



**Happy 4th  
of July!**

# North Carolina Rural Carrier

Volume 42

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

## Twenty Five First Timers Attend the 2025 State Convention



### North Carolina First Time Attendees

From left to right; seated: Paul Reinhart, Sylvia Wagner, Lisa Durham, Tamika Tillery, Mariana Camacho, Valencia Caldwell, Mattie Cooke, Amy Browne, Maggie Ross, Carrie Black. Standing; middle row: Suzanne Collier, Rani Ellison, Traci Lewis, Cynthia Yandle, Zenobia McIver, Tresa Tingler, National Officer Jeanette Dwyer, Deborah Spell. Back row: Jeff Wagner, Jim Hash, Jonathon O'Brien, Krystal Landry, Margarita Bethelmy, Nicci Rusch, Jennifer Wiley, Anakin Hamlett.

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**Annual  
Reports**

# North Carolina Rural Letter Carriers' Association

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Southeastern	8	Central Carolina	16	Albemarle	2
Tri-County/N Wayne	25	Wake	24	Roanoke Chowan	7
Yadkin River	26	Cleveland/Gaston/Lincoln	29	Foothills	10
Six County	28	Johnston/N Harnett	34	Caswell/ Rockingham	14
Randolph/Montgomery/Davidson	42	Union	54	Mecklenburg	38
Roanoke/Beaufort/Hyde/Pitt	44				

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Alamance	1	Brushy Mountain	3	Alleghany/Ashe	4
Smoky Mountain	11	Peach Belt	5	Burke/Caldwell/Catawba	9
Durham/Orange	12	Sea Level	23	Sandhills	20
Guilford	30	McDowell/Mt Mitchell/ Buncombe/Madison	36	Piedmont	50
Tidewater	52	Rutherford/Polk/Henderson/ Trans	47	Watauga/Avery	57

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

## National Emergency Hotline

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

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

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

Please keep this phone  
number for future use.

## WEBSITE

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

This month the password  
will be It\_is\_#Hottt!!

The password will be  
changed to the above on  
July 31, 2025.

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

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## Important Dates

July 4	Independence Day Holiday
August 19-22	National Convention
September 1	Labor Day Holiday
October 19	Fall Booster





## President

*Elaine Althoff*

# New Contract, New PMG...Still Fighting!

Hello everyone. It has been very busy for the State Board as we gear up for the Convention. By the time this hits your mail box the State Convention will be over.

## Ratification:

As we were in sessions, the ratification results were announced by our National Officer Jeanette Dwyer.

Here are the results for North Carolina ballots for Ratification 4,336 Ballots were sent out, 613 Ballots were received.

Nationwide Ballots in favor of ratification 9,730, opposed 4,880, Void ballots 40, total 14,650. For a more detailed breakdown, log on to the national website.

I want to **thank each of you** for attending the in-person ratification meeting with our Labor Relations Director, John Adams. The turnout was at an all-time low, but this allowed us to ask questions and gain a more in-depth understanding of the changes in the contract. At the Zoom meeting I was not able to gauge how many were logged in during the presentation.

Just remember, there is no "Perfect Contract".

## On The Horizon

Folks, we have a true fight on our hands with a new Postmaster General about to be placed and four seats for him to set. If this is not your wake-up call, I don't know what is. **Write your representative.** I strongly encourage you to get involved. This union is built on active, informed members. The ratification meeting, Spring Meetings, State Convention, Fall Booster and National Convention are gatherings to inform and get our message out and fight for the rights of each of our brothers and sisters.

We cannot do it alone. We need you to become more active in your union and in the fight against the Reform Committee and their harmful cuts. This will not only impact your livelihood, it impacts the retiree's and any future rural letter carriers as well.

## State Convention

State Convention was held in Concord at Great Wolf Lodge. We welcomed in:

25 first timers!

*(Continued on page 5)*



## Swearing in the State Officers

NRLCA Executive Committeeman Jeanette Dwyer swears in the new North Carolina Board. Left to right: President Elaine Althoff, Vice President Jay Schreiber, Secretary Treasurer Vicki Gray, Committeemen Telisha Locklear, Tracy Greer and Alicia Pressley.



Total in attendance 180

Delegates 162

Guests 18

I hope each of you who came learned something new, got your questions answered and are inspired to make this Union stronger. I know it is a jam-packed three days, but I hope you felt it was worth it. It was changed up a bit to accommodate our guest speakers this year.

Our keynote speaker was Jeanette Dwyer, National Executive Committeewoman. We also had Scott Manier, USPS North Carolina District Manager, Joni Montroy from Key Retirement Solutions speaking on Retirement on Sunday and Monday, and National Auxiliary speaker Mary Kappenman.

I would also like to thank Atlanta Postal Credit Union's Aneka Battle, Gavi Steele and Phil Upchurch; our USPS Employees Assistance Program's Dr. LaTacia Ruff, PhD; Rural Carrier Health Benefit Plan/Aetna's Ali Sherill; CVS Pharmacy's Crystal Lawroski; and National General, an Allstate Company's, Linda Foran for all they do to support our members. Thank You!

### **National Convention**

The National Convention will be held at the Rosen Shingle Creek Hotel, August 19-22, 2025 in Orlando Florida. I hope that you voted for the national delegate of your choice. This is very important. These delegates will be voting for you at the National Convention.

SEE YOU THERE!

### **Down to Business**

50-year membership awards were handed out to James Simmons and Glenn Johnson.

Congratulations.

Dale Sain was also handed his award for Member of the year. This year's member of the Year is our own surprised Vicki Gray, Congratulations! (Don't edit this out). Auxiliary Member of the Year is Norma Willford.



National Officer Jeanette Dwyer  
addresses the body

The State delegates voted on three Constitution Changes; one courtesy Resolution, three Binding and nine Non-Binding Resolutions.

Elections were had and the results are:

President 1-year term, Elaine Althoff

Vice President 1-year term Jay Schreiber

3-year Executive Committeeman Alicia Pressley

I would first like to thank Brian Hamlett for his years of service on this board. Your dedication has not gone unnoticed. Thank you for your time and service.

I would like to welcome Alicia Pressley to our board. I look forward to working with Alicia; she will be taking over Safety. Please see all the new board assignments on page 2 for your district officers have changed.

Again, children are out of school. If you must back up, check before backing up, sound your horn and turn the vehicle around before you dismount for delivery.

Do not forget to stay hydrated and know the signs of heat stress/overheating.

Have a Safe summer and a Happy 4th of July.



## Chaplain

*Jesse Ray Farmer Jr.*

# Everyday Opportunities to Love

This week, one of my dear elderly patrons met me at the mailbox with tears in her eyes and a heart full of grief. She had just lost her 16-year-old grandson to leukemia.

In that moment, she simply needed someone to listen. I parked my truck, took a moment to pray with her, and offered my heartfelt condolences.

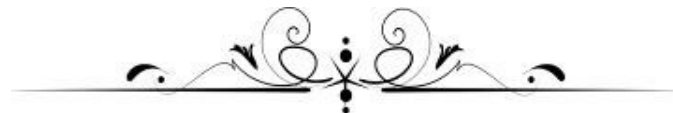
Every day, we move from box to box, waving to the familiar names and faces we've come to recognize. We may think of ourselves simply as mail carriers, neighbors, or acquaintances, but sometimes we're called to be more. A simple smile, a kind word, a listening ear—these small gestures can become lifelines to someone in need.

As we go about our daily routines, we're surrounded by quiet opportunities to share love, hope, and encouragement. Whether it's offering a helping hand to a struggling family, saying a prayer with someone who's grieving, or just being present, these are moments that matter.

No matter our role, on a mail route, in an office, at home, or in our neighborhoods, we are all given chances each day to reflect God's love. May we not miss them.

Let's be intentional. Let's be present. And let's be ready to offer hope, even in the smallest of moments.

Prayer: Dear Lord, thank you for providing the ultimate friendship and help me to share that love and encouragement with others each day.



## Obituaries

**James "Jim" Funicello**, 64, of Asheville, passed away on May 19, 2025, after a brief and sudden illness. Born Feb. 4, 1961, Jim was nicknamed the "snow baby" due to his arrival during a 17" snowstorm in Yonkers, NY. Jim was the beloved son of Mary and the late Franklin Funicello of Boynton Beach, FL.

Jim is survived by his devoted wife of 40 years, Patricia Brigman Funicello, of Asheville; his daughters, Andrea (Hank) of NJ, and Stephanie (Nick) of NC. He was the proud Papa of six adored grandchildren: Mary, Catherine, Annie, Beau, Lily, and Caroline. He leaves behind his mother, Mary, and his siblings: Tom, Frank (Debbie), Mary (Joseph), Anne Marie (Jeff), Sharon (Andy), and Vincent (Jackie) and numerous cousins, nephews, and nieces.

Jim dedicated 34 years of his life to the United States Postal Service as a rural carrier in Arden. Throughout his life and career, Jim was valued for

his tireless commitment and warm nature, earning him the admiration of all those who knew him. Jim earned a million-mile award from the post office. An honor that few achieve.

Outside of his work, Jim was a man of many passions. He found joy and creative outlets in photography, woodworking, stained glass, and nature. Jim also had a deep appreciation for classic cars. A public visitation will be held on Saturday, May 31, 2025, from 1:00–4:00 p.m. at Groce Funeral Home, Patton Ave, Asheville. A private family celebration of life will follow. Jim will be remembered for his love of family, his quiet strength, and his ability to find beauty in the world around him. His legacy of love, craftsmanship, and dedication lives on in all who knew him. He will be deeply missed and forever loved.

