



Volume 42 Issue 2 Circulation 5000 Edited in Spring Lake NC September October 2025

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

Rural Letter Carriers Rally Again At National Convention in Orlando

Hundreds of rural letter carriers and their allies held a rally at City Hall in Orlando, Florida on Monday evening, August 18th during the NRLCA National Convention. We were joined by the other postal workers unions; APWU, NALC and NPHMU.

The rally was to bring awareness to H.R. 70 and S. R. 147, *“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.”*

Florida Congressmen Maxwell Frost and Darren Soto joined the postal workers at the rally Monday evening, despite rain showers. Both have cosponsored U.S. House Resolution H.R. 70.

North Carolina had several people brave the thunderstorms and rain to participate.



Former North Carolina Presidents Brenda Gibbs (left) and Audrey Solomon (right) join the rally in Florida.

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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 NCRLCA, the NCRLCA or the Editor.

National Emergency Hotline

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

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

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

Please keep this phone
number for future use.

WEBSITE

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

This month the password
will be F@B_Fall!!

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

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

Cover Photo

North Carolina Chairbacks at
2025 National Convention

by
Debbie Bennett

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Important Dates

October 13	Columbus/Indigenous Peoples' Day Holiday
October 19	Fall Booster
October 31	Halloween
November 11	Veteran's Day Holiday
November 27	Thanksgiving Day Holiday



NRLCA 119th National Convention

President

Elaine Althoff

The 119th NRLCA National Convention opened with a warm welcome from Convention Chair and Florida President Bill Braddick Jr.

The ceremony included:

- **Advancement of Colors & Parade of States**

- **National Anthem** by Adriana Arellano (FL)
- **Pledge of Allegiance** by Emerson Kretzer
- **Invocation** by Chaplain Gary Wilder
- **Military Tributes**

Dignitary Greetings & Remarks

- **Jerry L. Demings**, Mayor of Orange County, FL
- **Chenise LeDoux**, VP of Retail & Delivery Ops, USPS (Southern Area)
- **Rep. Darren Soto**, U.S. Congress, expressed appreciation for rural carriers and vowed to protect jobs and oppose privatization.
- **Mark Dimondstein**, APWU President, called for union solidarity.
- **Doug Tulino**, Deputy PMG and CHRO, reaffirmed commitment to the USPS 10-Year Plan, labor fairness, and opposition to privatization. (Tulino served as Acting PMG from March 24 to July 14, 2025.)

Executive & Auxiliary Highlights

- **Jeanette Dwyer**, Executive Committee Chair, reflected on Orlando's growth and reminded carriers of the dangers they face, honoring **Pam Rock**, a carrier tragically killed by dogs in 2022.
- The "**Pam Rock Law**", passed on **July 1, 2025**, ensures stronger protections for rural carriers.
- **Auxiliary President Lesa Routh-Halcomb** shared success from her project, *The Cure Starts Now*. The Auxiliary is expected to award **\$31,500 in scholarships** in 2026.

Recognition & Reports

- **Outstanding Member of the Year**: Vicki Gray among recipients
- **Credentials Committee** report by Vicki Gray

Sponsors & Partners:

- * **Blake Westbrook**, APCU/Center Parc
- * **Linda Foran**, National General Insurance

- **PAC Awards**: Presented by Tommy Turner
- **Finance Report**: David Greene shared a steady financial outlook and a proposed constitutional change.
- **Audit Report**: Delivered by CPA Doug Boedeker
- **Task Force Awards**: Nicky Phillips
- **Publication Awards**: Patrick Pitts

Legal & Legislative Updates

Michael Gann, NRLCA Legal Counsel, addressed the erosion of federal worker rights and the risk posed by upcoming anti-union legislation. He stressed the importance of activism, referencing the Reno Rally and encouraging every NRLCA member to get involved.

"The new PMG says he's against privatization—but actions speak louder than words."

National Heroes of the Year (2023–2025)

- **David Hamilton** – WA
- **Ales Tomasello** – ME
- **Keri VanEtta** – IL
- **Lisa Ann Wagner** – TX

Constitutional Amendments & Resolutions

25 Amendments Reviewed:

- Amendments 1 & 2 (Annual Leave Accumulation for Officers): Failed
- Amendment 3 (Virtual Ratification Meetings): Passed (combined with Amendments 20–25)
- Amendments 4, 6, 7, 8, 9, 10–19: Failed
- Amendment 5 (Retirement Classification): Passed

Resolutions:

16 Binding Resolutions: 4 Passed, 12 Failed

317 Non-Binding Resolutions:

- 168 Passed immediately

(Continued on page 5)

(Continued from page 4) **Presidents Message**

- Final tallies (276 resolutions completed Friday):
 - ✦ Leave Replacements: 21 passed / 19 failed
 - ✦ Relief Day: 14 passed
 - ✦ Retirement: 22 passed
 - ✦ RRECS: 51 passed
 - ✦ Salary: 37 passed
 - ✦ Time Standards: 7 passed
 - ✦ Vehicles: 11 passed
 - ✦ Work Rules: 40 passed

Convention adjourned at 7:07 p.m. on Friday.

Your 2025–2026 National Officers

President: Don Maston

Vice President: Patrick Pitts

Secretary-Treasurer: Tommy Turner

Director of Labor Relations: John Adams

Director of Steward Operations: Nicky Phillips

Executive Committee Chair: Michael Merola

Executive Committeeman: Kirby Ricketts

Executive Committeewoman: Bethany Small

Executive Committeewoman: Natasha Patterson

(New NRO for Atlantic Area)

Please welcome Natasha Patterson as our new NRO.

Important Upcoming Events

Fall Booster Meeting



October 19, 2025



Embassy Suites

204 Centreport Drive

Greensboro, NC 27409



336-668-4535



King Suite: \$134/night



Double Suite: \$144/night

Group Code: **918**

Or ask for *Rural Letter Carrier Rate*

South Atlantic Conference (SAC)



January 24–26, 2026



Harrah's Cherokee Casino Resort

777 Casino Drive

Cherokee, NC 28719



\$140/night (Rate valid 01/22 thru 1/26/26)



1-800-CAESARS

Group Code: **S01RLCA**



New 2025 National Officers; left to right: President Don Maston, Vice President Patrick Pitts, Secretary/Treasure Tommy Turner, Director of Labor Relations John Adams, Director of Steward Operations Nicky Phillips, 1-year Committeeman Mike Merola, 2-year Committeeman Kirby Ricketts, 3-year Committeeman Bethany Small & 4-year Committeeman Natasha Patterson.



Chaplain

Jesse Ray Farmer Jr.

Keep a Little Change in Your Pocket

While sitting in the Food Lion parking lot one afternoon, a woman approached me and asked for money to buy food. I hesitated. But after a moment, I reached into my wallet and gave her the only cash I had, ten dollars. I hoped, quietly, that she would use it wisely.

