



# North Carolina Rural Carrier

## Happy 250th Birthday America!

Volume 43

Issue 1

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

## **Eighteen First Timers Attend the 2026 State Convention**



### **1st Timer Attendees at the State Convention in Greenville**

Left to right: Seated; Sharon Moore, Angela Cox, Vivian Early, Carolyn Ross, Cynthia Harris, Whitney Reddick, Mia Lentini, Sarah Kelch.

Standing; Chandra Middleton, Shelly Johnson, John Baker, Andrea Hollingsworth, Tommy Lindsay, Lateisha Barrow, Beatrice Petrizzo, Dave Kendzierski, Jacqueline Williams & Christie Wilfong.

### **Inside This Issue**

State Convention Wrap-up  
Officer Annual Reports  
Summer Safety

# North Carolina Rural Letter Carriers' Association

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|                              |    |                    |    |                          |    |
|------------------------------|----|--------------------|----|--------------------------|----|
| Alleghany/Ashe               | 4  | Foothills          | 10 | Roanoke Chowan           | 7  |
| Southeastern                 | 8  | Central Carolina   | 16 | Burke/Caldwell/Catawba   | 9  |
| Smoky Mountain               | 11 | Wake               | 24 | Durham/Orange            | 12 |
| Caswell/ Rockingham          | 14 | Tri-County/N Wayne | 25 | Cleveland/Gaston/Lincoln | 29 |
| Randolph/Montgomery/Davidson | 42 | Six County         | 28 | Guilford                 | 30 |
| Roanoke/Beaufort/Hyde/Pitt   | 44 |                    |    |                          |    |

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|                    |    |                                           |    |              |    |
|--------------------|----|-------------------------------------------|----|--------------|----|
| Peach Belt         | 5  | Alamance                                  | 1  | Albemarle    | 2  |
| Sandhills          | 20 | Brushy Mountain                           | 3  | Yadkin River | 26 |
| Sea Level          | 23 | McDowell/Mt Mitchell/<br>Buncombe/Madison | 36 | Mecklenburg  | 38 |
| Johnston/N Harnett | 34 | Rutherford/Polk/Henderson/<br>Trans       | 47 | Piedmont     | 50 |
| Watauga/Avery      | 57 | Tidewater                                 | 52 | Union        | 54 |

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**New Officer's will be  
introduced in the  
September/October  
Issue.**

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

This month the password  
will be U\_B\_Safe4U

The password will be  
changed to the above on  
July 31, 2026.

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

## Cover Photo

Happy 250th Birthday  
America!

# Table of Contents

|                                                     |                   |
|-----------------------------------------------------|-------------------|
| <b>AFVC</b>                                         | <b>21</b>         |
| <b>Auto-Home Owners Insurance</b>                   | <b>20</b>         |
| <b>Auxiliary News</b>                               | <b>34-35</b>      |
| <b>Chaplain's Message</b>                           | <b>5</b>          |
| <b>Convention Wrap-up</b>                           | <b>12-14</b>      |
| <b>District Representatives &amp; Area Stewards</b> | <b>32-33</b>      |
| <b>Dues Rates</b>                                   | <b>20</b>         |
| <b>Emergency Hotline Number</b>                     | <b>3</b>          |
| <b>EMA Decrease</b>                                 | <b>31</b>         |
| <b>Fall Booster Announcement</b>                    | <b>36</b>         |
| <b>Memorial Listing</b>                             | <b>6</b>          |
| <b>National Delegate Listing</b>                    | <b>15</b>         |
| <b>NCRLCA Website &amp; Password</b>                | <b>3</b>          |
| <b>Obituaries</b>                                   | <b>5</b>          |
| <b>Officer Annual Reports</b>                       | <b>23-31</b>      |
| <b>Officer Assignments</b>                          | <b>2</b>          |
| <b>PAC</b>                                          | <b>16-17</b>      |
| <b>President's Message</b>                          | <b>4 &amp; 7</b>  |
| <b>RCA Corner</b>                                   | <b>22</b>         |
| <b>RCHBP</b>                                        | <b>9</b>          |
| <b>Retirement</b>                                   | <b>8 &amp; 11</b> |
| <b>Safety</b>                                       | <b>10-11</b>      |
| <b>Vice President's Message</b>                     | <b>7</b>          |

## Important Dates

|              |                                      |
|--------------|--------------------------------------|
| July 3       | Independence Day (Holiday Observed)  |
| July 4       | Independence Day                     |
| August 18-21 | National Convention                  |
| September 7  | Labor Day Holiday                    |
| October 12   | Columbus/Indigenous People's Holiday |
| November 8   | Fall Booster                         |
| November 11  | Veterans Day Holiday                 |
| November 26  | Thanksgiving Day Holiday             |

# A Great State Convention!

Thank you for your confidence and support in electing me as President of the North Carolina Rural Letter Carriers' Association. I am truly honored by the trust you have placed in me. As the Leader of our state membership, I will strive to set the example of professionalism and encourage a standard for others to follow.