# MEMORIAL OBSERVANCE

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

## July 2024 – June 2025

### Association Members

JACK BLANKENSHIP ..... CHEROKEE  
ANNA BRINTLE ..... MOUNT AIRY  
PRISCILLA BROWN ..... WILMINGTON  
CLAUDE BURLESON ..... ALBEMARLE  
DAVID CALL ..... MOCKSVILLE  
GARLAND VAN CARTER .....PLYMOUTH  
EVERETTE COATES.....MT OLIVE  
JACK COMBS ..... HORSE SHOE  
LUELLA DAVIS.....MORGANTON  
MYRTLE DEVANEY ..... RALEIGH  
LORI DIAMOND.....GIBSON  
MATTHEW EULITT .....MORGANTON  
HAROLD FAIL ..... SPRING LAKE  
JAMES FUNICELLO..... ASHVILLE  
RICKEY GLOVER ..... MATTHEWS  
KHALEEL GOODMAN ..... FAYETTEVILLE  
PHILLIP GRANT ..... WILMINGTON  
DONALD GRIFFIN ..... MONROE  
JOE HELMS ..... GARNER  
DANA HUSKEY ..... CLYDE  
CHARLES JENKINS .....ROBERSONVILLE  
MATTHEW JOHNSON.....SNOW CAMP  
ROBERT LECLAIR..... NEWPORT  
MARTHA SUE LIGON .....STATESVILLE  
JAMES LOWE .....BURLINGTON  
GWENDOLYN LYDA .....FLETCHER  
ELLA LYONS ..... ROCKY MOUNT  
ARJUN MAINALI .....CARY  
RAPHEAL MCCARTER..... LINDEN  
EDGAR MCDONALD..... BEAR CREEK

KEYERA MCGOUGAN .....FAYETTEVILLE  
RUTH METCALF ..... ASHEVILLE  
JAMES MITCHELL ..... UNION GROVE  
FLORA MORTON..... MAXTON  
GORDON NOBLE..... BOONE  
JULIA PADON ..... LEXINGTON  
BARRY PAYNE ..... CHARLOTTE  
JOHN PEDERSEN..... WAKE FOREST  
STEPHEN PETREE ..... WINSTON SALEM  
TERRY PIERCE .....THOMASVILLE  
LORI POWELL.....GOLDSBORO  
WILLIAM RIMMER JR..... MEBANE  
BETENIA ROSS .....MARION  
SAMUEL RUSSELL ..... WAYNESVILLE  
LEWIS SHERRILL ..... CONCORD  
WORTH TINGEN.....APEX  
ANGIE TUSSEY..... LEXINGTON  
ANDREW WATSON.....CARY

### Auxiliary Members

HUNTER AUSTIN SHUMAN .....NAKINA





# FOMO..... and You Sure Did!

Fear of missing out (FOMO) on an event is a real thing, and the 2025 State Convention at Great Wolf Lodge was an event.

Anticipation of National Convention delegate and contract ratification results filled the room Monday morning. But that was after a well attended retirement seminar Sunday afternoon by Joni Montroy of Key Retirement Solutions.

At exactly 11:00, NRLCA National Officer and North Carolina's own Jeanette Dwyer announced the ratification of the membership vote on the proposed contract. There was disappointing news on the lack of participation by our membership. Here are the North Carolina numbers:

Ballots Mailed – 4336

Ballots Received – 613

For – 389

Against – 223

Spoiled – 1

Every meeting, the conversation about how to increase participation happens. This years second timers of 40 and third timers (Trenders) was also 40, was a great increase over previous years participation.

Dr. LaTacia Ruff came and discussed the Employee Assistance Program (EAP). Everything is confidential and the first consultation is on the clock. 1-800-EAP-4YOU.

After lunch, Jeanette spoke on the process of contract negotiations and the back and forth of proposals put forward by each side. Postal negotiators put out to eliminate the high option, NRLCA says no. NRLCA proposes eliminating table 2 pay, postal negotiators say no. The back and forth happens until both sides can agree on something.

As we closed the business day Monday with Meet the Candidates. Each candidate had 5 minutes to speak and answer questions.

Tuesday morning was exciting for both delegates and the Juniors. The opportunity for delegates to hear from the new North Carolina district manager Scott Mainer, first thing Tuesday. He specifically mentioned integrity as one of his focus points for postal managers. He can't change the past, but he can definitely work on how managers properly do business in the future.

Also, Delegates were waiting to vote on Constitution changes as well as binding and non-binding resolutions. Some passed, some were not approved to move on to the National Convention.

The Juniors field trip day was a tour of Charlotte Motor Speedway which included a couple of laps around the track.

The delegates submitted questions for our District Representative and ADRs to answer on Tuesday afternoon.

We had a hard shut down time of 4:15 to allow the room to be transformed from theater seating into banquet festivities with a Roaring 20s theme. And did the membership Roar! My estimate of those attending, 75-80 percent of the ladies and 50 percent of the gentlemen dressed in theme for the occasion. Now that's PARTICIPATION!!!

Wednesday is always an interesting day with the pending State Board elections and making sure to get the last questions answered by our National Officer Jeanette.

Congratulations to the newest Executive Committeeman Alicia Pressley. Thank you Brian Hamlett for all the years of service to members of the NCRLCA.

The Fall Booster will be held 10/19/25 at Embassy Suites, 204 Centreport Dr, Greensboro, NC 27409. And our 2026 State Convention will be at the Greenville Convention Center.....ARGHHHHH! Be sure to plan on attending both so you don't miss out.



**Vice President**

*Jay Schreiber*

## NCRLCA Dues for 2025-2026

**Regular, PTF...Cash.....\$839.00**

**1187...Bi-Weekly.....\$32.27**

**Retired.....Cash.....\$115.00**

**1187R...Monthly.....\$9.58**

**RCA, ARC.....Cash..... \$280.00**

**1187.....Bi-Weekly.....\$10.77**

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.



**Executive  
Committeeman**  
*Telisha Locklear*

# The Heat Is On!

## Stay Hydrated! Stay Protected!

Hello, fellow rural carriers, the heat is kicking in! It's time to make sure we're staying hydrated for our safety. As summer rolls around here in North Carolina, let's keep in

mind how important it is to drink plenty of water and protect our skin with sunscreen. We've all got to stay mindful of those UV rays while we're out and about!

As summer approaches, rural carriers should prioritize safety with the following guidelines:

**1. Hydration:** Carry water and take regular breaks to stay hydrated, preventing heat-related illnesses.

**2. Sun Protection:** Use a broad-spectrum sunscreen with at least SPF 30, applying it generously and reapplying it every two hours.

**3. Appropriate Clothing:** Wear lightweight, light-colored, and breathable clothing for comfort and UV protection.

**4. Footwear:** Opt for supportive shoes suitable for long walks to enhance safety and reduce fatigue.

**5. Heat Awareness:** Be alert for symptoms of heat exhaustion and heat stroke, such as dizziness and fatigue. Seek shade and water at once if these occur.

**6. Vehicle Safety:** Ensure vehicles are well-ventilated and avoid accidents when entering and exiting.

**7. Route Planning:** Schedule deliveries to minimize sun exposure during peak hours, if possible.

By following these measures, fellow rural carriers can safely navigate the summer months while maintaining their health on the job.

## Prevent Heat Illnesses. Know the Signs and Act.



**Seek Immediate Medical Assistance for Heat Related Illnesses.  
Call 9-1-1.**



**Executive  
Committeeman**  
*Tracy Greer*

# Mental Health, EAP and the Rural Carrier Benefit Plan

Another convention has come and gone, and I always learn something new. If you have never attended a state convention, it's an excellent opportunity to learn, make

your voice heard and hear the issues that fellow carriers are facing.

Let's talk about Mental Health and the options you have. Mental Health is an important issue and often ignored within us. EAP is a free service offered by USPS and is an excellent way to receive help by calling 1-800-EAP-4YOU. It is confidential and six sessions are covered at no cost to you. After those six sessions, your insurance can continue paying for the therapist assigned to you. The RCBP has in and out of network coverage allowing you to keep the same therapist or you can find a new one.

The RCBP plan also covers unlimited virtual visits through Teledoc at no cost!! This allows you to speak with a licensed therapist or psychiatrist from the comfort of your own home. Another option is health coaching through Trestle Tree and again this service is at no cost. All these options are available at no cost and offered by the Rural Carrier Benefit Plan.

As always, my door is open and if you need guidance to utilize these options or have any questions, do not hesitate to reach out. It was great seeing all of you in person and thank you for attending the 2025 NCRLCA State Convention.



**800-327-4968**  
(800-EAP-4-YOU) TTY: 877-492-7341  
[www.EAP4YOU.com](http://www.EAP4YOU.com)

## Introducing Your New Executive Committeeman

Hi! My name is Alicia Pressley.

I started my career at the Clyde Post Office as a TRC in 2004. I was a RCA for 9 years, and have been a regular Rural Carrier for the past 11 years.

I have been a Rural Academy instructor for 5 years, a local steward for 2 years.

I am currently serving as the Smoky Mountain district's Secretary/Treasurer, and have served on the Credentials Committee at the past two State Conventions.

My husband is a sergeant at the Waynesville Police Department. We have two adult sons, and are officially empty-nesters as of May!

I am very active in my church as a children's teacher assistant and leader of Moms in Prayer. I thank God for my career, it has truly been life-changing.

It is an honor and a privilege to serve you on our State Board as an Executive Committeeman.



**Executive  
Committeeman**  
*Alicia Pressley*



# Business & Fun In Concord

The first thing I want to say is thank you to everyone that attended our 120th State Convention at Great Wolf Lodge. We had another great convention! There were 162 delegates seated. We had 18 Auxiliary members attend and 67 Juniors!

Second, is that we had 25 members that attended the State Convention for the very first time. We hope that all of you will be back next year.

I am so happy all of you made it. It was wonderful to see so many of you. Thank you all for coming! I hope to see you at many more of our conventions!

I hope that everyone felt welcome and that you were able to soak up some knowledge and take it back to your co-workers. Maybe you can encourage them to attend in the future.

We began on Sunday afternoon with a Retirement Seminar led by Joni Montroy of Key Retirement Solutions. Joni presented lots of information and everyone received handouts to help with their future retirement plans.

Sunday evening we had our Memorial Service.

Monday morning began with a breakfast

stateing for has this first meeting to help teach these new delegates how the convention functions. We go over their credentials, parliamentary procedure and explain how our elections are held. They also got to meet our National Officer up close, as she gave them all a special pin. APCU also gave each of them a gift.

After the first timers meeting we went directly into session. We began at 9:00 with a joint session that included the Auxiliary and Juniors.

Most of our guest speakers addressed the body on Monday. President Althoff has already told you who we had so I will skip over that part of the program.

Jesse Ray Farmer Jr. presented our State's Outstanding Member of the year recipient for 2025. I was honored with that award this year. (Thank you!)

Norma Williford received the Auxiliary Member of the Year Award from Sue Kelly.

We had our officer's nominations on Monday morning also.

Executive Committeemen Jeanette Dwyer was our National Officer in attendance.

She announced on Monday morning that the proposed contract had been ratified.

Jeanette shared a lot of information with us from the National Office. She spoke about how they approach contract negotiations and how the process works. She also shared information on the ongoing route cuts and the growth in rural routes in North Carolina and across the country.

Another point she made was the number of non members we have in our craft and that impact on our union. Please try to recruit those non members in your office.

On Tuesday morning USPS District Manger Scott

Mainer spoke to us. He said he wants to lead "with integrity" and expects his Postmasters and Supervisors to do the same. Let's hope that this dream can become a reality. He took questions from the body also.

After all our guests we got into the business of the Constitution changes and the Resolutions.

We had three Constitution changes presented to the body from the Constitution Committee.

Change #1 was a change to the language regarding the election of the SAC board member from every year to until that board term is complete. This passed.

Change #2 was to increase State Delegate pay from \$100 to \$125. This passed.

Change #3 was to change the language regarding

(Continued on page 12)



**Secretary/  
Treasurer**

*Vicki Gray*



USPS District Manager Scott Mainer  
addresses the body on Tuesday morning.

the Fall Booster. This failed.