Later, inside the store, I saw her again, this time at the checkout. She was carefully counting each item, doing her best to stretch that ten dollars to feed her family. Watching her humbled me. That same day I was able to buy food not only for my own family's Sunday lunch, but also enough to share with a few widows in our community. It didn't cost me much, and truthfully, I barely thought twice about how blessed I was to have the ability to provide.

Just a few blocks away, this woman was trying to buy chicken and cabbage with the same care I might use when choosing stamps for a large mailing, each one counted, every cent mattered.

Here in the U.S., we're often taught to be cautious of those who ask for money. We're warned about the risks of enabling bad habits or addictions. And while there's wisdom in being discerning, we must also remember that

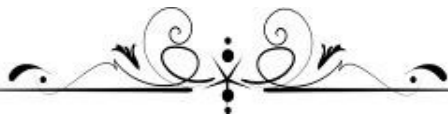
behind every outstretched hand is a story—job loss, disability, underemployment, or simply hard times.

Caring for others is a central and unifying theme across world religions, with core principles such as the Golden Rule appearing in many faiths. Specific concepts like tikkun olam (repairing the world) and rachamim (loving-kindness) in Judaism, zakat (charitable giving) and rahma (mercy) in Islam, and karuna (compassion) in Buddhism emphasize compassion, love, and selfless service as vital components of life. All these teachings encourage individuals to act with empathy, kindness, and generosity, promoting a sense of social responsibility and connection to all beings.

As mail carriers, we walk neighborhoods every day. We see the signs of struggle—porches in disrepair, overdue notices, children waiting at empty bus stops. We are uniquely placed to notice those in need. And sometimes, all it takes is a little change in your pocket to make a big difference.

So don't wait for a big moment. Share what you have. A few dollars. A kind word. A warm meal. A little change.

You don't need a full cup to make a difference. When your cup runs over, pour into someone else's, because the smallest act of kindness on your route could be the biggest miracle on theirs.



Obituaries

Major John "Preston" Spear, Sr., U. S. Army, Retired, age 85, died at his home surrounded by family in Hertford, NC, on Tuesday, July 15, 2025.

Born in Perquimans County, NC on January 14, 1940, to the late Delmar Spear and Florida Mae Curlings Spear, he was the beloved husband of Barbara Whitehurst Spear. He was a proud graduate of Central High School and Southern Miss, where he laid the foundations for a lifetime of achievement and community service. He answered the call of duty and served his country honorably for 20 years in the U.S. Army, completing two tours in Vietnam and retiring with distinction at the rank of Major.

After his honorable discharge from the Army, Preston continued to serve his community as a dedicated mailman for the U.S. Postal Service and at Perquimans County Veterans Affairs for 20 years. His work ethic and friendly spirit left lasting impressions on all who crossed paths with him.

He is lovingly remembered by his devoted wife of over 41 years, Barbara; his beloved children, daughter, Michelle "Missy" Spear-Godwin, and sons, John "Junior" Hoover, Jr. and John "Bo" Spear. his sisters, Delma Owens and Rita S. Gregory (Frank); his brothers, Bail W. Spear, Mike "Bud" Spear (Diane), and Gary "Tony" Spear; two brothers-in-law, Bill Feasenmeyer and Al Tamplin; four grandchildren, eight great-children; along with many nieces, nephews, and cousins who will dearly miss him. Preston was preceded in death by his parents; his sisters, Lona S. Feasenmeyer and Diane S. Pierce-Tamplin; and his brother-in-law, B.G. Owen.



**Executive
Committeeman**
Telisha Locklear

BE IN THE KNOW FOR RETIREMENT

Eligibility, Age Requirements, and Retirement Options

Retirement looks different for us all based on age and years of service. Let's be ready and knowledgeable, as rural carriers, we look forward to making it to a regular carrier and later retirement.

Rural carriers need to be informed about their available retirement options. Rural carriers employed by USPS are covered under the Federal Employees Retirement System (FERS), which provides different pathways to retirement based on age and years of service. In addition to basic annuity, many rural carriers can supplement their income with Social Security benefits and the Thrift Savings Plan (TSP), offering flexibility in planning for the future. Knowing your options and eligibility criteria helps you make informed decisions and prepare for a comfortable retirement.

Minimum Retirement Age (MRA)

The Minimum Retirement Age (MRA) is the earliest age at which a USPS employee under FERS can retire with an immediate, unreduced annuity, provided they meet service requirements. The MRA depends on your birth:

Year of Birth	MRA
Before 1948	55
1948	55 and 2 months
1949	55 and 4 months
1950	55 and 6 months
1951	55 and 8 months
1952	55 and 10 months
1953-1964	56
1965	56 and 2 months
1966	56 and 4 months
1967	56 and 6 months
1968	56 and 8 months
1969	56 and 10 months
1970 and after	57

Types of USPS Retirement

Immediate Retirement: Eligible if you meet the MRA with at least 30 years of service, age 60 with 20 years, or age 62 with 5 years. Benefits begin right after separation.

Deferred Retirement: You leave federal service before reaching the MRA or before accumulating enough years for immediate retirement. You can apply for retirement benefits later once you reach age, but you lose the right to keep federal health and life insurance in retirement.

When considering USPS retirement options, it's important to understand not only when you can retire but also which path best fits your circumstances and long-term goals. The two primary routes, Immediate Retirement and Deferred Retirement, each have specific requirements on age and years of service. Immediate Retirement is ideal for those who reach the Minimum Retirement Age (MRA) with sufficient service, allowing benefits to begin promptly. Deferred Retirement, on the other hand, caters to individuals who leave federal employment before reaching retirement thresholds, offering future access to pension benefits at the cost of important health and life insurance coverage.

You may also meet Early Retirement, typically available during agency-driven reductions in force or restructuring, which can allow you to retire at a younger age with fewer years of service. However, this option often results in benefit reductions and should be weighed carefully against your financial needs.

Before making any decisions, reviewing the eligibility criteria and benefit implications ensures you are making a well-informed choice. Consulting with a retirement specialist or exploring the resources provided by the U.S. Office of Personnel Management can help clarify your options and guide you toward a secure and satisfying retirement.

(Continued on page 8)



**Executive
Committeeman**
Tracy Greer

Rural Carrier Benefit Plan Incentives

RCBP has announced new Wellness Incentives for 2026. Staying Healthy can help make you wealthy in the upcoming year.

Earned wellness incentives are deposited into your Aetna

Wellness fund approximately four weeks after completing a wellness activity. You can use your funds to pay for certain unreimbursed medical expenses such as deductibles, coinsurance, copays, and other medical expenses approved by the IRS.

You may monitor your Wellness Fund by visiting www.RCBPhealth.com, click on “Aetna Member website”, then “health and wellness”, click “explore resources”, and finally clicking “Discover a healthier you”.