Our 121st state convention held at the Greenville Convention center was well attended with a higher than expected number of delegates participating. On Monday we began with the presentation of NCRLCA member of the year awarded to Gail Naillon and Auxiliary member of the year Tammy Warren. Prior to breaking for lunch, National Delegates were announced. Out of ninety names submitted, the top 51 were chosen as delegates and the next three as paid alternates for the National Convention in Grapevine, TX. The elections committee reported an increase of 28 more valid ballots this year compared to last. Small steps can produce big results over time.

National Executive Committeeman Bethany Small gave us important information on where the union is with membership, route evaluations, safety (please, please, please wear your seatbelts), Step 4s, as well as information specific towards North Carolina routes. We then heard from North Carolina Executive Committee member Telisha Locklear speak on retirement and National General insurance. Alicia

Pressley spoke on safety and Tracy Greer brought us SAC updates.

Tuesday brought us NRLCA Auxiliary National Committeeman Cheryl Mason's presentation focusing on foster children and their families through the Savannah Bananas baseball nonprofit Bananas Foster.

North Carolina District Manager Scott Manier addressed various issues we are facing and answered questions submitted by carriers in advance.

Once Scott opened the floor to questions, it was a learning experience for myself and District Representative Eddie Moss. The majority of those questions were well accepted and informational. Issues he would look into were about routes having DPS sitting for days, vehicle issues and the hiring process as a whole.

That being said, there were situations at the state convention that need to be addressed. When you invite a guest into your home, meeting, conference or convention; they should be treated with respect to their office. You may not like the individual, but we should be respectful of the position they hold. We ask the

*(Continued on page 7)*



**President**  
*Jay Schreiber*



Bethany Small (far right) swearing in the 2026 State Board at the State Convention.

Left to right: President Jay Schreiber, Vice President Tracy Greer, Secretary Treasurer Vicki Gray, One-year Committeeman Elaine Althoff, Two-year Committeeman Alicia Pressley & Three-year Committeeman Telisha Locklear.



## Chaplain

*Jesse Ray Farmer Jr.*

Today we gather not only as coworkers and friends, but as a community carrying both memories and grief.

Loss reminds us how deeply we are connected — through family, service, friendship, and

shared journeys.

The words from Matthew speak of being “the salt of the earth” and “the light of the world.” Salt and light may seem simple, but they carry powerful meaning.

Salt preserves. Before refrigeration, it protected what was valuable from decay. In much the same way, the people we remember today preserved what mattered most — family traditions, kindness, hard work, integrity, and love. Through quiet conversations, encouraging words, meals shared, sacrifices made, and lives faithfully lived, they left behind things that time cannot easily erase.

Salt also adds flavor. It brings value and distinctiveness. Every loved one remembered here brought something unique into this world — a laugh, a strength, a listening ear, a steady presence, wisdom, compassion, or simple acts of goodness that made life richer for others.

Light helps us see when the path feels dark. It brings guidance, clarity, and hope. Those we have

# Salt & Light

loved and lost often became lights in our lives — showing us how to work hard, love deeply, endure faithfully, and care for others.

For rural carriers, this message feels especially meaningful. You travel roads others may overlook. You bring connection, consistency, and care to homes day after day. In many ways, your work itself becomes a reminder of salt and light — quietly serving, faithfully showing up, making a difference that may not always be seen, but is deeply felt.

As we honor those who are gone, may we also honor them by carrying forward what they gave us — preserving their values, sharing their kindness, and letting our own light shine in ways that uplift others.

Let us be salt that preserves goodness, and light that continues to shine — until we meet again.

Blessings!



A few of the Juniors at the Memorial Service.

## Obituaries

No submissions for this issue.

# 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 Greenville, NC.*

**JULY 2025 - JUNE 2026**

## **Association Members**

RAYMOND BLANCHARD JR..... TURKEY  
CHARLES BURCHETTE..... RONDA  
ROBERT BURNETTE ..... CAMERON  
ASHLEY BURTON ..... NORLINA  
JACQUELINE CARLISLE ..... LENOIR  
VICTOR CASTREJON MIRAN..... BISCOE  
ELIZABETH COLEMAN..... THOMASVILLE  
SAMUELLE COPELAND..... ELIZABETH CITY  
KATHY DAVIS ..... ASHEBORO  
RICHARD DICKERSON..... GIBSONVILLE  
BYRON FARLOW ..... SOPHIA  
ELLA GREENE..... LENOIR  
THOMAS HEDDEN ..... FRANKLIN  
ORVILLE IKERD ..... MADISON  
THELMA JACKSON..... FUQUAY VARINA  
LORENE JORDAN ..... THOMASVILLE  
BARBARA LINEBERRY ..... CARTHAGE  
VERONICA MARTIN ..... WASHINGTON  
KIMBERLY ODE ..... STATEVILLE  
MALENNA ORNDORF ..... FAYETTEVILLE  
JUDSON PASSMORE ..... DILLARD  
PEGGY PENNELL ..... TAYLORSVILLE  
WILLIAM PIERCE ..... MONROE  
LEO PREDDY ..... FRANKLINTON