A 4th change was proposed under new business. This was also regarding the SAC board member election. It was to change the word delegate to member. This passed.

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

We next had twelve resolutions reported out by the Resolutions Committee. Three were binding and the other nine were non binding.

One binding resolution passed.

It was that all members attending a National Convention will receive a bag with the convention program and all reports regardless of delegate status.

Four non binding resolutions passed. The rest of them failed. The ones that passed were:

1. That any USPS employee carrying a partial or total rural route as relief be required to log into the MDD as rural/RRECS as to not negatively impact the 52 week data capture by not entering data appropriately as required by RRECS.
2. So long as management has the responsibilities of

hiring and scheduling, carriers who are repeatedly scheduled into 2080/2240 violations should not receive letter of demand, face garnishment of wages or have funds removed from TSP for being in 2080/2240 violation by the actions of management.

3. A regular rural carrier is paid based on the evaluation of the route to which the carrier is assigned for the first 30 days of the temporary higher-level assignment. At the beginning of the next pay period following completion of the first 30 days, the carrier’s salary is converted to that of a 40-hour evaluated route, attained step. The salary is then adjusted in accordance with the salary rules for changes under the salary schedule to which assigned, **at the end of each fiscal year.**
4. That the S008 standard be an actual time event of MISC time (during the MMS) if over the 0.7689 minutes per day or 4.6134 minutes per week.

We had five more resolutions brought up later under new business. Four of those passed. They were:

1. That the NRLCA advocates for collective bargaining input on AI implementation in the rural craft and transparency in AI data usage to safeguard employees.

(Continued on page 13)

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## Second Time Attendees

From left to right; seated: Karla Guzman, Sabrina Thomas, Mary Byrd, Lyn Albright, Shalonda Wiggins, Victoria McLean, Emily Flores, . Pam Swann, Luis Carreno, Kathy Roberson. Standing: Athina Mancha, Julie Taylor, Charles Rabun, Darrell Brothers, Chris Whitten, Sheron Harris, Wendy Barrett. Missing from photo are Eric Anderson and Bobbie Mauldin.







## Even the Juniors loved the roaring '20s theme!

(Continued from page 12) *State Convention Wrap-up*

2. Table 2 COLAs will be same rate as those of Table 1.
3. That the NRLCA will continue to support and encourage that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.
4. To keep in line with actual drivability of 50 miles from duty station, that actual drivable distance over state/federal highways be used as opposed to straight line measurement. (regarding local travel from duty office)

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

We had the Red Cross conducting a Blood Drive again this year on Tuesday. Last year was so successful they asked us if they could come back this year! Many of our members gave the *"Gift of Life"*.

Tuesday afternoon was the Steward presentation. District Rep. Cliff Workman had all the ADRs up

front with him. He had a special plaque for Kelly Kenny Futch. Kelly is retiring. Congrats Kelly! Bethany Small also made a quick appearance on Tuesday to congratulate and honor Kelly.

After all the introductions and awards the stewards did a quick session and answered everyone's questions. RRECS and route adjustments were the focus of this convention. We received loads of information for our members.

Tuesday night we had our PAC fundraiser with a Roaring '20s theme. There are pictures of this throughout this issue with even more on the website! It sure looked like everyone had a good time. Even the kids dressed up!

Wednesday we finished up with the final business and the election of State officers.

Three positions were up for election: President, Vice President and Three-year Executive Committeeman. Two of the positions ran

unopposed and the results are; President Elaine Althoff, Vice President Jay Schreiber.

The Three-year Executive Committeeman had two names placed in nomination. Brian Hamlett and Alicia Pressley. Alicia Pressley secured the position of Three-year Committeeman.

(Continued on page 14)



### 50 Year Members

Left to right: James Simmons and Glen Johnson receive 50 Year Membership Awards from President Elaine Althoff.



## Retirees At The State Convention

From left to right; seated: Helen Main, Claire Glass, Lyn Albright, Pete Williford, Brenda Gibbs, Renee Johnson, Doug Byrum, Doretha Wagoner, Ellen Reavis, Van Heath. Standing; middle row: Terry Bell, Charles Stewart, Ralph Dagenhart, Brenda Johnson, Marsha Rawls, Barbara Smith, Cathy Hogan, Jerry Huffines, Judy Jones, Nancy Moose, Sharon Rush. Standing back row: Dennis Conley, Bryan Hudgins, Glenn Johnson, James Simmons, Derek Harpe, Reggie Neal, Mitch Reece, Richard Hamlett. Missing from photo are Eileen Jensen and Debbie Neal



*(Continued from page 13) State Convention Wrap-up*

Again, I want to say thank you to everyone that made this Convention a success. Thank you to all the “Old Timers” for making all the new people feel welcome. Thank you to all of the 2nd and 3rd timers for coming back and stepping up. Thank you to the 1st timers for coming and “dipping your toes in the water”. We hope you enjoyed it and we would love to see you again!

And thank you to everyone of you that brought and shared your knowledge with our membership.

I hope you enjoyed yourself and that you learned something in the process.

If you were unable to make it, there's always next year. We will be going to the Convention Center in Greenville, North Carolina. You can be a pirate for the PAC fundraiser! ARRR!

## See You Next Year!

## Mark Your Calendar

**2026 State Convention  
June 7 thru June 10, 2026**

**Greenville Convention Center  
303 SW Greenville Blvd,  
Greenville, NC 27834**

We will have a choice between three hotels.

**Hampton Inn  
Holiday Inn  
& Hilton**

Room rate will be between  
\$149-\$169+tax/night  
depending on which hotel you choose.  
More information will be available in  
later issues.

# NATIONAL CONVENTION

## 2025 National Delegate Election Results

### DELEGATES      VOTES REC'D

1	VICKI GRAY	223.00
2	TRACY GREER	187.00
3	JAY SCHREIBER	178.00
4	BRENDA GIBBS	172.00
5	DENNIS CONLEY	165.00
6	VAN HEATH	157.00
7	ELAINE ALTHOFF	156.00
8	RALPH FERNANDEZ	153.00
9	JEFF ESSICK	150.00
10	RENEE JOHNSON	146.50
11	AUDREY SOLOMON	146.00
12	JESSE RAY FARMER JR	143.00
13	BRENDA JOHNSON	142.00
14	AMY RUSSO	141.00
15	TELISHA LOCKLEAR	138.00
16	CARL KELLY	137.00
17	DOUG BYRUM	136.00
18	BRIAN HAMLETT	133.00
19	BRENDA WHITE	129.00
20	BARBARA SMITH	127.00
21	ANGELA MORROW	124.00
22	PHILLIP FULWOOD	121.00
23	AMBER MORRIS	118.00
24	ROBERT GURGANUS	117.00
25	ELISSA GONZALEZ	114.00
26	SHARI SCHREIBER	113.00
27	TABITHA BENFIELD	112.00
28	BRANDI WEST	109.00
29	BONNIE JOHNSON	107.00
30	GLENN JOHNSON	103.00
31	ROGER SOUTHERN	98.50
32	JAMES SIMMONS	98.00
33	ALICIA PRESSLEY	97.50
34	LISA TALINI-ZAMORA	97.00
35	REGGIE NEAL	96.00
36	BRITTANY BLACKWOOD	91.00
37	ELLEN REAVIS	90.00
38	SETH MORROW	87.75
39	KRISTINA PARKS	87.50
40	NATHAN WARREN	87.25
41	MARK MCKENDREE	87.00
42	JOSHUA STOW	86.50
43	CELESTE BRITT	86.00
44	PETE WILLIFORD	85.00
45	DORETHA WAGONER	84.50
46	JIM MORRISON JR	84.00
47	TAMARA FISHER	83.00
48	CANDI PRESSLEY	82.50
49	DONNA HAZEL	82.00
50	TAMMY CARROLL	81.00

### DELEGATES      VOTES REC'D

51	RICKY STAFFORD	78.00
52	MARY MANGUM	77.00
53	CATHY HOGAN	75.50

### ALTERNATES      VOTES REC'D

54	TERRY BELL	75.00
55	JERRY HUFFINES	73.00
56	KATHY ROBERSON	72.00
57	RICHARD HAMLETT	71.50
58	DEBORAH NEAL	71.00
59	CLARENCE ROGERS	69.50
60	TERRY HUFFINES	69.00
61	LEIGH HUFFMAN	68.00
62	MARY BOGGS	67.00
63	JOSHUA RIGESKY	66.00
64	WANDA BURWELL	65.00
65	SHARON RUSH	64.00
66	MARSHA RAWLS	63.00
67	WENDY BARNETT	62.75
68	APRIL BARNETTE	62.50
69	DENISE PEAY	62.00
70	PAMELA SWANN	61.00
71	TOMMY LINDSAY	60.00
72	REMI POWELL	58.75
73	HEATHER WHITENER	58.50
74	PORSHA SNOWTEN	58.00
75	TANISHA GREEN	57.00
76	NINA TURNER	56.00
77	TIFFANY RATLIFF	55.50
78	AMANDA CULLER	55.00
79	LUIS CARRENO	53.50
80	JUDY JONES	53.00
81	SARA WAISNER	51.75
82	SCARLET HALL	51.50
83	TAMARA DILLENDER	51.00
84	SCOTT MILTON	50.00
85	LYN ALBRIGHT	49.00
86	KARINA LUTZ	45.00
87	NICCI RUSCH	43.50
88	SAMUELLE COPELAND	43.00
89	ANA PAYANO	42.00
90	ATHINA MANCHA	38.00

# What's New in Congress

Thank you to all Rural Carriers that have donated to PAC from March 01 through May 31, 2025! A special thank you to our sustaining donors! They are all listed on page 31 in the June issue of The National Rural Carrier magazine.

Those members that have made other donations to PAC through May 31, 2025 are listed below.