Ways to earn this benefit by:

Completing a Health Risk Assessment

Have a breast, cervical, or colon cancer screening

Eliminate Tobacco use

Control your blood pressure or A1C

Health Coaching

Six well child visits in their first 15 months of life

Participating in Telephonic Weight management (\$75.00 per quarter)

Track your physical activity (\$100.00 per quarter) by walking 5,000 steps or 30 minutes of physical activity per day for any 50 days.

These are great ways to stay healthy and put some cash back in your pocket. Make a better you by staying active and getting those health screenings!!

(Continued from page 7) Retirement

The Retirement Operations Center for the U.S. Office of Personnel Management can be reached at:
U.S. Office of Personnel Management Retirement Services
P.O. Box 45
Boyers, PA 16017

For online services and additional support, visit the official OPM retirement website:

<https://www.servicesonline.opm.gov/>

To receive the fastest assistance, have your retirement claim number or Civil Service Annuity (CSA) number ready when calling or writing.

Support for Current Employees

If you are still employed and have questions, you may also contact your local USPS Human Resources Shared Service Center.

In closing, make sure you call ahead to OPM for retirement options. OPM has a lot of resources online to help you be prepared ahead.

Looking forward to seeing you all on October 19, 2025 for our fall booster at EMBASSY SUITES in Greensboro, NC.

STOP FOR SAFETY

What Rural Carriers Need to Know About North Carolina School Bus Laws



Executive Committeeman
Alicia Pressley

Let's be honest — if anyone knows the roads of North Carolina, it's us. As rural mail carriers, we're out there every day, delivering to driveways, navigating blind curves and gravel shoulders, and sharing the road with everything from tractors to school buses.

And when that school bus flips on its red lights and extends its stop arm! That's our signal to stop and protect the kids in our communities.

As we head into the milder months of Fall, school busses will again be on our roads. Here is a refresher on North Carolina's school bus stop laws:

So, what does the law actually say?

Under North Carolina General Statute § 20-217, if a school bus is stopped with red lights flashing and the stop arm extended, you must stop—unless you meet a very specific exception.

The rules depend on how many lanes the road has and what's in the middle:

YOU MUST STOP if you're:

- ✎ On a two-lane road, in either direction,
- ✎ On a three-lane road (two travel lanes + center turn lane),
- ✎ On a four-lane road with no median,
- ✎ On the same side of any road as the stopped bus.

YOU DO NOT HAVE TO STOP if:

- * You are traveling in the opposite direction of the bus **AND:**
- * The road is divided by a physical median **OR,**
- * The road has four lanes + a center turn lane (five lanes total) — and you are on the opposite side.

Yes, that five-lane road exception is real.

If you're on the opposite side of a five-lane road

(Continued on page 10)

All traffic must stop for a stopped bus, unless it is on a road of four or more lanes with a median or center turning lane. In those instances, oncoming traffic does not have to stop because children will not be crossing the road to reach the bus. Traffic following a bus must always stop with the bus. If in doubt, always stop for a stopped bus.

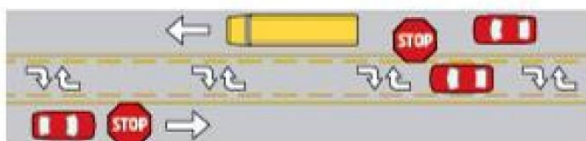
1 Two-lane road

All traffic from both directions must stop.



2 Two-lane road with a center turning lane

All traffic from both directions must stop.



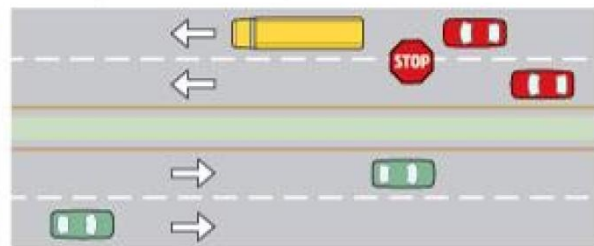
3 Four-lane road without a median separation

All traffic from both directions must stop.



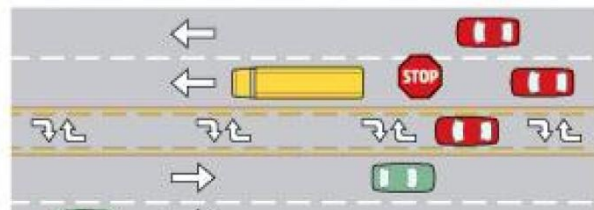
4 Divided highway of four lanes or more with a median separation

Only traffic following the school bus must stop.



5 Road of four lanes or more with a center turning lane

Only traffic following the school bus must stop.



DID YOU KNOW?

Many rural carriers aren't aware of these incentives. Here are some bullet points to consider when choosing your insurance needs.

- ★ National General Insurance has been insuring the rural letter carriers craft for over 68 years.
- ★ National General Insurance understands the federal tort claims act, which means they do not change to business or commercial rates on your pov.
- ★ The federal tort claims act covers you, the rural letter carrier, while on your route for damages /injury you cause to someone else.
- ★ National General Insurance can insure all vehicles in your household, as well as your home, rv, motorcycle, or whatever else your insurance needs are. They are a full-line agency.
- ★ All rural carriers are eligible, even if they are retired.

National General Insurance is open 7 days a week. Their hours are 7 am-11 pm CST. The phone # is 1-866-325-7727. Call for a quote and get a \$10 e-gift card. Make sure you give them your email address and use the [RRP]code for rural letter carriers when you call.



(Continued from page 9) Bus Safety

(two lanes each way + center turn lane), you do not need to stop.

But if you're behind the bus (same direction), you always stop — no matter how wide the road is.

WHY THIS MATTERS ESPECIALLY FOR US

We're not just drivers, we're part of the community. We know which driveways belong to families with small kids and which homes are bus stops.

That puts us in a unique position to keep kids safe. It also means we have to be extra careful.

On rural roads:

- * Bus stops can appear without warning.
- * Visibility is limited by curves, trees, and narrow shoulders.
- * Kids may cross the road in unpredictable ways.

We're often out during peak bus times — early mornings and mid-afternoon — and one wrong assumption about the law could have serious

consequences.

What happens if you don't stop?

This isn't just a traffic ticket. North Carolina takes stop-arm violations very seriously.

- * \$500 minimum fine;
- * 5 driver's license points;
- * Class 1 misdemeanor;
- * Felony charges if a child is injured;
- * Possible loss of your job.

Tips for safer driving on your route

- * Slow down and stay alert around known bus stops or neighborhoods with kids.
- * Expect kids to cross, even if you don't see any yet.
- * Don't move until the stop arm is retracted and red lights stop flashing.
- * Know your road types — only divided medians or five-lane roads (when you're on the opposite side) allow you to keep moving.