BETTY QUALLS ..... LITTLETON  
GARLAND RITTER ..... ROBBINS  
CLAYTON ROBINSON ..... RAMSEUR  
JAMES ROGERS ..... TAYLORSVILLE  
PRINCESS RUSSELL ..... WENDELL  
PATRICK SAWYER..... VANCEBORO  
HAROLD SMITH..... CARY  
JOHN SPEAR ..... HERTFORD  
CHARLES SULLIVAN..... GOLDSBORO  
JOHN SULLIVAN..... WINNABOW  
ARLES TAYLOR..... CARTHAGE  
PATRICIA "PJ" TRIPP ..... WENDELL  
JOHN TRULL..... WAYNESVILLE  
DON TUCKER ..... LAUREL SPRINGS  
WALTER VAUGHAN ..... HUDSON  
JAMES WALL..... MAYODAN  
TERRY WEST..... WHITE OAK  
SIDNEY WHITE ..... EDENTON  
J E WHITESIDE ..... MILLS RIVER  
JIMMY WILKINS ..... STEM

## **Auxiliary Members**

NONE LISTED THIS YEAR

# New Goals

First off, thank you for the honor and opportunity to serve in the office of Vice President. I am deeply humbled and honored by this opportunity. There were so many people that have mentored me and showed support, and I want to thank each of you.

It was amazing to see all the first timers at the state convention and watching some of you stand up, take part, and make your voice heard. It is imperative that we continue to encourage involvement by bringing a coworker to meetings and recruitment. Every member should be encouraging attendance and involved in recruiting nonmembers. Form 1187 is available under the "JOIN" tab on the NCRLCA.org website, <https://www.ncrlca.org/join/>. We must continue to educate by encouraging involvement at local levels and advocating our leaders at the government level. The State Board has done an amazing job of thinking out of the box and developing creative strategies to encourage attendance and we will continue to do so.

I will be assuming the role of Webmaster, and we are discussing some different methods of keeping the craft informed of events and happenings via the website. This is a year of learning and new opportunity that I look forward to. I hope to see each of you at the National Convention, the Fall Booster, and in Cherokee in 2027!



**Vice President**

*Tracy Greer*

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## *(Continued from page 4) President's Message*

same of management and if they act unprofessional, we file hostile workplace grievances. In the future I ask that we treat invited guests as we wish to be treated, or they may not accept our invitation to speak next time.

The Constitution and Resolutions Committees presented to the delegation proposed changes to our state constitution and new resolutions for the next contract negotiations. Respectful but lively opinions both for and against many ideas helped members decide how to vote. It was a very full morning. After lunch our new District Representative Eddie Moss took us through a test of questions submitted to the Stewards in a true/false and multiple-choice format. Seemed like everyone enjoyed this presentation which was the first by Eddie Moss in his new position.

Tuesday nights PAC fundraiser meal with a Pirate theme was 'arghhhhhhueably' a roaring success with a high majority of attendees dressing the part. We had a special Pirate in attendance joining us, Steve Whetzel the ambassador for ECU Pirate football. Another great fund-raising dinner for the books.

Wednesday came and more union business took place with election of state officers and announcement of appointed officers for the 2026-2027 business year.

Your NCRLCA Board members voted in this year are, President Jay Schreiber, Vice President Tracy Greer, Secretary/Treasurer Vicki Gray, Executive Committee members of Elaine Althoff, Alicia Pressley and Telisha Locklear. Appointed officers are Chaplain Jesse Ray Farmer Jr., PAC Chair Erik Anderson, Historian/ Photographer Tiffany Ratliff, Auto/Homeowners Insurance Jim Morrison and the Webmaster duties will fall to Vice President Tracy Greer.

After the elections, new business was introduced and the membership voted to bring it to the floor.

The final official business was National Officer Bethany Small swearing in the new board, and the announcement of the Fall Booster on November 8, 2026 at Koury Convention Center in Greensboro, North Carolina.

The 2027 State Convention will be June 14-16 in Cherokee, NC. We encourage every delegate to bring a first timer from their district.

In closing, on a high note the next EMA update takes effect June 27, 2026 with an increase of 12 cents per mile to \$1.07. The highest EMA I have ever seen.

Remember be a spark, the fire or the flame. Step up and volunteer for your union!



**Executive Committeeman**  
*Telisha Locklear*

# Rural Carriers: Preparing for Retirement in the New Digital Age

Rural letter carriers have spent years serving their communities through all kinds of conditions. As retirement approaches, the new Online Retirement Application (ORA) gives employees a simpler way to complete forms, upload documents, track progress, and communicate with HR Shared Services and OPM. Disability retirement is still processed through Bluebook.

## START PLANNING EARLY

Retirement is not something that should be planned at the last minute. Rural carriers should begin preparing at least six months before their desired retirement date.

- Verify your service history
- Review your retirement eligibility
- Confirm your military service deposits, if applicable
- Gather important family documents • Review survivor benefit elections

- Verify insurance coverage continuation
- Obtain retirement estimates from HRSSC

## REVIEW YOUR SERVICE HISTORY CAREFULLY

One of the most important steps in retirement planning is reviewing your service history. Your retirement annuity is based on your creditable federal service, and any errors could affect your retirement calculation.