**PAC CHAIR**

*Brenda Gibbs*

Lyn Albright	Elaine Althoff	Shanique Armond
Bobbi Battle	Wanda Bell	Debra Bennett
Mary Boggs	Darrell Brothers	Wanda Burwell
Annette Butler	Doug Byrum	Patricia Casey
Suzanne Collier	Dennis Conley	Mattie Cooke
Alexis Cooper	Amanda Culler	Linsey Duncan
Lisa Durham	Rani Ellison	Ralph Fernandez
April M Franklin	Betsy Freeman	Paul Funderburk
Brenda Gibbs	Claire Glass	Melissa Graham
Tanisha Green	Jacqueline Greene	Pamela Griffin
Arlena Hair	Adele Headley	Van Heath
Grace Holland	Bryan Hudgins	Donna Hughes
Eileen Jensen	Bonnie Johnson	Brenda Johnson
Kelly Kenny Futch	Georgia Kline	Gwen Laws
Lisa Lockey	Telisha Locklear	Mark McKendree
Bobbie Mauldin	Norbert Mildner	Nancy Moose
Amber Morris	Angela Morrow	Seth Morrow
Gail Naillon	Mia Neri-Mynatt	Donna Parker
Kristina Parks	Denise Peay	Alicia Pressley
Candi Pressley	Ellen Reavis	Michael Redden
William Richardson	Joshua Rigeftsky	Maria Rodriguez
Clarence Rogers	Rose Russell	Sharon Rush
Amy Russo	Jasmine Scott	Barbara Smith
Cassia Smyre	Audrey Solomon	Lisa Talini Zamora
Julie Taylor	Danielle Thomas	Danielle Thomas
Jennifer Thompson	John M Turner	Nina Turner
Jeff Wagner	Sylvia Wagner	Melvyn Wells
Pamela Whitt	Sallie Wilkes	David Woodie
Jennifer Yankaitis Hanner		

*(Continued on page 17)*



### LEGISLATIVE UPDATES:

May 22, 2025, the reconciliation bill, H.R. 1 passed the House of Representatives with a vote of 215-214. Trump is hoping the bill will pass the Senate by July 4th. If passed as it currently stands, it would eliminate the FERS annuity supplement for certain employees. It would be effective January 1, 2028. This supplement allows rural carriers and other postal employees to retire before they reach age 62. It is designed to bridge the financial gap between early retirement and the onset of Social Security. Two provisions in the original bill were removed before it passed. The two that were removed were; the 4.4% contribution required by all active employees and replacing the high-3 with a high-5 calculation which would reduce retirement benefits.

H.Res. 70 “Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the USPS remains

an independent establishment of the Federal Government and is not subject to privatization” has a total of 214 cosponsors. We need just a few more. Contact your Representative today. Also, S.Res. 147 still stands at only 7 cosponsors. Thom Tillis is one of the seven. However, Ted Budd is not. Ask for his support in this matter.

H.R. 1065 “Protect our Letter Carriers Act” has a total of 127 cosponsors. District 1- Donald Davis, District 2- Deborah Ross, and District 4- Valerie Foushee are the cosponsors from NC. On the Senate side, S. 463 has 7 cosponsors with neither of our Senators signing on.

H.R. 1522 “Federal Retirement Fairness Act” has a total of 102 cosponsors. District 1- Donald Davis, District 2- Deborah Ross, and District 4- Valerie Foushee are the cosponsors from NC.

One piece of legislation that has come back is H.R. 3011. “USPS Shipping Equity Act” with only 1 cosponsor.

### 2025 STATE CONVENTION:

Ralph Fernandez raised the most money for the dunking contest and stood under the big bucket at the Great Wolf waterpark.

(Continued on page 18)



ADR Ralph Fernandez won/lost (depending how you look at it) the dunking contest, raising \$460 for PAC. Here are the photos of the water bucket dropping on him.

Thank you for being a good sport Ralph.



(Continued from page 17) PAC



We had a fabulous time with our Roaring 20's theme. Debbie Bennet won best dressed female and Jay Schreiber won best dressed male.

Heather Whitener won the \$200 gift card and donated it back to PAC.

Lisa Zamora won the \$100 gift card. Ralph Dagenhart won the necklace. Maria Rodriguez won the bracelet.

Our grand total raised at the state convention was \$13,639.41.



Male best dressed winner Jay Schreiber (center) with Parker Greer and Wanda Burwell.



Female best dressed winner Debbie Bennett.



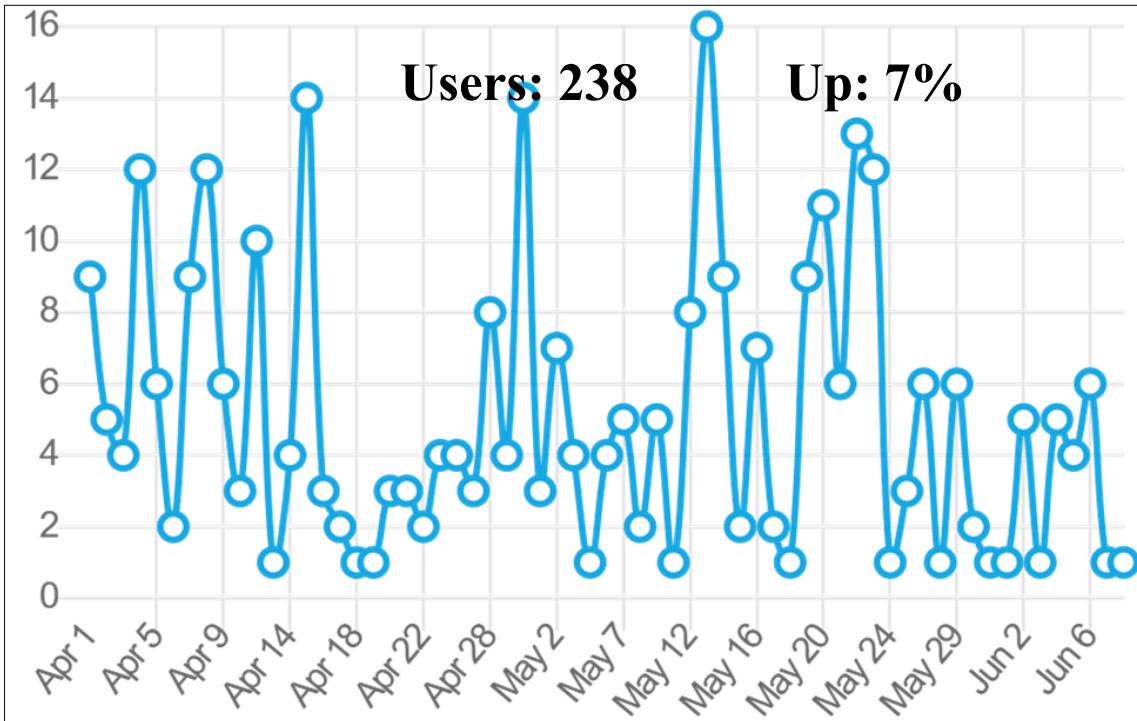
# Visiting Our Website

These are the statistics for the period from April 1, 2025, to June 9, 2025.

Some of these stats could be a reflection of district meeting information. Still, the most visited day hinges around the posts of May 12, 2025, chief among them the information regarding the Tentative Agreement Question and Answer Post, and the Ratification Zoom Meeting for North Carolina.



**Webmaster**  
*Renee Johnson*

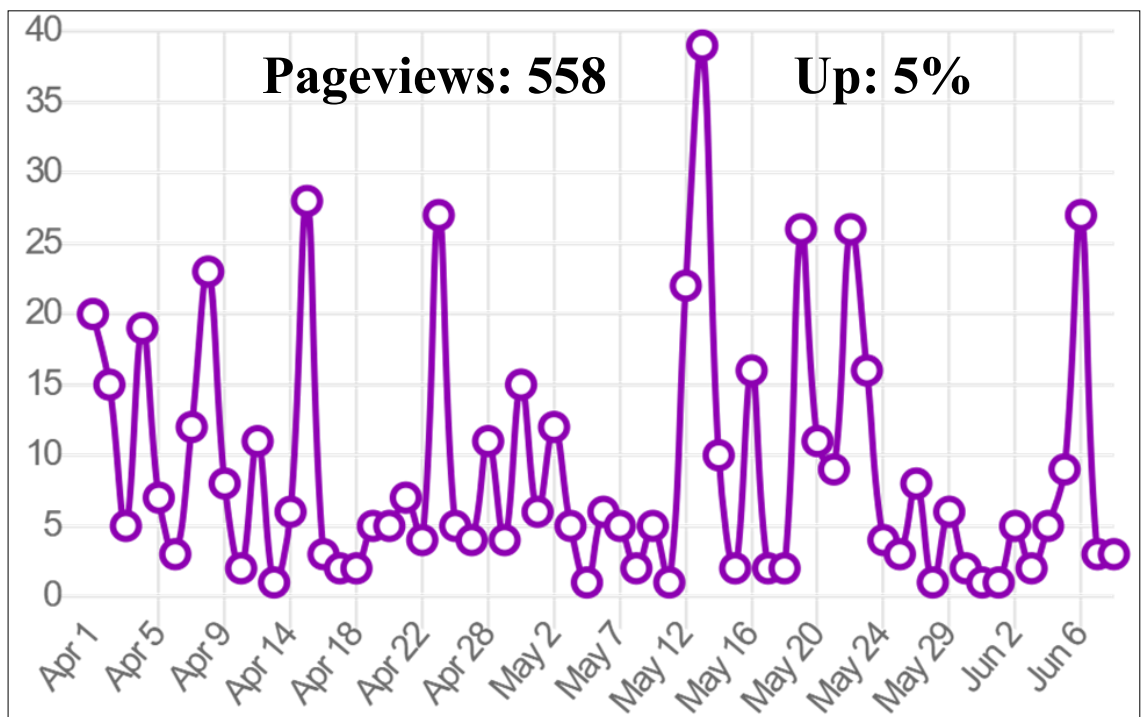


The next most popular posts include the posting of the Newsletter, Rural Route Evaluation Dispute Process, the NC State Convention Program, and the Rural Carrier Blood Drive, followed by a new Steward Assignment by Office, and Districtwide PTF postings.

Some of our members visit the website for information on one particular post, event, online

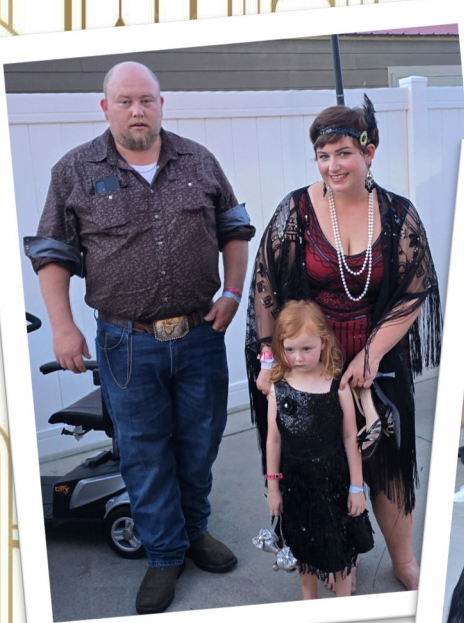
newsletter, or to print a downloadable PDF file, such as Grievance Form 8191. However, many people visit multiple pages on each visit.

Whichever method works for you, visit [ncrlca.org](http://ncrlca.org) often.





# PAC FUNDRAISER CANDID'S





# MORE PHOTOS ONLINE





# Officer Annual Reports

## President Elaine Althoff

Hello to all NC Rural Carriers. I enjoyed meeting you and your fellowship and going through the storm with you. Thank you for letting me attend your district meetings. It was a pleasure to see many familiar faces and meet new ones.