YOU'RE MORE THAN A MAIL CARRIER

2025 National Convention

119th NRLCA National Convention

State of the Union Address

Three and a half hours of information is being condensed into one brief article to share with you how the NRLCA is doing as we begin the 2025-26 year. President Don Maston started Monday afternoon off with an introduction of the Finance Committee Chair, David Green from Rhode Island, who spoke on the better financial standing our union has of \$5.2 million in excess over spending and that dues brought in \$1.8 million more than last year. This is due to increased Regular and PTF membership compared to last year. The rumblings you may hear about so many leaving appears to be noise and not action.

One of the points was the lack of attendance during the in-person ratification meetings across the country. Less than 500 participated and the majority of those were required to be there. \$184 per person is how expensive it was for the in-person meetings versus \$10.76 per attendee for the online meetings. Later in the week the delegates passed a Constitutional change to no longer require in person meetings.

Vice President Patrick Pitts followed up with how well the new Academy instructional program is

working and no reported issues were brought up to the National level, Excellent job Districts!

Secretary/Treasurer Tommy Turner gave the delegates a rundown on how the membership numbers broke down for National Convention delegates and overall, for the year:

	Delegates	Membership
Regular carrier	773	59,667
PTF	7	3,723
RCA	20	26,247
Retirees	332	17,410
ARC	0	1,196

We are signing up approximately 500 new members each week. And yes, we do lose many RCAs due to managements lack of retention of employees.

President Maston returned to the microphone to let us know much has happened this past year. In bargaining we didn't make all the gains the union wanted, but there were zero losses in bargaining. RCAs are the highest paid non-career employees in the postal service.

After coming to the tentative agreement, there was a very tight timeline to get the ratification meetings accomplished per the constitution before the new Postmaster General came on board. It was one of the fastest ratification processes ever. The new PMG says the right things about continuing the 10 year plan to save the Postal Service. He was told "we will be watching."

Next subject was legislative issues currently in need of support such as H Res 70, No Privatization, is



Vice President

Jay Schreiber



Left to right: Pam Farmer, Celeste Britt & Jesse Ray Farmer, Jr. at the 2025 National Convention.

(Continued on page 12)

2025 National Convention

(Continued from page 11)State of the Union

up to 221 cosponsors (3 from NC). HR 1 passed, and the postal cuts were determined to be out of order. But Reconciliation 2.0 is likely coming in October, be prepared to write and fight. H.R. 1065 is now at 137 cosponsors (2 from NC), this is the Protect Our Letter Carriers Act. H.R. 1522, Retirement Fairness Act (Buy Back) lags with 102 cosponsors (3 from NC).

A two-day celebration of the 250th anniversary of the Postal Service was held in Charleston, WV where the first Rural Free Delivery route originated. Also mentioned was how we had 21,000 plus overburdened routes this past year and over three phases, those routes were realigned and adjusted, producing 1,700 brand new regular carrier employees. There still are 6,600 routes evaluated above 46 hours.

The rural craft is adding 1,000,000 addresses per year to our craft. The national average for over/under evaluation last pay period was 8.6 hours under. And nationally last year rural carriers averaged 6.6 hours under for the entire year.

The recent MOU signed allows rural carriers to carry 65 days of annual leave through the end of the current contract. The other MOU also signed in August will allow regular carriers to volunteer to assist other routes in their office on non relief days and work on Sunday.

It was just the beginning of a week of work to better our craft as well as educate and answer questions from all the first timers that attended.

First Time Delegate View

By Brittany Blackwood

As I unpacked my suitcase back home after the 119th NRLCA National Convention in Orlando, Florida I couldn't stop smiling.

Just one week ago I was checking in at the Rosen Shingle Creek Hotel as a wide-eyed first timer. The convention held from August 19th to 22nd was my introduction to the heart of our union. With over 1000 carriers from every corner of America. It was overwhelming at first, but by the end, I felt like a part of a family. If you're a newbie or just someone thinking about attending next years event, here's my honest account: the preparation, the highs, the challenges and why our unions strength lies in supporting each other- no matter our differences!

I signed up nervously with a nomination form cut straight out of our National Magazine; doubting that I would ever become a delegate. At state convention when they announced my name I could hardly believe that it was true. Once I saw my name on the delegate

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2025 North Carolina Delegates & Guests in Orlando Florida.

2025 National Convention

(Continued from page 12)

list I knew that time was of the essence. I hadn't booked a room, a flight, a rental car. Hopefully there were still rooms left! Panic began to set in, am I really even going to be able to go, it was already late June the convention just two months away. I learned from other delegates book early, you can always cancel later. I booked a hotel that day via telephone with the group rate which was easier than I had anticipated. I felt so accomplished, thoughts immediately started swirling in my head, what to bring, what to wear, where to eat. I packed way too much. What you need is practical; comfy clothes to sit in meetings, shoes that will be comfortable for long walks, a portable charger in case your phone dies like mine and maybe a couple of snacks. I brought a couple of post office shirts to blend in. Pro tip: I learned if you're going to participate in rallies or the banquet sign up early.

On Monday, I registered and picked up my ditty bag and name tag. After looking over the program, I saw several seminars that I wanted to attend. The first being later that evening, the first timers seminar. I went unknowing what was to come. The room was full of people, all waiting and listening intently. I believe we covered everything in that seminar from the auxiliary to parliamentary procedure and Roberts Rules of

Order. We discussed anything that we needed to know.

Day one kicked off early. I got to the room at 8 AM. I was in awe of how big it was, all 50 states rural letter carrier flags were hanging up on both sides of the walls, each unique and beautiful.



Brittany Blackwood speaks at the mic at the 2025 National Convention. Look close and you can see ADR Eddie Moss and DR Cliff Workman behind her on the left.

I found a seat and started taking it all in. All I could think about is how amazing it was that we had mail carriers from all across the United States, from big cities to small towns all gathered here in this room.

The general session dove straight in with the advancement of colors and then the parade of the states where each flag was carried by the state Association president and placed on the stage.

We had a beautiful military presentation honoring all of our members that have served and a recognition of each branch!

Next were the greetings first from the mayor of Orange County, Jerry L Demings welcoming and thanking us for our visit to his county. Then Chenise LeDoux the Retail & Delivery Operations VP from the Southern Area. Next we had the much anticipated address from Doug Tulino, the deputy PMG and Chief Human Resources Officer, who I could have listened to all day.

The opening session was definitely a revelation. The leaders discussed the 10-year strategic plan and updates that directly affect our safety and livelihood.

I scribbled notes furiously, realizing this wasn't just a conference; it was where our Union's future gets shaped!

That afternoon, I checked out the exhibit hall, which was a maze of booths with PAC, APCU, union gear, postal gadgets and free pens and gifts that I shamelessly collected. I chatted with several carriers, checking out the new postal vehicles and the Union Strong attire, each offering words of encouragement on this convention being my first time.

