer74@gmail.com ~ **Subject Line:** Juniors - State Convention 2024

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Three In One

Auxiliary News

*From
Deliah Johnson
Auxiliary Member*

Grab your bags and swimming gear! We are going to the Great Wolf Lodge Water Park in Concord for the NCRLCA & Auxiliary Convention! Registration begins Sunday June 16, Business 17-19.

The NCRLCA & AUX is a family friendly association. We do things together, as well as having 3 groups; the Carriers, the Auxiliary (spouses), & the Juniors (children and grandchildren).

Each group has its own meeting room and meetings as well as joint sessions. Lots of information is given, Q&A time, problems solved and the elections of officers, etc.

The Juniors meet when the auxiliary is in session. They are engaged in activities including learning "Robert's Rules of Order," games and trips. It's a great opportunity to learn about responsibility and have fun at the same time.

Auxiliary members please bring your items for the Silent Auction to raise money for PAC. There are raffles as well!

We have more free time than the carriers. Concord is a "three in one" destination, aside from Great Wolf Lodge you might like to go shopping

at Concord Mills Mall and Outlets and enjoy lunch/dinner or visit Charlotte Motor Speedway.

Make the convention a family vacation!



See you there! June 17-19. May you have safe travels.

God's blessings!




A favorite spot. The Water Bucket Drop Zone at Great Wolf Lodge.

JUNE 2024

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

JULY 2024

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

Important Dates

May 27	Memorial Day Holiday	June 19	Juneteenth Holiday
June 16	Father's Day	July 4	Independence Day Holiday
June 17-19	State Convention	August 27-30	National Convention



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

What Difference Does A Union Make?

Union

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

Non-Union

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