This report will cover my activities as President from June 2024 through May 16<sup>th</sup>, 2025.

I began my year with a State Board meeting immediately following the State Convention in Great Wolf Lodge, Concord, NC, where I received my new district assignments. I welcomed new board member Telisha Locklear to the board, along with a post-convention debriefing, new districts assignments.

In August, I traveled to the National Convention in Reno, NV, which included the Rally held in downtown Reno, Sergeant at Arms meeting/duties and the State of the Union Address. I was also in attendance for all daily meetings at 100% and walked with Bethany Small for the National Executive Committee position on Caucus night.

I attended a 2-day board meeting in Greensboro, NC, where we reviewed our duties, training, and responsibilities. I attended the President's training

course in Alexandria, VA., in November. I met for a Board meeting, pre-Fall Booster set up, and attended Fall Booster

I began 2025 with an EAP event following a carrier's death. I was in attendance for The SAC Convention and had a short board meeting in Atlanta. In March, I attended a 2-day board meeting in Concord, NC, for a review and planning meeting for the pre-State Convention. I also visited Greenville, NC, hotel sites and the conference center, reviewed hotels for the next Fall Booster 2025 location, and finished the month with a 4-day Legislative Seminar in Washington, D.C., and the Rally on Capitol Hill.

I have had the pleasure of attending 8 district meetings from September 2024 through May 2025. Ratification meeting in person in May and one Zoom Meeting on Ratification. I also had a board meeting/audit meeting preparing for the State Convention in Greensboro, NC.

I have traveled a total of 8,237 miles using 56 LWOP days, 2 annual leave days, 32 overnights and covered 17 orientations/Academy recruitments.

I ended my travel season by attending my own District 11 Smoky Mountain meeting in addition to district Meetings for Albemarle District 2, Roanoke-Chowan District 7, Durham/Orange District 12, Cleveland/Gaston/Lincoln District 29, McDowell Mt. Mitchell/Buncombe/Madison District 36 and Watauga/Avery District 57.

I would like to thank the State Board members for sharing their knowledge and guidance. Together, we make a great team with each member bringing their different strengths to the table.

Thanks to Cliff Workman and all the Stewards across the State (local, Area, Part-time /Full-time ADR's and DR) for a job well done on the adjustments as Bethany Small moved to the National Board. I would especially like to thank Cliff, Amy, Brandi and Tracy as we weathered the wrath of Hurricane Helene, where we brought Hope to many carriers, we collected items donated by districts, fellow carriers and our own monies/time volunteering. Thank you Amy for allowing us to use your basement as our storage center to make sure our carriers received items to take for not only themselves but for those who needed it the most. Jesse Ray, for praying with me and for me, you're here for a reason. I would also like to thank those Past officers for their words of wisdom and their support.



### Your State Board at the Roaring '20s PAC Fundraiser

From left to right: Brian Hamlett, Elaine Althoff, Telisha Locklear, Tracy Greer, Vicki Gray and Jay Schreiber.

*(Continued on page 23)*



## Past State Officers

From left to right;  
seated: Pete Williford,  
Brenda Gibbs, Audrey  
Solomon, Renee  
Johnson, Doug Byrum,  
Mitch Reece.

Standing: Ralph  
Dagenhart, James  
Simmons, Derek  
Harpe, Glenn Johnson,  
Carl Kelly, Chris  
Derrick



### *(Continued from page 22)* Officer Reports

I have learned a great deal from this past year about our Craft, our Stewards, our board, and myself. It was not easy straight out of the gate. I would like to thank God for getting me through the many Storms this year. It has been a truly challenging year on all sides of my life this year. To my family and friends, I thank you for your support through the laughter, and through the tears. I have made it through the Storm and stand stronger than ever.

Respectfully submitted,  
Elaine Althoff

## Vice President Jay Schreiber

This report covers my activities since being elected as Vice President at the 2024 State convention at Great Wolf Lodge, Concord through the end of May 2025.

After the closing gavel, the new board members met to choose our assigned districts and I had the pleasure to work with Caswell/Rockingham, Tri-County/N Wayne, Yadkin River, Six County and Mecklenburg districts this year. After state convention the next event was National Convention in Reno attending the State of the Union address and rallying with fellow delegates. Fall booster, SAC, Board training/planning meetings, 23 orientations and three Academy membership recruiting visits as well as eight fall and spring business meetings kept

me busy travel across our state to learn and conduct the business of our union.

14,209 miles driven and 21 nights away in hotels while using 52 days of LWOP made for a busy year. Attending Legislative session in Washington DC the last week of February was an excellent experience to speak with our elected leaders and their representatives about rural carriers concerns about privatization and protection. I also attended two Employee Assistance Program meetings in offices that lost coworkers. Please know assistance is just a phone call away at 1-800-EAP-4YOU.

I must thank the other board members for their hard work this past year, and the PTFs and RCAs from New Bern for often splitting my route while I was on board business. But most importantly, I am thankful for Shari's support and encouragement during my first term as Vice President. Here is hoping you are blessed in the upcoming months.

Respectfully submitted,  
Jay Schreiber

## Secretary Treasurer Vicki Gray

The following is my report of my duties during fiscal year 2024-2025.

**Membership:** Our membership as of June 2, 2025 is 5068.

On June 1, 2024 we had 5152 members. In 2023

*(Continued on page 24)*

we had 5114 members.

We had only 4918 members in 2022 on June 1st. On June 8, 2019 we had a high total of 5526 members. We had 5376 on June 20, 2020. We had 5355 members on June 15th in 2021.

As you can see, our membership numbers have decreased some from last year. I believe this is partly because the USPS is not hiring and filling the positions that are being left open when employees leave the Post Office. Your State Board attends as many new hire orientations as we can to recruit new carriers into our membership. Unfortunately 40% of these new hires separated within the year.

Our current membership consists of 2849 regular carriers; 209 PTFs; 1180 relief carriers; and 113 ARCs. There are 701 retired members. We also have 16 associate members.

I have processed 1125 new membership forms this fiscal year. 42 of those were regular carriers. Out of these new members, 435 of them were RCAs or ARCs that have already separated from the Post Office.

From our membership, we had a total of 57 regular carriers, 15 PTFs, 553 relief carriers and 41 ARCs that actually separated from the US Postal Service this fiscal year. These numbers do not include any carriers that were not members.

We had 46 members pass away this year.

There were 28 regular carriers that canceled their membership this year. Twelve of these have left the craft for management positions.

**Non Members:** North Carolina currently has 2943 non-members in our craft. There are 1378 regular carriers, 63 PTFs, 1019 RCAs and 483 ARCs that are not members of the union.

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

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

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

The LM 2, which is the financial report from the state to the Department of Labor (DOL), was

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

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

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

The North Carolina Dept of Commerce called for an audit of our books this year. This is a standard practice. They normally do this every five or so years. They looked at our records for the 2023 year. I am happy to report that our recordkeeping is fine with no discrepancies and no adjustments needed.

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

**Travel and Meetings:** This year I have attended new hire orientations or rural academy classes for the purpose of recruiting new members to our ranks. I attended our State Convention in June, the National Convention in August, the Fall Booster in October and SAC in January. I also attended four board meetings in addition to these meetings. We did have a couple teleconference or Zoom meetings as a board.

I went to five local spring district meetings. I toured the venue for our 2026 Convention with President Althoff and Vice President Schreiber. I also met with our Executive Committee so that they could do an audit of our books.

I have driven 4,094 miles on association business. I had fifteen overnight stays this year.

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

The CPA firm of Sherrill, Blake and Harrison reviews our records every year at the close of our fiscal year. A financial report will be printed in an upcoming issue of the *North Carolina Rural Carrier*.

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

(Continued on page 25)

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

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

Special thanks to my husband and my family.

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

Respectfully submitted,  
Vicki Gray

## **Executive Committeeman Chair Brian Hamlett**

This report is submitted to state my activities on behalf of the NCRLCA as Executive Committeeman from May 15, 2024 through May 16, 2025.

I attended 17 New Hire Orientations in Greensboro, and was compensated for 42 days of LWOP to attend these as well as State Convention, Board Meetings, SAC, and Fall Booster. I was reimbursed for 4,798 miles of travel and 6 overnight accommodations. It's been an honor and pleasure serving the members.

Respectfully submitted,  
Brian Hamlett

## **Executive Committeeman Telisha Locklear**

Hello brothers and sisters of the fellow rural craft.

This is my annual report of my duties from June 19, 2024-April 24, 2025.

As your new executive committeeman, I started my year with a lot of excitement to learn and positivity to make a difference for our NC state board with rural carriers across the state in mind.

Right after our Great Wolf Lodge state convention, my first act of service was a state board meeting where I was assigned 5 districts. I also have the assignment of carrying our great North Carolina state flag and the American flag.

I attended our national convention in Reno NV. In October I attended our fall booster in Greensboro, in January I attended the SAC convention in Atlanta, Georgia.

I have had the pleasure of being the executive committeeman at 6 district meetings this year.

I have represented the union by going to 23 orientations for newly hired RCA/ARC to welcome them. I encourage them to join the union and why it is best to be a part of the union.

I have represented our state board regarding the loss of two rural carriers in North Carolina by attending EAP sessions in the local office. I also went to one funeral to express our sympathy to the many rural carriers who have lost coworkers/ friends.

I was assigned to safety and later in the year I was assigned as the National General Insurance Representative. I have spent many hours writing articles to warn you of safety concerns or what great coverage you can receive and why with national general insurance. I have driven 4,607 miles across our great state.

My goal is to be a change for North Carolina through the many meetings I attend or orientations so others may want to join and say I can be a change too. It has been an honor serving you this year.

Respectfully,  
Telisha Locklear

## **Executive Committeeman Tracy Greer**

This report covers my activities from June 20<sup>th</sup>, 2024, to May 16<sup>th</sup>, 2025.

Over the past year, I have attended 17 New Hire orientations and 10 district meetings as the State Officer. In addition to these activities, I attended 4 board meetings as an executive committeeman which includes planning of the State Convention, Fall Booster, and 3 Board meetings as SAC Executive Committeeman. I supported our craft at the Charlotte Rally in March to stop Privatization. I also visited Harrah's Cherokee Casino and resort and met with the staff to initiate plans for the Sac Conference in 2026.

I attended the State convention in Concord, NC, National convention in Reno, NV, Fall Booster in Greensboro, NC, and SAC in Atlanta, GA and an EAP event. I have traveled approximately 8,923 miles, using 52 F-Days (LWOP), 3 annual days and

*(Continued on page 26)*



21 overnight stays.

At the end of September and October, I also assisted with gathering and distributing supplies for the Hurricane relief effort. All this work was done at no cost to the state and thanks to contributions from carriers across the country, we got our carriers what they needed to survive. Elaine Althoff and I assisted the stewards in the effected area and what a team effort it was. Thank you to all that helped and donated.