Day two brought surprises. Hearing the heroic carrier stories during the general session gave me chills. Carriers stepping up on their routes to save someone from the rushing river, another coming to the aid of a woman and her dog being attacked by a larger dog, finally a woman that had fallen in her home and the mail carrier

(Continued on page 14)

2025 National Convention

(Continued from page 13) 1st Time Delegate View

noticed her mailbox not being checked and went to her house to check on her. It reminded me that rural carriers are most definitely every day heroes.

Day three and four were where the real work took place. We discussed constitution changes and resolutions which was overwhelming at times. We discussed so many things from privatization, automation, benefits, leave replacements, retirement, and RRECS. Even though debating on all these topics and voting on the members of the national board what struck me most is the unity. We had different opinions, some debated politics, others clashed on resolution strategies, but I think we are alike at our core. We wake up early, battle weather, dodge dogs, and deliver for our communities. Despite varying views on everything from elections to daily operations, the convention showed me, we are stronger together!

My first NRLCA National Convention was a whirlwind of learning, laughing, and finding my place in the union that fights for us. I left Orlando with knowledge, friends, and a pride in our union! If you're a first timer eyeing 2026, go for it! Register early, pack your passion and embrace the unity! You'll walk away prouder, smarter, and ready to carry the union forward. See you next year in Grapevine Texas for the 120th National Convention

First Time Alternate View

By Kathy Roberson

August 24, 2025 My First National Convention: A Reflection of Finding Strength in Unity

Attending my first national union convention was truly an unforgettable experience. I walked in feeling curious and a little unsure of what to expect, but I left feeling inspired, empowered, and more connected to my union family than ever before. I knew I was meant to be there.

What struck me right away was the sense of unity in the room. People came from all directions, taking different routes to get there, yet we all arrived at this one destination, the National Convention, toward one common goal. The good of the union and getting the job done.

This experience is something I'll carry with me back to the Carriers I represent as Area Steward and to the Rural Letter Carriers I work with at the Matthews Post Office.

I also came away with a greater appreciation for our National and State Boards. To see such seamless organization and planning firsthand was impressive. I know it took a tremendous amount of work and dedication to make it all come together, and their efforts did not go unnoticed, and to them I say, thank you.

The convention was informative in ways I had not imagined. I learned so much; not only from the

formal sessions, but from the conversations over meals, during workshops, and even in the hallways. Every member's voice mattered, and every issue raised carried weight. It reminded me that this union is not just an organization, it is a living movement built on the voices of everyday people who care deeply about fairness, dignity, and justice.

One of the most inspiring parts was seeing how democracy lives within the union. We debated, voted, and shaped our collective direction together. It was not always easy, but it showed me the true power of participation. Being part of that process gave me a sense of ownership and pride.

The impact did not end with me. My husband, who attended alongside me, he was so inspired that he has already expressed interest in getting involved with the Auxiliary, wanting to contribute to the work and energy that moved us both so deeply. That, in itself, was a reminder of how contagious the spirit of solidarity and unity can be.

Looking back, I can honestly say this was more than just a convention — it was a powerful experience of connection, learning, and hope. I encourage every union member to attend at least once if they can. Your voice will be heard, your concerns will be validated, and you will walk away with a renewed sense of purpose.

I went to my first national convention as a curious observer. I left as a proud, inspired participant

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2025 National Convention

(Continued from page 14) First Time Alternate View

in something much bigger than myself.

First Time Alternate View

By Sara Waisner

It was an incredible honor to be invited to share my experience attending the National Convention for the first time. As Vice President of the Yadkin River District, it was a privilege to represent our district alongside our District President and Secretary/Treasurer.

The Rosen Shingle Creek Resort provided a stunning backdrop for this significant event. With a registration of nearly 2,000 associates, auxiliary members, juniors, guests, and staff. The venue was ideal for hosting a convention of this magnitude. The property offered exceptional dining options, scenic views, multiple swimming pools, a full-service spa, and a golf course, all contributing to a memorable experience.

Prior to attending, I had been advised that the convention could be an overwhelming experience, given the volume of information presented. Fortunately, the National Rural Letter Carriers' Association (NRLCA) took great care in preparing informational flyers for the day, as well as a second flyer to guide participants through evening events. The program booklet was invaluable, offering detailed

schedules for association, auxiliary, and juniors' meetings, banquets, and breakfasts. Additionally, it included a venue map, National Convention Standing Rules, and future convention dates, ensuring attendees were well-equipped to navigate the proceedings.

The main sessions were held in an expansive conference room; however, the seating arrangements, which consisted of tightly linked chairs, made for a less comfortable experience, particularly during the extended hours. Sitting for a minimum of eight hours proved to be a challenging aspect of the event. Moving forward, it would be beneficial if future conventions could consider more comfortable seating options to enhance the overall experience for attendees.

The energy and dedication of our Union body were evident

throughout the convention. During the readings of the constitutions and resolutions, members were quick to call for full transparency from the board, and those with extensive knowledge of the rules were always present at the microphone, ready to raise objections or offer corrections when necessary. This active participation demonstrated the strength and commitment of our members.

Attending the National Convention was a humbling and unforgettable experience. I had the privilege of meeting many incredible individuals, and the support and camaraderie within the Union body were truly inspiring. I look forward to reconnecting with colleagues at the 2026 National Convention in Grapevine, Texas.



National Convention First Timers

Left to right; seated : Samuelle Copeland, Tiffany Ratliff, Wanda Burwell, Tammy Carrol. Standing: April Barnette, Brittany Blackwood, Tamara Fisher, Kathy Roberson.

Missing from photo are Nathan Darden and Sara Waisner

2025 National Convention

North Carolina Receives Grand Excellence Award In State Publications

Editors are invited to enter the NRLCA State Publications Competition each year for the General Excellence Award to be given out at the National Convention. The General Excellence Award recognizes publications that best serve the membership of the State Associations.

The awards are divided into four categories based on the size of membership in each state.

The four categories are:

Category I: 1-999 members

Category II: 1,000-2,000 members

Category III: 2,001-3,300 members

Category IV: 3,301+ members

North Carolina belongs in Category IV.

Independent judges with editing and design backgrounds determine the winners. No judge is associated with any State Editor or with the National or State Associations.

Judges consider:

1. Content (appropriate and original articles, useful information for rural carriers)
2. Style (clear writing, correct spelling and grammar, effective headlines, good story placement)
3. Overall design (readability, attractiveness, use of photos and art)



North Carolina Editor Vicki Gray receiving General Excellence Award from National Editor Melissa Ray



Close up of Award

This year's judges stated that our magazine was a *"Strong newsletter with professional design, as well as well-written articles and columns"*.

They stated that we had a good *"variety of articles with helpful topics"* along with an *"attractive use of photos and graphics"*.

I want to thank everyone that wrote an article for our newspaper. Our officers and our stewards do their best to provide informative articles for us.

I also want to thank our members for sending in those milestones and other rural carrier stories and photos. I do believe they make the newsletter more interesting and absolutely contributed to North Carolina winning this award.