## DON'T FORGET ABOUT SICK LEAVE

Many rural carriers overlook one of the most valuable retirement assets they have accumulated—unused sick leave. Although ORA does not display your sick leave balance during the application process, unused sick leave can increase your creditable service for retirement computation purposes.

## GATHER IMPORTANT DOCUMENTS AHEAD OF TIME

Documents that may be needed include marriage certificates, divorce decrees, military DD-214 forms, military deposit documentation, survivor election

*(Continued on page 11)*



**Retirees at the State Convention**

Left to Right: Seated; Eileen Jensen, Debbie Neal, Doretha Wagoner, Helen Main, Audrey Solomon, Nancy Moose, Lyn Albright, Brenda Gibbs, Pete Williford & Claire Glass. Standing; Doug Byrum, Reggie Neal, Cathy Hogan, Glenn Johnson, Ellen Reavis, Dennis Conley, Marsha Rawls, Harold Norris, Brenda Johnson, Dale Sain, Brenda White, Derek Harpe, Bobby Battle, Johnice Perry, Mike Shue, Margarita Bethelmy, Chris Derrick, Mitch Reece, Terry Bell, Jo Graves, Richard Hamlett, Van Heath, Jerry Huffines, James Simmons & Renee Johnson.



**Executive  
Committeewoman**  
*Elaine Althoff*

# Ways to Earn Incentives and Access Your Wellness Fund Account

Hello! My name is Elaine, and I will be your new committeewoman for the Rural Carriers Benefit Plan. Please bear with me as I transition into this new position.

We are already six months into the year, but there is still plenty of time to make appointments and earn wellness incentives—up to **\$400 per year**. Below are several ways you can earn incentives:

- Complete a Health Risk Assessment (HRA)
- Complete a Biometric Screening
- Receive a Breast, Cervical, or Colon Cancer Screening
- Eliminate tobacco use
- Control your blood pressure or A1C
- Participate in Health Coaching (one incentive program per person per year)
- Complete six well-child visits during a child's first 15 months of life

## Weight Management Incentive

Through the Telephonic Health Coaching Program for Weight Management, members taking a weight loss medication such as Wegovy may earn up to **\$75 per quarter**.

To qualify for this incentive, you must:

- Complete at least one health coaching session each month
- Provide your weight to your Trestle Tree Health Coach each month for tracking purposes

## Physical Activity Incentive

Track your physical activity and earn up to **\$100 per quarter** by completing either:

- 5,000 steps per day, or
- 30 minutes of physical activity per day for any **50 days during the quarter**.

You can track your activity by connecting to a fitness device or manually entering your steps into the activity tracker.

To access the tracker:

1. Visit the plan's website, [www.RCBPhealth.com](http://www.RCBPhealth.com).
2. Click "**Aetna Secure Member Website**."
3. Log in to your account.
4. Select the **Health** icon.
5. Choose "**Explore Resources**" under "**Discover a Healthier You**."

## Your Aetna Wellness Fund Account

After you complete a qualifying wellness activity, the Plan will deposit your earned incentive into your Wellness Fund Account. Please allow at least **four weeks** after completing an activity for the incentive to appear in your account.

Funds may be used to pay for certain unreimbursed medical expenses, including:

Deductibles, Coinsurance, Copayments (including prescription drug copayments)

Other IRS-approved eligible medical expenses

*Eligible medical expenses are defined by Internal Revenue Code Section 213(d) and may be incurred by you or your covered dependents.*

To monitor your Wellness Fund Account:

1. Visit [www.RCBPhealth.com](http://www.RCBPhealth.com).
2. Click "**Aetna Member Website**."
3. Select the **Health and Wellness** icon.
4. Choose "**Explore Resources**" under "**Discover a Healthier You**."

If you have questions or would like additional information about the wellness program, please contact Customer Service at **800-638-8432**.

# Rushing Isn't Worth the Risk

Most rural carriers know what it's like to have one of those days.

The mail is heavy. It feels like every stop has a package. The weather isn't cooperating. Maybe you're running a little behind and start thinking about where you can make up a few minutes.

That's when we can start rushing without meaning to. Not because we're careless. Most of the time it's because we're trying to keep moving and get the job done.

No two rural routes are exactly alike. We deal with everything from mountain roads and gravel driveways to loose dogs, summer heat, and a growing number of packages.

One thing that's easy to overlook is how often rushing plays a role in the injuries and accidents we see. Most of the time, it isn't one big decision that gets us in trouble. It's a series of small decisions that seem harmless in the moment.

Skipping a water break.

Not buckling up because it's only one stop.

Not pausing before exiting the vehicle to look around for loose dogs.

Carrying one more package than we should.

None of those things seem like a big deal on their own. But that's often how accidents happen.

With summer here, heat stress deserves special attention. Anyone who has carried mail through a North Carolina summer knows how quickly the heat can catch up with you. One minute you're fine, and the next you're wondering why you have a headache, feel dizzy, or just don't feel right.