It has been a pleasure to serve our State and its members another year. Thank you for the warm welcome at meetings and the conversations. As always, my door is always open and if I can assist you in any manner, please reach out.

Respectfully submitted,  
Tracy D. Greer

## **Appointed Officers**

### **Historian/Photographer**

### **Debra Bennett**

President Althoff, State Board and fellow rural carriers, this is the North Carolina Rural Letter Carriers' Historians Report for the year 2024-2025.

On June 17, 18 & 19 2024 the 119<sup>th</sup> Annual State Convention of the North Carolina Rural Letter Carriers' Association and the 98<sup>th</sup> State Convention of the Auxiliary was held at the Great Wolf Lodge in Concord, North Carolina. NRLCA Director of Labor Relations Bridget Bosek was our honored guest.

We had a lot of business to attend to this year. Three Constitution changes were presented to the body. Only one passed. It was to remove the language requiring the Fall Booster to be moved around the state.

We also had a total of twenty resolutions to consider. Six passed. The rest of them failed. The ones that passed were:

1. Whereas currently there is no way to account for large amounts of carrier sort mail received the day after a holiday. Be it Resolved That the USPS, with input from the NRLCA, develop a reporting program to capture this data from carriers in the field.
2. If an office has received USPS vehicles and those vehicles are not being utilized consistently to run full rural routes, not just for splitting routes, that these vehicles be assigned

to routes that are making multiple trips per day on a regular basis. Further if the office is on a list to receive vehicles routes making additional trips need to be considered for USPS vehicles first.

3. As first assured/promised, RRECS data will be available to carriers assigned to a route.
4. Offices should be provided with extra scanners during peak season so carriers can be paid correctly when being given auxiliary assistance by a RCA.
5. PTFs and RCAs if required to work Sundays and/or holidays will be compensated at 150% of their hourly rate for the hours worked regardless of the hours worked for the week.
6. That the NRLCA resume and renew their commitment to the Provident Guild and recognize it as a valuable asset to the NRLCA membership and their spouses.

All of these passed resolutions went to the National Convention and were presented to the National Delegates. If they passed at the National Convention, then they will be negotiated for in our next contract.

Your elected Officers for 2024-2025 are:

President Elaine Althoff

Vice President Jay Schreiber

Secretary Treasurer Vicki Gray

Your Executive Committeemen are:

Brian Hamlett

Telisha Locklear

Tracy Greer

The 2024 NCRLCA Member of the Year is Dale Sain.

Hall of Fame inductees are Van Heath and Reita Gaither.

The National Rural Letter Carriers' Association Convention was held in Reno, Nevada on August 27-30, 2024. North Carolina had 53 delegates in attendance.

Our Fall Booster took place at the Koury Convention Center in Greensboro on October 13, 2024.

The South Atlantic Conference (SAC) was held in Atlanta, Georgia on January 25-27, 2025.

This concludes my report for this year.

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

Respectfully submitted,  
Debbie Bennett

(Continued on page 27)

## **Auto/Homeowner Insurance Representative Telisha Locklear**

The report below outlines my activities from November 2024 to June 2025.

I was assigned as the National General Insurance Representative in November when Carlton Crutchfield resigned the position.

I have written articles regarding what great coverage you can receive National General Insurance with the NRLCA and why you should take advantage of this benefit with them.

I am honored at the opportunity to serve as the Auto/Homeowner Insurance Representative.

Respectfully,  
Telisha Locklear

## **PAC Chair Brenda Gibbs**

State President Elaine Althoff, members of our state board and fellow rural carriers across our great state, this is my 2024-2025 annual report.

In June 2024 I attended the State Convention at Great Wolf Lodge. Our PAC banquet had unsurpassed attendance. Numerous people dressed for the occasion with one person wearing the winning lei. This was an evening of good food, music, dancing and good times with our fellow rural carriers. In August I attended the National Convention in Reno, Nevada. I stayed 6 nights with 2597 miles traveled each way.

In October I attended the Fall Booster in Greensboro and later that month I attended the district 1 fall meeting followed by district 30's fall meeting in November.

In January 2025 I attended SAC and 'worked' at the PAC table during my time there. In March I attended the planning meeting at Great Wolf Lodge to share ideas and make plans for our 2025 State Convention. Also, in March I attended the district 26 spring business meeting followed by districts 1, 11, 36, 54, 38, 50, 42, 29 and 4 in April. In May I attended districts 47 and 10. It was great seeing everyone!

I have traveled a total of 3870 miles on Union

business, not including my trip to the National Convention. I stayed overnight 4 nights at the State Convention and one night for the Fall Booster. I stayed overnight 3 nights while visiting districts for their spring business meetings and only charged the Union for two of those nights.

Special thanks to my family for their guidance and support this past year. **Thank you** to each of you for supporting PAC and for supporting me. It has been my great pleasure to serve the members of this association!

Respectfully submitted,  
Brenda Gibbs

## **PAC Co-Chair Elissa Gonzalez**

The following report covers my activities as PAC Co Chair from June of 2024, through May of 2025. I attended the 2024 State Convention at the Great Wolf Lodge in Concord, NC in June 2024.

In August I attended the Nation Convention in Reno, NV. During the National Convention I joined other PAC Chairs from multiple states for the common goal to raise money for PAC. I also attended a PAC training luncheon.

In October I attended the fall Booster meeting in Greensboro, NC.

In January 2025, I attended SAC in Atlanta, Ga and worked with neighboring southern states PAC Chairs to raise funds for PAC.

In March 2025, I attended a board meeting in Concord, NC to discuss plans for the NC State Convention with other state board members.

I have attended 8 district meetings including my own district. I have driven 3,026 miles and had 5 overnight stays.

I had the great pleasure of attending 12 new hire orientations for the rural craft in Raleigh, from November 2024, through May 2025 introducing them to the NRLCA and bringing in new membership for the association.

It has been a pleasure to serve the members of this association. I would like to thank my family for their support and understanding, as well as the state board for the opportunity to serve.

Respectfully submitted,  
Elissa Gonzalez

(Continued on page 28)

## **Editor Vicki Gray**

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

I want to thank everyone that wrote an article for our newspaper. Our officers and our stewards do their best to provide relevant, informative articles for us. I also want to thank our members for sending in those milestones and other rural carrier stories and photos.

Thank you all for making our newsletter a success. Please send me those photos from your office.

We printed six editions of the *North Carolina Rural Carrier* this year. The smallest issue was 20 pages and the largest had 44 pages. There were 184 pages overall, with a grand total of 31,149 issues printed and mailed.

The average cost per issue was \$1.53 for printing and 1.96 for the postage. The average total cost for each newsletter was \$3.49 this year.

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

Additionally, we would love to hear your ideas for improving the *North Carolina Rural Carrier*. Is there something you would like to see included? Please let us know.

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

Respectfully submitted,  
Vicki Gray

## **Webmaster Renee Johnson**

This report covers my activities in service to the North Carolina Rural Letter Carriers Association as Webmaster for the year beginning in June 2024 and continuing through May 2025. During this period, as the webmaster, I performed all duties of the NCRLCA website, including the following:

- Links to the National Office so that they might double-check compliance with the guidelines.
- Posted District Meetings and Events
- District-wide job bidding opportunities
- Newsletters
- All required Steward Training Dates
- South Atlantic Conference Details and Registration Information
- NC State Convention Details and Registration Information
- Mini Mail Survey Data and Training Locations & a Training Video
- National Convention Details and Registration Information
- Delegate Registration Details and Forms
- Retirement Information
- Fall Booster Details and Location
- Up-to-date Steward Information & Office Assignments per Steward
- Legislative News
- Updates for PAC
- Photo Galleries
- Ratification Meetings
- Benefits Open Season
- Membership news
- Scholarship Forms
- Insurance Updates, and all other pertinent information our craft needs to be informed and take advantage of all their benefits and opportunities, and analyzing the website performance statistics.

I attended the State Convention in June of 2024, the National Convention in Reno, Nevada in August of 2024, the Fall Booster in November 2024, and recruited new members for our association throughout the year.

These activities, with the exclusion of the National Convention, have resulted in 7 Union Work days, continuous maintenance to the website, and 796 miles in service to the NCRLCA.

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

Respectfully submitted,  
Renee Johnson



# Steward Annual Reports

## North Carolina District Representative Cliff Workman

NC NSS Fiscal year end of year report.

We streamlined where step 2 grievances only go to one location instead of 2. They all now go to Greensboro NC along with all disputes.

A copy of All disputes now only goes to the District Representative and to the “Manager of Labor, Attention: Disputes.”

The ADRs are now hearing their own step 2 grievances with the Labor Reps to assist in getting cases heard as quickly as possible.

Current list of work totals for the year for the state:

- Yearly Grievance Totals: 1,343
- Yearly PDI's: 1,352
- Yearly Class actions: 116
- Yearly Individual grievances: 952
- Yearly Discipline grievances: 292
- Closed at step 1: 1095
- Closed at step 2: 199
- Closed at step 3: 3
- Currently open at step 2: 46 grievances.
- I drove a total of 3970 miles in my POV and a total of 7,776 miles in a rental completing DR duties.
- I did 32 Investigative interviews

- I resolved 40 step 1 grievances.
- I resolved 112 step 2 grievances.

I Attended 9 LSET training courses across the state with assistance from the ADRs for the yearly required training to remain a steward. The response to the new Enhancement training has been overwhelmingly good. The stewards enjoyed the scenarios and getting to ask questions from the ADRs for real life experiences.

Currently we have 9 offices listed that have gone through, are going through or will be scheduled to do MOU 25. They are Wake Forest, Kinston, Cary, Randleman, Liberty, Wilson, Newport, Albemarle, Apex. We have one office with an agreement to do

We now have ADR's Gail Naillon, and Elissa Gonzalez assisting with the academy trainers. They are working to get more instructors in place so we can get more people hired and in the offices.

We have ADR's Amy Russo and Ralph Fernandez assisting with hiring efforts. Job fairs, hiring meetings, and additional non-managerial duties to help our craft hire as assigned by the DR.

ADR Tabitha Benfield is assisting with the phantom routes across the states for all the employees that have been on workers comp for more than 2 years. It is slow, but we are making progress. Some of the older ones may have to go to the Area Level to correct if they will not give the District DSS access to fix the issues.

*(Continued on page 30)*

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## Assistant District Representatives

From left to right: Nathan Darden, Ralph Fernandez, Kelly Kenny Futch, Tabitha Benfield, DR Cliff Workman, Angela Morrow, Amy Russo, Gail Naillon and Elissa Gonzales.



ADR Eddie Moss was assigned to all the disputes for North Carolina. We had a total of 251 disputes for Spring MMS five. 88% of the disputes have already been heard and have been sent to DSS to be entered for corrections. Some of the other disputes will be impassed to the Area level and some we had a few more questions about to get corrected. They will be completed soon as well if not completed already on 06-12-2025.