Thank you all for helping me make our state magazine a winner!

2025 National Convention



North Carolina
Carriers at the Rally
in Orlando



Little Movement From Congress



PAC CHAIR

Brenda Gibbs

H.R. 1 became law July 4, 2025. After the House passed their version May 22, 2025, they sent it to the Senate. The members of the Senate included the FERS annuity supplement that the House had previously removed before passing H.R. 1. They returned the bill to the House for their vote on the legislation as changed. The House passed this legislation and it was sent to the President who signed it into law.

H.R. 70 “Expressing the sense of the House 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”. This currently has 221 cosponsors, up from 214. The Senate version, S. 147 still has only 7.

H. R. 1065 “Protect our Letter Carriers Act” has a total of 135 cosponsors; which is an increase of 8 since my last article, while the Senate version, S. 463 still has only 7.

H.R. 1522 “Federal Retirement Fairness Act” still has a total of 102 cosponsors.

H.R. 3011 “USPS Shipping Equity Act” now has 4 cosponsors with none of them coming from our state.

Despite all of our letters, we have had no changes within our state to the cosponsors on any of the above legislation. Donald Davis, Deborah Ross and Valerie Foushee have cosponsored all but H.R. 3011. Alma Adams is a cosponsor of H.R. 70 only.

On June 24, 2025 the House subcommittee on Government Operations holds a hearing on the Postal Service titled “The route forward for the U. S. Postal Service: A View from Stakeholders”. You can find this information in Paul Swartz’ article on page 9 of “The National Rural Letter Carrier” magazine.

These rural carrier members have donated to PAC from June 01 through July 31, 2025.

These carriers donated gifts to be used in PAC raffles and auctions.

Elaine Althoff	Terry Bell	Debra Bennett	Thank you!!! Dennis Conley
Amanda Culler	Brenda Gibbs	Elissa Gonzalez	Tracy Greer
Donna Hash	Kim Howell	Eileen Jensen	Glenn Johnson
Mark McKendree	Scott Milton	Jim Morrison	Angela Morrow
Debbie Neal	Denise Peay	Audrey Solomon	Julie Taylor
Heather Whitener			

These carriers made cash donations to PAC.

Thank you!!!

Lyn Albright	Elaine Althoff	Erik Anderson	Bobbie Battle
Wanda Bell	Debra Bennett	Angela Bethea	Margarita Bethelmy
Julia Bridgers	Wanda Burwell	Doug Byrum	Michael Casteen
Suzanne Collier	Jared Compton	Dennis Conley	Luis Correno
Amanda Culler	Ralph Dagenhart	Nathan Darden	Lindsey Duncan
Jeanette Dwyer	Rani Ellison	Jesse Farmer	Ralph Fernandez
Tamara Fisher	Emily Flores	Phillip Fulwood	Brenda Gibbs
Claire Glass	Elissa Gonzalez	Vicki Gray	Tanisha Green

(Continued on page 19)

(Continued from page 18) **PAC Donors**

Tracy Greer	Robert Gurganus	Karla Guzman	Brian Hamlett
Richard Hamlett	Anatanisha Harper	Sheron Harris	Derek Harpe
Donna Hash	Donna Hazel	Van Heath	Lynn Hickey
Cathy Hogan	Jerry Huffines	Leigh Huffman	Eileen Jensen
Brenda Johnson	Glenn Johnson	Renee Johnson	Carl Kelly
Kelly Kenny Futch	Krystle Landry	Gwendolyn Laws	Michael Leonard
Traci Lewis	Telisha Locklear	Mary Mangum	Mark McKendree
Zenobia McIver	Victoria McLean	Scott Milton	Nancy Moose
Jim Morrison	Gail Naillon	Debbie Neal	Kristina Parks
Denise Peay	Alicia Pressley	Tiffany Ratliff	Joshua Rigeftsky
Ellen Reavis	Mitch Reece	Clarence Rogers	Steve Rogers
Maggie Ross	Nicci Rusch	Sharon Rush	Amy Russo
Dale Sain	Jay Schreiber	Shari Schreiber	Rhonda Sears
James Simmons	Porsha Snowden	Audrey Solomon	Sarah Stewart
Pam Swann	Lisa Talini Zamora	Julie Taylor	Tamika Tillery
Teresa Tingler	Nina Turner	Sylvia Wagner	Nathan Warren
Christopher Whitten	Heather Whitener	Jennifer Wiley	Andrea Wilkinson
Susan Wilkinson	Pete Williford	Brandi West	Shalonda Wiggins
William Workman	Jennifer Y Hanner		

THANK YOU ALL!!!!

Become a Sustaining Donor

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



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

\$50 \$25 \$15 \$10 Other: \$_____

Signature: _____ Date: _____

Name (print): _____

Employee ID Number: _____

State: _____ Zip Code: _____ Phone Number: _____

Please attach a voided check or include Bank Routing number along with your account number.

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

47th South Atlantic Conference

Harrah's Cherokee Casino Resort

777 Casino Drive

Cherokee, North Carolina 27819



On-Site Amenities

Wi-Fi
Pool (Outdoor & Indoor)
Self Check-In
Handicap Accessibility
Free Valet Parking
Spa & Salon
Fitness Center
Pet Stay
Business Center

On-Site Restaurants

BRIO Italian Grille Caesars Eats—Delivery & Room Service ESports Zone
Gordon Ramsay Food Market Guy Fieri's Cherokee Kitchen + Bar Noodle Bar
Ruth's Chris Steak House Selu Garden Café Starbucks
Gordon Ramsay Truffles Pub Wicked Weed Smokehouse

On-Site Attractions

Bowling Alley
Strikes Arcade
ESports Zone
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Cherokee Tower Shop
Sequoyah National Golf Shop
Gilded Basket
Tower Shop
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January 24th — 26th 2026
Room Rate — \$140.00/night

Room Rate includes: Resort Fee, Valet Parking and
(1) \$30.00 voucher for slot play.

NOTE: Rates do not include tax. Credit Card guarantee required at booking. Rates valid 01/22/2026 through 01/26/2026.

Deadline for booking is December 23, 2025 so book now, don't miss this offer!

Book your stay by calling 1-800-CAESARS (1-800-223-7277) and use the group code S01RLCA or online at <https://book.passkey.com/go/RURAL26>. Your check-in site will be at the Cherokee Tower.

We are offering a Breakfast Buffet on Sunday Jan. 25th, 2026. Price is \$15.00/person. Available on registration form below.

Driving Directions from Asheville— Take I-40W to exit 27 (Truck US-64W). Stay on US-23S. Take Exit 74 onto US-441.

Please fill out and mail-in this registration form to let us know that you're attending:

*****Submitting this registration form does not confirm/make your room reservations*****

Name:

☐ I will be attending the 47th South Atlantic Conference.