That's what makes heat stress easy to underestimate. It doesn't always happen all at once. It can start with a headache, muscle cramps, nausea, weakness, heavy sweating, or just feeling more tired than usual.

Most of us have had days where we told ourselves, "I'll drink some water at the next stop," or "I'll cool off in a little while." The trouble is that heat stress doesn't wait for a convenient time. By the time you realize something is wrong, the heat has already gotten ahead of you.

The best approach is to stay ahead of the heat instead of reacting to it. Drinking water throughout the day, taking the time to cool down when needed, and paying attention to how you're feeling can help keep a rough day from turning into a medical

emergency.

Seat belts are another good example of how a few seconds can make a big difference. Most of us have heard someone say, "I'm only going a short distance," or "It's just one stop."

The truth is, accidents don't care how far you're driving. They don't care if you're almost finished with the route or only a mile from home.

USPS safety data has shown that more than half of postal



**Executive  
Committeeman**  
*Alicia Pressley*

A safety poster with a dark blue background and white text. The title 'RUSHING ISN'T WORTH THE RISK' is at the top in large, bold letters. Below the title are four panels, each with an icon and a safety tip. The first panel shows a man drinking water with the tip 'STAY AHEAD OF THE HEAT'. The second panel shows a woman buckling up with the tip 'BUCKLE UP EVERY TIME'. The third panel shows a man looking around a dog with the tip 'NEVER ASSUME A DOG WON'T BITE'. The fourth panel shows a woman stepping on a curb with the tip 'WATCH YOUR STEP'. At the bottom is the USPS logo and the text 'GETTING HOME SAFELY IS THE MOST IMPORTANT DELIVERY OF THE DAY.'

**RUSHING ISN'T WORTH THE RISK**

**STAY AHEAD OF THE HEAT**  
Drink water, take breaks, and stay cool.

**BUCKLE UP EVERY TIME**  
It only takes a second—it could save your life.

**NEVER ASSUME A DOG WON'T BITE**  
Be aware of your surroundings and trust your instincts.

**WATCH YOUR STEP**  
Avoid slips, trips, and falls.

**GETTING HOME SAFELY IS THE MOST IMPORTANT DELIVERY OF THE DAY.**

*(Continued on page 11)*

*(Continued from page 10)* **Rushing**

vehicle fatalities involved employees who were not wearing a seat belt.

It's a small step, but it's one of the simplest ways we can protect ourselves on the route.

Dogs are another hazard many rural carriers know all too well. Some of us can probably picture the dogs on our route right now. We know which ones bark, which ones run to the fence, and which ones usually ignore us.

That's also what can make dogs easy to underestimate.

USPS reported more than 5,200 dog attacks on postal employees in 2025. Even a familiar dog can be unpredictable.

One of the easiest things we can do is pause before exiting the vehicle and take a look around. A loose dog, an open gate, or a dog you didn't expect to see can change a routine delivery in a hurry.

Sometimes all it takes is a quick look around before stepping out of the vehicle.

Most of us have had one of those moments where our foot slipped on loose gravel, caught the edge of a step, or landed where we didn't expect it to. Maybe we caught ourselves. Maybe we stumbled and kept going. Either way, it usually serves as a reminder of

how quickly things can happen.

Rural routes can be full of uneven walkways, wet steps, loose gravel, hidden holes, and heavy packages. When we're trying to hurry and make up time, it's easy to miss something that normally wouldn't be a problem.

Sometimes it's carrying one more package than we should. Sometimes it's rushing up a set of steps. Sometimes it's not taking a moment to look ahead for potential hazards.

Most of us have walked those same steps and driveways more times than we can count. That's often when it's easiest to let our guard down.

The truth is, every one of us has had days where we felt rushed. It's part of the job.

The job keeps all of us moving, and some days move faster than others. When things start to pile up, that's usually the time to slow down just enough to make good decisions.

Whether it's taking a water break, buckling up, pausing before exiting the vehicle to look around for loose dogs, or watching where we're stepping, a few extra seconds can go a long way.

## **Getting home safely is the most important delivery of the day.**

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*(Continued from page 8)* **Retirement**

forms, court orders involving former spouses, beneficiary information, and insurance records.

### **SURVIVOR BENEFITS MATTER**

Choosing a survivor benefit allows your spouse to continue receiving a portion of your retirement annuity after your death. This decision can have long-term financial consequences and should be reviewed carefully.

### **CONTINUE YOUR INSURANCE INTO RETIREMENT**

Eligible retirees can generally continue their Postal Service Health Benefits (PSHB) coverage and Federal Employees' Group Life Insurance (FEGLI) into retirement if enrollment requirements have been met.

### **ATTEND RETIREMENT COUNSELING**

The Postal Service offers retirement counseling sessions through HRSSC. These sessions provide valuable information and can help prevent costly mistakes later.

### **FINAL THOUGHTS**

Retirement is not just the end of a postal career—it is the beginning of a new chapter. Verify your records. Gather your documents. Review your benefits. Ask questions. Most importantly, do not wait until your last few weeks of employment to start the process.