ADR Kelly Futch was named number 2 to cover for me when I am not available and for other assistance to the DR to run the state of North Carolina.

ADR Nathen Darden has assisted with catching up the back log of step 2 grievances. We worked together for a week reading through over 50 step 2 grievances coming up with fair settlements for our carriers per the contract.

ADR Angela Morrow was assigned Charlotte. Anyone that knows Charlotte knows it is one of the toughest cities in the state. I commend Angela, Kathy and Tamara for taking care of our Charlotte carrier's.

The longest day Eddie and I worked together was 14 hours. The longest day I worked catching up the back log was 17 hours. My longest week since taking over NC, is 97 hours.

The ADRs and I are building and working relationships with the District Manager Scott Manier, his right-hand Rural person Corey Williams, the Manager of Labor Relations Sheena Hazel, The Manager of Human Resources Doris Reed, District Delivery Support Specialist, Tim Forman, Labor Relations Specialist's Alex Varghese and Vernice Jones, most of the POOMS and MPOOs. This has assisted in getting step 2 cases heard, holding some managers accountable for bad behavior, getting RFI's filled in a timely manner, getting 204Bs back on their routes that are over 180 days and on and on.

We will continue to be as diligent and responsive as we can to all calls and get step 2 cases heard as quickly as we can. Remember that if you call your steward and they do not answer to give them some time to call you back. They may be running their route or on another call or in a meeting. Give them time to return your call. If they do not call you within a day, then please contact them again. We try not to miss calls, but it does happen occasionally.

In the year to come I hope to focus more on training and making sure our stewards are all getting the same information and getting the things they need when they have grievances.

Cliff Workman, North Carolina District Representative.

## **Assistant District Representative Kelly Kenny Futch**

The following is my end of the year report for work period July 1, 2024 through June 9, 2025. During the last 12 months, I have participated in 90 PDIs. The majority of the PDIs were on attendance and failure to follow instructions. I processed 35 contractual grievances, 11 discipline, and 5 class actions. I had 13 contractual sustained at step 1, 7 settled at step 1 and 15 moved to step 2.

I had 2 emergency placements, 3 Letters of warnings, 1 14-day and 5 removals. 5 of the discipline grievances were moved to step 2.

I traveled 7,350 miles in my POV and I rented a car on 1 occasion. I had 8 overnight stays. I attended 2 District meeting this spring. I participated in 2 new local steward training classes and 2 steward enhancement training classes. I attended the State convention in Concord, National in Reno, and SAC in Atlanta. I attended ADR training in Charlotte where we were able to see our own Bethany Small in her new position! Her presentations were excellent. There is no doubt the NRLCA will be better with Bethany as an executive committeeman. NCRLCA is beaming with pride!

In April, I was invited to be a part in a Job Fair held in Wilmington at the Myrtle Grove station. Laptops were available for applicants to use. The job fair lasted 2 hours with 32 applicants for RCA and ARC positions. I was responsible for explaining the ARC and RCA positions. USPS considered the day a success.

I realize our job is demanding and changing every day. I encourage everyone to follow management's instructions. If the instructions violate the contract, file a grievance and let us argue with your managers, not you!

I would like to thank the NC RLCA and the NRLCA for allowing me this privilege for another year. Cliff, you stepped up to be the DR and have done an excellent job. To all my teammates, thank you for always helping me when I send out an SOS. To the 284 and 285 rural carriers, you work hard every day. We see you and know this has been a difficult year. I am proud of each of you, and I thank you for allowing me to be a part of your work life.

Respectfully,  
Kelly Kenny Futch, Assistant District Representative

*(Continued on page 31)*

## **Assistant District Representative Eddie Moss**

This end of year report covers my National Steward System duties for the National Rural Letter Carriers Association from July 01, 2024, through June 8, 2025. The duties and responsibilities for the Assistant District Representative (ADR) are clearly defined by the National Board policy.

It has been my privilege and honor to serve the rural carriers of the North Carolina District as an ADR for the past year. I believe the North Carolina Steward System is an extremely dedicated and talented team working for all rural carriers throughout the entire state of North Carolina. This talented team is led by our new District Representative, William (Cliff) Workman. I would like to personally thank Cliff for the excellent job he has done taking over the steward system for Bethany Small. I would also like to congratulate Bethany Small on her new role at the National Office as an Executive Committeeman. She will always be a friend of mine no matter what role she may pursue. Finally, I would like to thank our new Executive Committeeman Michael Merola. He is always available to me whenever I need any assistance.

During this reporting period, I attended all Four District Meetings assigned to me by the District Representative. I also attended the NC State Convention, SC State Convention, the National Convention and the South Atlantic Convention. I conducted Local Steward Enhancement Trainings assigned to me by the District Representative. I also worked on the Disputes for the past two Mini Mail Surveys (MMS), before being given all the Disputes for the most recent MMS.

During this reporting period, my caseload consisted of Pre-Disciplinary Interviews (PDI), Step 1 grievances and Step 2 Appeals. I traveled 4,838 miles in my personal vehicle and 15,434 miles in rental cars. I conducted 94 PDIs and processed 96 grievances. Of the 96 grievances, 73 were contractual, 18 were discipline and 5 were class action. I also processed 21 Step 2s.

I would like to thank the National Rural Letter Carriers National Board for the confidence they have shown in me and look forward to the opportunity to work with and serve the rural carriers in the North Carolina District for another year. Finally, I would

like to thank my wife, Carol, for being willing to travel the state with me and her continued support.

Respectfully,  
Eddie Moss, Assistant District Representative

## **Assistant District Representative Gail Naillon**

This end of year report covers my Union activity from June 27, 2024, thru June 27, 2025.

During the last year I sat in on 124 Pre-Disciplinary Interviews. I processed 165 grievances, 129 were Contractual and all were settled at Step 1. There were 7 Class Actions, all but 1 was settled at Step 1. I also processed 29 Disciplinary grievances. These consisted of 13 Letters of Warning, 6 Seven Day Suspensions, 3 Fourteen Day Suspension, 3 Notice of Removals and 4 Emergency Placements all of which was settled at Step 1.

During this past year I attended the State Convention at the Great Wolf Lodge in Concord, NC.

I attended 5 Labor Management Meetings

I assisted in Step 2's in Greensboro, NC

I assisted with Local Steward Trainings

I attended 5 District Meetings.

I attended the National Convention in Reno, Nevada

I attended Fall Booster in Greensboro

I had 11 nights of overnight lodging.

I drove my personal vehicle 19,463 miles.

I would like to thank the State Board along with the NRLCA National Board for their continuous support over the last year.

I would like to thank Cliff for his encouragement and positive words that he gave me all year.

As always, I want to give the biggest thanks of all to all of the North Carolina rural letter carriers for their support and faith in me to assist them in their grievances and office issues. It has truly been an honor and a privilege to serve the greatest craft the Postal Service has ever had!!!!

Respectfully,  
Gail Naillon, Assistant District Representative

(Continued on page 32)





**Local Stewards at the State Convention**

From left to right; seated: Eric Anderson, Candi Pressley, Carrie Black, Tamika Tillery, Marissa Kestler, Sue Hahn, Tanisha Green, Alicia Pressley, Tammy Carroll, Maggie Ross, Luis Carreno. Standing middle row: Kristina Parks, Mattie Cooke, Telisha Locklear, Charles Rabun, Brittany Blackwood, Julia Bridges, Samuelle Copeland, Heather Whitner, Deborah Spell, Wanda Bell, Amy Browne. Back row: Athina Mancha, DeMarcus Poole, Darrell Brothers ,Roger Southern, Paul Reinhart, Nicci Rusch, Porsha Snowten.

*(Continued from page 31) Steward Reports*

**Assistant District Representative  
Ralph Fernandez**

This is My Annual Report from 30 Jun 2024 to 28 June 2025. During this time I drove 11,682 miles in my POV for Union business, I drove 2016 miles in rental vehicles.

I attended the North Carolina Convention, the National Convention in Reno, Nevada, the Fall booster (in spirit I had a medical issue the night prior at the hotel), I attended the ADR seminar in Charlotte, I attended the Southern Atlantic Conference in Atlanta, Georgia, I went to multiple District Meetings, attended two Labor Management Meetings in Greensboro. I Conducted 3 Local Steward Certification Trainings, 3 Local Steward Enhancement Trainings. I was present for 130 Pre Disciplinary Interviews, I filed 9 Class Actions, I Resolved 27 disciplinary Grievances favorably, including all 4 Notice of Removals being reduced, I resolved 71 contractual Grievances and met on 11 step 2 Grievances for a total of 107 Grievances processed. I also attended an Area Arbitration for a case from 2023 which was resolved favorably for the

Grievant.

I have traveled and assisted local stewards when directed by the District Representative when needed. I was trained to handle step 2 grievances this year and have been hearing some of my own cases at step 2. I have 3 open grievances currently including 1 Disciplinary increasing my total Grievances to 110 as of 10 June 2025.

I would like to thank the State and National Board for the faith they have in me to do the work of the NSS and fight for our contractual rights, I would like to thank everyone of my fellow local, area, ADRs in the state who have become part of the team and are like myself trying to continue to learn. Together we can accomplish many things if we never give up!

Respectfully,  
Ralph Fernandez, Assistant District Representative

**Assistant District Representative  
Amy Russo**

This annual report covers activities from June 28, 2024, to June 9, 2025. I have been a union member since 2016, served as a Local steward since 2019,

*(Continued on page 33)*

Area steward in 2021, Part time ADR in 2024 and newly full time ADR in October of 2024. This period I covered many offices in the western part of North Carolina. I drove my POV 12,730 miles, 270 miles in a rental. I attended 80 PDIs, 116 contractual grievances, 28 discipline grievances, 7 class action grievances and 22 Step 2 grievances, for a total of 173 grievances. I have 4 open grievances currently. I have attended two training sessions, 4 districts meetings and the National Convention. I plan to attend the state and national conventions this year as well.

This year has been a testament of the Rural crafts endearment between flooding, hurricanes, short staffing, and the RRECS system. Thank you to all our members, I appreciate the opportunity to represent the Rural carrier craft and will continue to give it my all.

Respectfully Submitted,  
Amy Russo, Assistant District Representative

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### **Your Stewards Having a Roaring Time**

Left to right: Gail Naillon, Amy Russo & Tabitha Benfield at the PAC Fundraiser.



## **Assistant District Representative Tabitha Benfield**

This report covers my union activities from July 1 of 2024 through June 9 of 2025.