The total number in my party will be: # _____

Address:

☐ I would like to purchase # _____ Breakfast Buffet
tickets at \$15.00/each.

City, State & Zip:

Phone #:

The total of my enclosed check/money order is
\$ _____

Mail to:

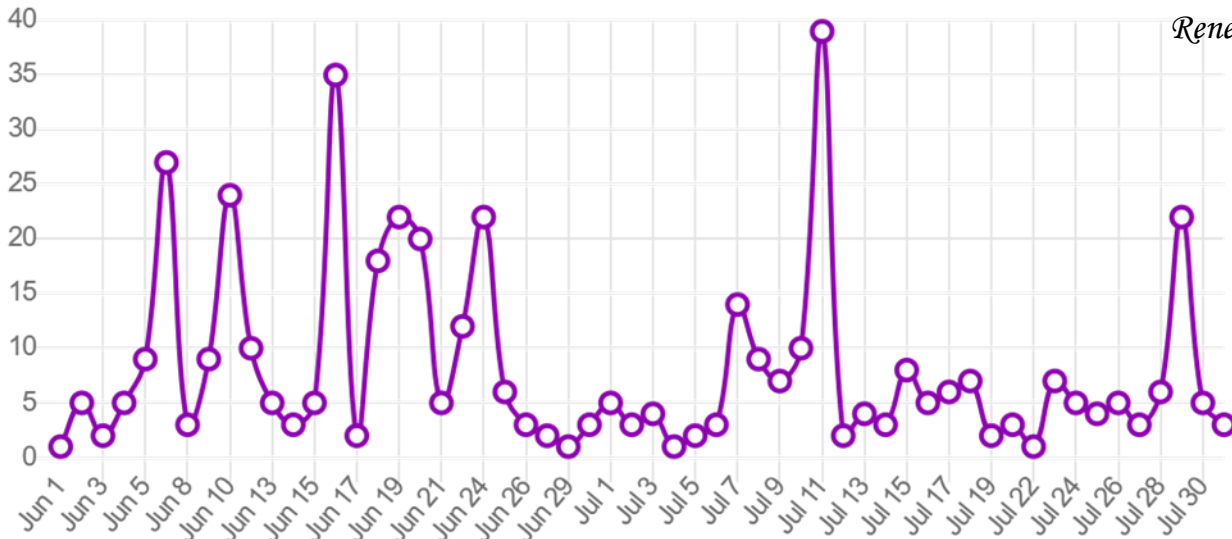
Glynda Wurtz
410 Westwood Dr.
Ellaville, GA 31806

****Must be received by 12/20/2025****

For the period: Jun 1, 2025 - Jul 31, 2025
Sessions: 296 Up: 28% Users: 218 Up: 14%
Pageviews: 503 Up: 10%
95% New Visitors 5% Returning Visitors



Webmaster
Renee Johnson



THE ABOVE CHART DEMONSTRATES PAGEVIEWS

The NRLCA Celebration of the 250th Anniversary of RFD was the most viewed page for the period from June 1, 2025 through July 31, 2025. The second most viewed was *The Ratification of the Tentative Agreement for 2024-2027*, followed by Districtwide Postings, Ratification Ballot Deadline, and District Representative Workman's New Steward Assignment List.

Top events included the North Carolina State Convention, 2025 Blood Drive, and NRLCA National Convention.

Keep visiting for the latest on what's happening! We will have photos from the National Convention in Orlando soon.



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.



Why The Relief Day Work List Affects You

Do you know how the relief day work list and Sunday volunteer list can affect you? 3 weeks prior to the beginning of the new Guarantee period regulars will have the opportunity to sign the relief day work list, and you as an RCA will have the opportunity to sign the Sunday Volunteer list. Both lists may have an impact on your livelihood. Getting to know the basics will help you to know your rights now and in the future, when you become regular as well.

First the basics... The relief day work list may only be signed twice a year. It is posted for two weeks in the office, and it becomes the official relief day work list that supersedes all previous lists the day the posting comes down. Essentially, there can only be one list at a time and the newest list always wins. While the only time a carrier may put their name on the relief day work list is during the two-week posting period. That same carrier may change their mind at any time and ask, in writing, for their name to be removed. Once removed the carrier may not sign the list again until the next posting.

Why would someone elect to be on the relief day work list you ask? It is simple really. The incentive given to the carrier for signing the relief day worklist and allowing management to work them on their relief day is monetary. Signing the list gives the carrier control of their DACA code for their relief day.

What is a DACA code? It stands for Days Assigned Carrier Absent, which is the code that management assigns you on days you are doing something other than delivering your route as you normally would. A carrier who has signed the list now has a choice that a mandated carrier would not.

They may elect a DACA code 3 (038), DACA code 5 (037), or DACA code R (064). What does that

mean? A DACA 3 means that the carrier elects to receive a 50% premium for working their relief day and an x day to be scheduled by management. This is exactly what a carrier would receive if mandated to work their relief day.

A DACA 5 gives the carrier 150% as a premium for the day, commonly known as time and a half.

A DACA code R gives the carrier the option to schedule by mutual agreement to move the relief day temporarily within the same week. There is no additional 50% pay for this. Only a normal days pay. While not as popular this option can be useful if you want to reduce the other leave that you were scheduled to take in the same pay period.

What does all this mean for an RCA? Good question.... Obviously, it is important to know what you are going to need to know when you make regular. This list does have implications for your job right now though. If one of your matrix assignments signs the list, management may need to schedule them to free you up to work on another route. So, it is worth noting who in the office has signed the list. It can help you better understand what your schedule may look like for the foreseeable future.

That brings us to the other list that will be posted prior to the beginning of the guarantee period, and that is the Sunday Volunteer list. You are volunteering to be worked on Sunday to deliver Amazon. Once again this is a monetary incentive if you want extra hours. Signing the Sunday list gives you the opportunity to be scheduled before the relief carriers that are not on the list.

Do yourself a favor and pay attention to these lists. They will be posted soon and can affect your schedule and your wallet.



Assistant District Representative

Nathan Darden

The relief day work list may only be signed twice a year... There can only be one list at a time and the newest list always wins.



Relief Carrier Sunday Volunteer List

The sign up list for volunteers for Sunday Parcel Delivery will be posted in each delivery unit on Saturday, September 13, 2025 and remain up through Friday, September 26, 2025.

The new Volunteer list will be effective on October 4, 2025.

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

Steward Appreciation Week October 19-25, 2025

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

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

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

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

North Carolina wants to say
THANK YOU
to ALL of our Stewards across the state!

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North Carolina District Representative

Cliff Workman

WHY?

RRECS Questions and Answers

What do I do in these situations?

Q. On my 4241a my dismount distance was 536 ft. When I checked on mapping distance was zero. How would it have changed?

My collection compartments were 3 on my 4241a. When I was doing my mapping it lists just 1. I tried to add it back. It won't let me. I pick up mail out of my dismount at a different location from where I deliver. Is there anyway to correct this.