So happy to see all of you who attended the state convention. Safe travels to those attending the National Convention in Grapevine, Texas.

# Everything That Happened at the State Convention

The first thing I want to say is thank you to everyone that attended our 121th State Convention in Greenville. We had another great convention! There were 145 delegates seated.

We had 18 members that attended the State Convention for the very first time. We hope that all of you will be back next year.

We began on Sunday evening with our Memorial Service. Our Chaplain, Jesse Ray Farmer gave a wonderful address. The Junior's participated by placing a rock on the table as each name was called from the memorial list by the Auxiliary Chaplin, Norma Williford.

Monday morning began with a breakfast meeting for our first time attendees. Your state board has this 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.

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.

The Armed Forces Veteran's Club presented the colors and then Kathy Roberson sang the National Anthem for us. Nathan Warren lead us in the Pledge of Allegiance and then Chaplain Jesse Ray Farmer did the Invocation.

Auxiliary President Pam Farmer welcomed us followed by Junior President Allison Holt.

Next was Aneka Battle from Center Parc (formally APCU). She encouraged us all to use Center Parc for our banking needs.

Mitch Reece presented our 2026 Outstanding Member of the year award to Gail Naillon.

Tammy Warren received the Auxiliary Member of the Year Award from Sue Kelly.

Hall of Fame awards were next. Bryan Hudgins and Ike Napier were the latest inductees.

Our different groups were recognized by the state and each received ribbons to attach to their badges.

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

Executive Committeemen Bethany Small was our National Officer in attendance.

Bethany shared a lot of information with us from the National Office.

RRECS and route adjustments were the focus of this convention. Rural carrier work hours vs evaluated hours were also compared across the country.

Seat belts and safety were also a hot topics. Bethany shared pictures of rural carrier vehicle accidents and the back story if known. So many sad examples. Please be safe out there!

On Tuesday morning we began with the Auxiliary National Officer Cheryl Mason. She educated us on the Auxiliary project *Bananas Foster*. It is a wonderful program sponsored by the very popular *Savannah Bananas* baseball team to shed light on and help foster families. You can still make a donation for this Auxiliary project. Please see page ?? For more information.

Next up was USPS District Manger Scott Mainer. He spoke to us about the challenges we face as a service. He also took questions from the body and promised to look into the issues our member brought up.

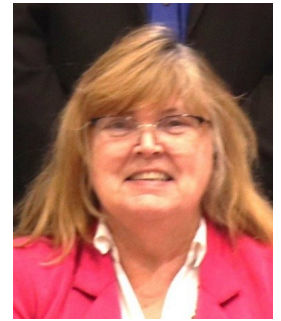
We next heard from Ali Sherill with Aetna. She pointed out some of the unique benefits of the Rural Carrier Health Benefit Plan such as the 100% cancer coverage, massage and Chiropractic treatments to name just a few.

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

## CONSTITUTION CHANGES

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

Change #1 was to change the term limits for the office of President and Vice President from two years to three years. This passed.



**Secretary/  
Treasurer**

*Vicki Gray*

*(Continued on page 13)*

*(Continued from page 12)*

Change #2 was to add language to allow Nominee for National Delegate to print a short bio in the State Paper. This failed.

A 3rd change was proposed under new business. This was to strike additional language regarding term limits for the President & Vice President since we had already passed the language to increase the limit to three years. This passed.

And change #4 under new business was a revisal of change #2 to allow a short bio on the State's website instead of the magazine. This also failed.

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.

## **RESOLUTIONS**

We next had ten resolutions reported out by the Resolutions Committee.

Two were changes to the National Constitution. These both were to change the date for memberships totals regarding delegate strength from June 30 to December 31. These both passed.

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

1. That the National Rural Letter Carriers' Association seek to ensure that mileage credit is awarded for the actual distance traveled from the established line of travel to the point of delivery and return when such travel exceeds the straight-line measurement utilized by current route evaluation systems; and  
**BE IT FURTHER RESOLVED** that future route evaluation methodologies accurately recognize and compensate all miles driven in the performance of official delivery duties.
2. Employees separated for any reason, except as stated in 583.11, are eligible for optional retirement and an immediate unreduced annuity if they meet one of the following combinations of age and service:
  - a. Age 62 with 5 years of creditable civilian service.
  - b. 20 years of creditable service including 5 years

of creditable civilian service.

3. That the National Rural Letter Carriers' Association advocate for and pursue contractual and RRECS evaluation modifications that establish specific evaluated compensation credit for vertical apartment door delivery, including but not limited to:

- 1) Credit for individual apartment door deliveries beyond centralized delivery locations;
- 2) Recognition of floors traveled, stair usage, elevator wait time, and interior walking distance;
- 3) Standardized national guidelines ensuring consistent evaluation credit for multi-story residential delivery assignments.

## **BE IT FURTHER RESOLVED**

That the NRLCA seek to ensure rural carriers are not required to perform uncompensated vertical apartment door delivery where centralized parcel delivery options are available unless additional evaluated compensation is provided.