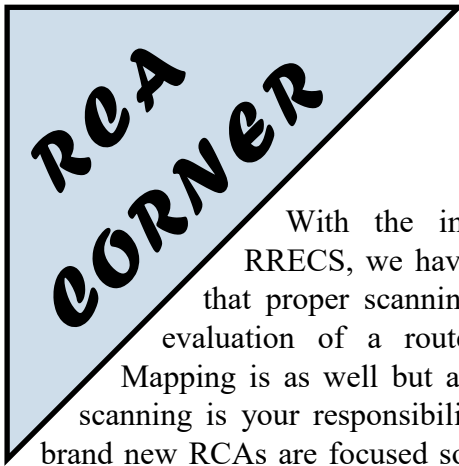
This was my first year as a Full Time Assistant District Representative for NC. I have had a very busy year. I take phone calls daily, listen to the issues that are happening at the offices, and try to get them corrected as soon as possible when there are contractual violations or just issues that need to be addressed. There are a lot of times that we correct issues with just a phone call to the office without a grievance. But with that said, I have sat in on 229 Investigative Interviews and handled a total of 207 grievances. 121 being contractual, 14 being class action, 48 of them being for discipline and 24 being step 2 settlements with labor. I was able to get numerous carriers back to work when they were either unjustly taken off the schedule or unjustly removed from the post office.

I attended the State convention this year in Concord and the National convention last year in Reno NV. I want to thank you for your votes to be able to attend the National convention as a delegate this year in Florida. I hope to be able to bring information back and come into your offices and share that with you there and at the spring and fall district meetings that are held.

It is always an honor to be able to serve in this position and represent the amazing rural carriers In NC. I strive to do my best each and every day ensuring that the National contract is upheld, and I hope y'all see that. I love being able to make a difference and be a representative to all of you.

Respectfully,  
Tabitha Benfield, Assistant District Representative





## This Route Could Be Your Route Soon!



### Assistant District Representative

*Kelly Kenny-Futch*

With the implementation of RRECS, we have come to realize that proper scanning is vital for the evaluation of a route to be correct. Mapping is as well but as an RCA proper scanning is your responsibility. We recognize brand new RCAs are focused solely on surviving the day without crying! Once the "new" is no longer a factor, all RCAs should understand the importance of proper scanning on any route that you are carrying.

Most RCAs must work over 40 hours a week. Because of this, paid evaluation may not seem important. Oh, but it is! Our District is in the process of 100's of route adjustments. One of the newly created routes may be the route you become a regular carrier on. This is why it is so important that all the work associated with a route is captured through our scanner.

Load time has no limits. We can have multiple load times; we just have to have equal start loads and end loads. Load time is credited as actual time. It is

not a race to load the vehicle. On the other side of the coin, we should not be using our load time for what would qualify as our "lunch break" time.

Please do not let management rush your load time to the point you are not organized. Management always has the right to observe our work practices and offer suggestions. If you are splitting routes and you are loading more than one route, remember to change over to the proper route number as you load. RRECS was not designed for splitting routes. The proper way to deliver in this situation would be to time load and go deliver one route, then return to the office and time load vehicle and go deliver the next route.

Any day you have a boxholder to deliver, remember to enter hot key 4 for flats or hot key 5 if  
*(Continued on page 35)*



### RCAs, ARCs & PTFs at the State Convention

From left to right: Anakin Hamlett, Karla Guzman, Amber Morris, Sue Hahn, Shari Schreiber, Donna Hash and DeMarcus Poole.



## Have You Made Plans To Travel On Vacation?

As we approach a busy travel season are you properly insured?

Travel tends to increase during the summer months of July and August. With schools not in session, this season features longer days that allow for various activities. Families often choose this time for vacations.

This also means there are more motorists on the road and therefore increased vehicle accidents. Make sure you have the right coverage.

As a member of the National Rural Letter Carrier Association, you can call and get a quote that covers you on or off the route for all your needs. National General will also cover your RV and motorcycles, in addition to auto insurance and home insurance.

National General is the only insurer group endorsed by the NRLCA, for more than 65 years now, that is dedicated. Call today at 1-844-273-4201 and you will receive a free \$10.00 e-gift card just for a quote when you mention the RRP code.

Safe travels and a happy summer.



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*(Continued from page 34) RCA Corner*

the boxholder is letter size. Authorized discounts hot key "B". If this discount requires additional trip(s), beyond the initial trip you will enter the total trips it took you to serve that discount. For example, most carriers are not able to carry all the mail to serve a CBU on one trip. If you take letters and flats on the first trip and then go back to the vehicle for parcels, you will enter 2.

There is ongoing confusion on management's part of the definition of an "unscanparcel". Hot key "C" is for any obvious parcel (not a flat or a letter) that has no barcode, or the label is missing or unreadable regardless of the size of the mailbox or whether the parcel will fit.

If we sell a stamp on the route, there is a key to that. Hot key "N" would be used. It is not to be used when you purchase stamps to sell on the route. This is included with end of shift duties.

Remember to return2du, hot key "J" AFTER you turn the vehicle off and BEFORE you exit the vehicle.

A daily zero-scan report is available for the office. The stewards have access to this report as well. There

are usually more than one thousand routes every delivery day that are still doing the basic 6 scans. This means there are more than one thousand routes that are being shorted the proper credits. We have carriers that will start load, end load, and depart to route in the same minute. We have carriers that will return to the office and clock out for the day at the same minute. We know both examples are impossible. We have carriers that never have an additional authorized discount even on the day after a holiday. We know this is impossible. Please give the route you are working on every proper scan it is due.

I encourage all leave replacements to stay focused on their daily work and keep in mind this route you are serving today may be "your" route soon. We want the evaluations to be correct for all. It is your money. Article 34.1 in the National Agreement states "The principle of a fair day's work for a fair day's pay is recognized by the parties for this Agreement". By utilizing every hot key when it is appropriate, you will ensure proper compensation for the route you are delivering today as a leave replacement as well as when you become a regular carrier.

## North Carolina District Representative

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### Elissa Gonzalez

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## Area Stewards

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## North Carolina District Representative

*Cliff Workman*

# NRLCA and USPS Working Together For A Common Goal Of Safety

The District Manager Scott Manier and I, Cliff Workman, are working diligently for carriers' safety.

We have reduced carrier incidents of not wearing their seat belts from upwards of 25% down to roughly 3% with seat belt notifications for carriers to properly wear their seat belts.

Both the Union and management worked together to get the information out on proper seat belt usage. We did have a few carriers that refused to listen and were placed on emergency placement for not following safety. They were returned to work the next day in most cases.

These policies must be followed. These initiatives have reduced accidents and injuries across the state

and the country; however they have not been reduced completely. This is unacceptable to the District Manager and unacceptable to me as your District Representative.

Safety is our number one goal and priority. We want everyone to go home safe. We have had several fatalities in this last year. "Please take a moment of silence in their memory."

## SEAT BELT POLICIES

All seat belt policies can be found under "seat belts" in the Steward Reference Guide. The steward reference guide is available to all Union members on the [NRLCA.ORG](http://NRLCA.ORG) website. Go to Steward Operations, then the steward reference guide to get to it on the website. Our stewards use this site every day to look up issues related to your contractual matters.

If your vehicle is in motion your seat belt should be buckled. In an LLV you may unclasp the shoulder belt under certain circumstances.

If you are in a vehicle that the seatbelts do not unclasp, then your shoulder belt is required to be worn unless you cannot reach the mailbox for delivery. You may unbuckle the seat belt to deliver the mail and then buckle it back up.

All this documentation can be found in the

## Area Stewards

From left to right; seated: Amber Morris, Lisa Talini Zamora, Brandi West, Celeste Britt, Tamara Fisher, Kathy Roberson. Standing: Jay Schreiber, Phillip Fulwood, Brian Hamlett.



Steward Reference Guide. There is also a step four in the Steward Reference Guide regarding seat belts for seatbelts that do not unclasp.

Stay safe out there and drink plenty of water during these hot summer months. Take breaks and rest in the shade when needed.

Reach out to your assigned steward or follow the chain of command when contacting a steward for questions.

Be blessed.



## NORTH CAROLINA AUXILIARY OFFICERS

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### **JUNIOR OFFICERS**

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**ALLISON HOLT**

**VICE PRESIDENT**  
**EASTON SMITH**

**SECRETARY/TREASURER**  
**NATHALIE WARREN**

**CHAPLAIN**  
**TRENTON GREER**

## Great Time at Great Wolf Lodge!

### **Auxiliary News**

*From*  
*Sue Kelly*  
*Secretary/Treasurer*

It was hot summer days at the Great Wolf Lodge in Concord North Carolina for the state convention. It was great to see our extended families.

We had a good response with the scholarships this year. All scholarships have been forwarded to the scholarship committee. Winners will be announced at the Fall Booster meeting. They will also be posted in the November magazine article. If for some reason the Fall Booster is canceled, checks will be mailed out the first of November. If you are not able to attend the Fall Booster to receive your check it will be mailed. I would like to remind every applicant that you can apply every year from a Senior in high school until age 22 before August 1 the year applying.

We had a good response with the poster contest. The posters were forwarded to the poster committee. Just a reminder that the poster contest is an easy way to earn money. There was a total of \$550.00 given away this year. All posters will be entered in the National poster contest.

The winners for the State entries were as follows:

#### **Ages 6-7**

1<sup>st</sup> Logan Wilkinson  
2<sup>nd</sup> Lillan Davis  
3<sup>rd</sup> Walker Hash

#### **Ages 8-9**

1<sup>st</sup> Tadeo Gil  
2<sup>nd</sup> Abigail Anderson

#### **Special Education**

1<sup>st</sup> Jacob McKendree

#### **Ages 10-11**

1<sup>st</sup> Brody Branch  
2<sup>nd</sup> Thomas Ivey  
3<sup>rd</sup> Luna Ivey

#### **Ages 12-14**

1<sup>st</sup> Brittney Parsons  
2<sup>nd</sup> Trenton Greer  
3<sup>rd</sup> Skylee Locklear

#### **Ages 15-17**

1<sup>st</sup> Allison Holt  
2<sup>nd</sup> Madelyn McKendree

Juniors had fun reuniting with old and new friends while doing activities.

Some of the activities were going to Charlotte Motor Speedway, Frank Liske Park and swimming. They presented their experiences of fun times while at the convention to the Auxiliary.

The Juniors raised \$1,000.00 for this years project known as The Cure Starts Now. They also raised \$1,239.90 with the basket raffle.

*(Continued on page 39)*

(Continued from page 38) *Auxiliary News*

They elected new officers and Elizabeth Sullivan installed their new officers.

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

Norma Williford, a well deserving person was nominated and elected as Member of the Year. She has been a long time member. She has been active in supporting many of our philanthropic project fund raisers. She has held many offices in the Auxiliary. Congratulations!!!!

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

Have a safe and cool summer!!!



Junior Sponsor Heather Greer and Junior President Allison Holt register incoming Juniors on Monday morning .

# Juniors and their Chaperones at the 2025 North Carolina State Convention





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## **Fall Booster**

### **October 19, 2025**

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