A. Have you been mapping every month? Do you stop at that stop sign? Do you use the same location for dismount every day? If not, You are cheating yourself and have no one except yourself to blame.

When you move around where you collect mail, the system does not know you are doing that. The system says your pickups are at one location. If you do not go there for extended periods then it will no longer register that location as a pickup point and you must re-entered the information each month in DPM. This system is based off WHAT YOU DO.

If you do not do the functions, the mapping program will take them out of the program.

That stop sign you don't stop at daily disappear, again? It is because you are NOT STOPPING. It is based off WHAT YOU DO.

Q. How are the datapoints collected for DPM to work on the street? Why do mine keep changing?

A. This is a data driven system that collects point of information where you tell it there are points of information that should be collected. When you do not tag the location to collect the data point, then you

do not have data to collect that day. When you do this enough repeatedly (few times a week) the data point will disappear because the system does not think you are going there anymore. It does not keep it in DPM for you. THE SYSTEM IS BASED OFF WHAT YOU DO. If you don't do it. It will not register it and it will go away.

Q. Why does my dismount distance keep going down every month?

A. As above, this is a data driven system. If you tell the system the parking point is in the back of the parking lot and then you park in the front of the parking lot, what happens?

The data will reset the pin after a period of time (normally a few days – a week) and your dismount distance will get reduced. Why, BECAUSE IT IS BASED OFF WHAT YOU DO and you are not parking at the back of the parking lot.

Q. My dismount distance keeps going down each month and I do the same thing every month. Why?

A. This could be a situation where there is a closed business on the route. This is entered in DPM to ask if the dismount is 5 days or 6 days. If it is 5 days a week, it will not credit you with dismount distance on Saturdays. Why? BECAUSE THE SYSTEM IS BASED OFF WHAT YOU DO.

You must mark the data points in DPM and LTM, then do the functions marked for the data points daily. This is how the system works. It's Based off the DATA YOU ENTER IN DPM AND LTM AND BASED OFF WHAT YOU DO OUT ON THE STREET.

Be safe out there. Hydrate. Hydrate. Hydrate. Drink water the day before and during your shift.

If you do not have Tort Claim Rider Insurance on your personal vehicle, please investigate getting it if using your Privately owned vehicle (POV) to deliver the mail.

Thank you

Q. WHY?
**A. BECAUSE
THE SYSTEM IS
BASED OFF
WHAT YOU
DO!**

Relief Day Work List (RDWL)

The RDWL will be posted in each delivery unit three weeks prior to the beginning of the new guarantee period. The new guarantee period begins on October 4, 2025.

The RDWL should be posted for sign up on Saturday, September 13, 2025 and remain open through Friday, September 26, 2025.

The new RDWL will be effective on October 4, 2024.

Cost-of-Living Raises Effective September 6, 2025

Pursuant to the release of the July 2025 Consumer Price Index - Urban Wage and Clerical Workers (CPI-W), and in accordance with Article 9.1.E, the third COLA adjustment of the 2024-2027 National Agreement will result in a \$811.00 increase for eligible rural carriers.

This COLA adjustment will be effective September 6, 2025, (PP 2025-20). All COLA adjustments are based on a 40-hour evaluation with proportional application to those route evaluations over 40 hours. The increase should appear in paychecks dated September 26, 2025.

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

Tentative Scheduled Dates for Salary Adjustments Agreed to in 2024-2027 Contract

The Postal Service affirmed the tentative scheduled dates provided to the NRLCA for salary adjustments agreed to in the 2024-2027 National Agreement. All dates listed below are according to Postal Service programming projections.

Salary Increases

The stop gap or general wage increases of 1.3% for regular carriers and 2.3% for leave replacements will reflect on the September 12, 2025 paychecks.

COLA

Current COLA increases will reflect on the September 26, 2025 paychecks.

RCA & ARC Increases

The \$0.55 hourly increase will reflect on the October 24, 2025 paychecks.

RCA & ARC New Step

The new step to increase \$1.00 hourly will reflect on the October 24, 2025 paychecks.

Retroactive (back pay) Provisions

All back pay provisions prior to August 23, 2025 will reflect on the February 27, 2026 paychecks.

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PRESIDENT
ALLISON HOLT

VICE PRESIDENT
EASTON SMITH

SECRETARY/TREASURER
NATHALIE WARREN

CHAPLAIN
TRENTON GREER

Great Friends and Fellowship in Florida!

Auxiliary News

From
Pam Farmer

We had a great time of fellowship at the recent 2025 National Convention held in Orlando, Florida from August 17-22 at the Rosen Shingle Creek Resort Hotel.

This was the 97th National Auxiliary Convention! We were able to participate in the nomination of officers and candidates, poster and essay awards, scholarship awards and participate and vote on binding resolutions and constitution changes of the Auxiliary of the NRLCA.

The convention not only included business meetings but time for fun and fellowship as well. It is always great to visit with those from other parts of the country.

The week started on Sunday the 17th with a wonderful evening devotion by Gary Cummings and special music by our national junior sponsor Chasity Jordan. Monday night the Junior Auxiliary held their talent show with an auction immediately afterwards. We even had "Let's Make a Deal" with our special host, Tyrone Francis, Secretary Executive Committeeman.

Wednesday, we dressed Hawaiian style and had a special reception. That night we had the NRLCA Banquet and had a live DJ, music and dancing. Thursday, a busy day of naming winners of the awards and scholarships. We also had nominations for officers and candidates. Friday ended with the election and installation of the new Auxiliary Officers. We were also introduced to the new 2005-2026 Junior Auxiliary Officers.

Norma Williford, NC Auxiliary Chaplain, also served as the National Auxiliary Chaplain. She was also the NC Auxiliary member of the year. She provided devotions and prayer requests for each day.

Our Program of Support for 2025-2026 is decided upon by our new president, Michelle Wertz.

The Humanitarian: Bananas Foster. This is dear to her heart in supporting foster families. The Bananas Foster ball team supports foster families and the foster care community. It is a nonprofit organization. At each of their ball games, the team celebrates a foster family and educates fans about foster care.

Motto: One person can do so much!

Symbol: Postage Stamp with Bananas Foster Logo.

Americanism: Flag Etiquette.

Safety: "Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has." written by Margaret Mead.

Looking forward to seeing everyone next year if not before in Greenville, NC in June for the state convention.

Remember the National Convention will be held in Grapevine, Texas next year.




NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

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

Address Service Requested



Fall Booster

October 19, 2025

Embassy Suites
204 Centreport Rd
Greensboro, NC 27409
Phone 336-668-4535

Suite with 1 King bed \$134 +tax/night
Suite with 2 Double beds \$144 +tax/night
Online group code is 918

If you call, tell them you want the “Rural Letter Carrier” rate.

The Fall Booster begins at 8:30 am and will end by 5:00 pm.