4. When VMF comes to pick up a vehicle they bring a replacement vehicle that will pass a safety inspection while being used to wait for assigned vehicle return.
5. Rural carrier craft employees are not restricted in the traveling distance between their prescribed line of travel and an authorized lunch stop.

We had one more resolution brought up later under new business. It was:

6. After 2 years of service RCAs will convert to career employee.

It passed.

All of these passed resolutions will now go to the National Convention 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.

Tuesday afternoon was the Steward presentation. District Rep. Eddie Moss had all the ADRs up front with him. After introducing the ADRs they did a quick round of questions and answered everyone's questions.

*(Continued on page 14)*

*(Continued from page 13)*

Tuesday night we had our PAC fundraiser with a Pirate theme. Eddie Moss & Telisha Locklear won best dressed. There are pirate pictures throughout this issue with even more on the website! It sure looked like everyone had a good time.

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

Four positions were up for election: President, Vice President, Secretary-Treasurer and Three-year Executive Committeeman. Three of the positions ran unopposed and the results are; President Jay Schreiber Vice President Tracy Greer, Secretary Treasurer Vicki Gray.

The Three-year Executive Committeeman had three names placed in nomination. Elaine Althoff, Pam Swann and Telisha Locklear.



## Best Dressed Female

Telisha Locklear with her husband Jarrett.



## Best Dressed Male

Eddie Moss With his wife Carol.

Elaine and Pam both dropped out if this race when the one year unexpired Executive Committeemen slot was opened up after Tracy Greer became Vice President. Therefore Telisha was declared the winner of the three year term by unanimous consent.

The one year term then went up for vote between Elaine and Pam. Elaine secured the one-year unexpired term of Executive Committeeman.

Your new State Board was then sworn in by National Officer Bethany Small and then we were adjourned.

I hope that everyone that attended 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 with you next year.

# NATIONAL CONVENTION

## 2025 National Delegate Election Results

Listed in Descending Order of Votes Received

### NATIONAL DELEGATES

1. VICKI GRAY
2. JEANETTE DWYER
3. DENNIS CONLEY
4. JAY SCHREIBER
5. TRACY GREER
6. BRENDA GIBBS
7. JESSE RAY FARMER JR
8. RALPH FERNANDEZ
9. GAIL NAILLON
10. TELISHA LOCKLEAR
11. ELAINE ALTHOFF
12. VAN HEATH
13. RENEE JOHNSON
14. PHILLIP FULWOOD
15. DOUG BYRUM
16. AUDREY SOLOMON
17. KELLY KENNY FUTCH
18. BARBARA SMITH
19. ALICIA PRESSLEY
20. CARL KELLY
21. BRENDA JOHNSON
22. ELISSA GONZALEZ
23. AMBER MORRIS
24. TABITHA BENFIELD
25. BRENDA WHITE
26. AMY RUSSO
27. BRIAN HAMLETT
28. CELESTE BRITT
29. ROBERT GURGANUS
30. ANGELA MORROW
31. BRANDI WEST

32. GLENN JOHNSON
33. SHARI SCHREIBER
34. JAMES SIMMONS
35. NATHEN DARDEN
36. REGINALD NEAL
37. ROGER SOUTHERN
38. LISA TALINI-ZAMORA
39. JAMES MORRISON JR
40. BONNIE JOHNSON
41. PETE WILLIFORD
42. TANISHA GREEN
43. ELLEN REAVIS
44. CANDI PRESSLEY
45. RHONDA SEARS
46. BRITTANY BLACKWOOD
47. DEBORAH NEAL
48. CHRISTOPHER DERRICK
49. JOSHUA STOW
50. DORETHA WAGONER
51. ANAKIN HAMLETT

### PAID ALTERNATES

52. JERRY HUFFINES
53. RICKY STAFFORD
54. NATHAN WARREN

### ALTERNATES

55. JUDY JONES
56. KATHY ROBERSON
57. TAMARA FISHER
58. MARSHA RAWLS
59. VALENCIA CALDWELL

60. TERRY BELL
61. LEIGH HUFFMAN
62. LYN ALBRIGHT
63. SETH MORROW
64. CATHERINE HOGAN
65. DENISE PEAY
66. KRISTINA PARKS
67. MARY MANGUM
68. TERRY HUFFINES
69. LUIS CARRENO
70. RICHARD HAMLETT
71. DONNA HAZEL
72. PORSHA SNOWTEN
73. MARIANA CAMACHO  
GUTIERR
74. MARK MCKENDREE
75. SCOTT MILTON
76. HEATHER WHITENER
77. PAMELA SWANN
78. WANDA BURWELL
79. KAY DUNN
80. JOSHUA RIGESKY
81. CRAIG JOHNSON
82. ANDREA HOLLINGSWORTH
83. APRIL BARNETTE
84. TAMMY CARROLL
85. ANA PAYANO
86. MARY HELEN BYRD
87. SARA WAISNER
88. CYNTHIA YANDLE
89. BOBBIE MAULDIN
90. PENNY KERNS



## PAC CHAIR

*Brenda Gibbs*

This will be my last article as your PAC chair. I look forward to sitting in the audience with you and enjoying the program. I also will enjoy spending more time with my granddaughter before she graduates high school and attending more of her school functions. I have loved my time as PAC chair.

My co-chair Elissa Gonzalez will also be stepping down to support and care for her mother. We are both thankful for your support and have enjoyed working with you.

We could not do it without you!

Here is a quick summary of what is happening in Congress.

**H.R. 1065**, "Protect our Letter Carriers Act", currently has **215** cosponsors with Deborah Ross, Valerie Foushee, Donald Davis, David Rouzer and Chuck Edwards from North Carolina.

The **Senate version S.463**, has **14** cosponsors.

**H.R.1522**, "Federal Retirement Fairness Act", currently has **150** cosponsors with Donald Davis, Deborah Ross, Valerie Foushee and Alma Adams from North Carolina.

**H.R. 3011**, "USPS Shipping Equity Act", has **14** cosponsors with none of them coming from North Carolina.

**H.R. 70** has **237** cosponsors with Alma Adams, Deborah Ross, Donald Davis and Valerie Foushee from North Carolina.

The Senate version, **S.Res.147**, has **7** cosponsors with Thom Tillis being the only one from North Carolina.

Please call or write your representatives!

I want to thank everyone that's has contributed to PAC this year.

## ***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**

# 2026 Sustaining Donors

|                    |                 |                    |
|--------------------|-----------------|--------------------|
| Elaine Althoff     | Robert Barron   | Debra Bennett      |
| Brittany Blackwood | Stacy Bright    | Celeste Britt      |
| Tammy Carroll      | Joanne Church   | Dennis Conley      |
| Samuelle Copeland  | Sally Corriher  | Samantha Cullifer  |
| Chris Derrick      | Ralph Fernandez | Brenda Gibbs       |
| Elissa Gonzalez    | Vicki Gray      | Tanisha Green      |
| Tracy Greer        | Richard Hamlett | Derek Harpe        |
| Donna Hazel        | Van Heath       | Kathy Hedrick      |
| Mary Hill          | Cathy Hogan     | Jerry Huffines     |
| Eric Hunter        | Robert Inman    | Bonnie Johnson     |
| Mary Josewitz      | Cynthia Klamer  | Traci Lewis        |
| Telisha Locklear   | Mary Mangum.    | Crystal McIntyre   |
| Mark McKendree     | Norbert Mildner | Amber Morris       |
| James Morrison     | Deborah Neal    | Reginald Neal      |
| Kristina Parks     | Brenda Prevatte | David Rasnick      |
| Cecil Reaves       | Ellen Reavis    | Clarence Rogers    |
| Jay Schreiber      | Bethany Small   | Christina Snipes   |
| Audrey Solomon     | Pam Swann       | Michelle Vance     |
| Doretha Wagoner    | Sara Waisner    | Bruce Watford      |
| Brandi West        | Betty Westbrook | Jennifer Yankaitis |

**Thank you for your PAC contribution!**

# A Pirate's





# Life For Me!



More photos on our website!  
[WWW.NCRLCA.org](http://WWW.NCRLCA.org)

## Why National General Matters to Rural Letter Carriers

*Your POV works harder than most cars ever will.*

Rural letter carriers deliver through rain, mud, gravel, barking dogs, and roads that GPS still cannot explain. Since 1903, the NRLCA has represented carriers who use their vehicles not just to get to work, but as part of the job.

That is why **National General matters**. It has insured rural letter carriers since 1953 and remains the only vehicle and home insurance company endorsed by the NRLCA. Their team understands route use, right-hand drive vehicles, and the real demands of delivery work.

National General also understands the FTCA and offers **route-use discounts** designed for rural carriers. Coverage options include personal route vehicles, right-hand and dual-drive vehicles, Japanese imports, retired carriers' vehicles, RVs, motorcycles, ATVs, and side-by-sides.

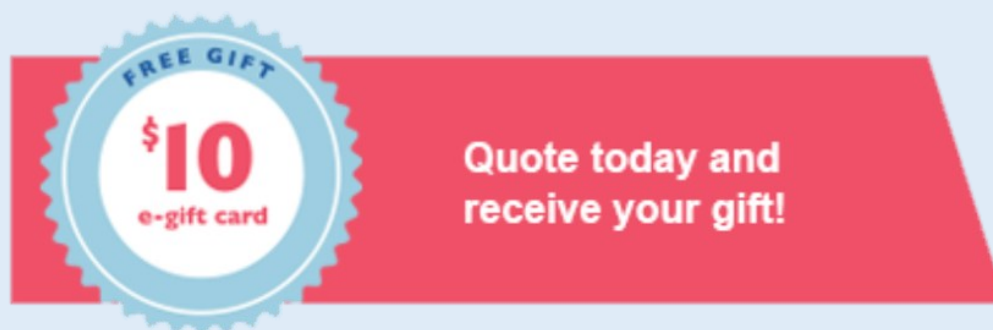
Depending on the state, discounts may include route-use, multi-car, homeowner, military/EMS, and paid-in-full or autopay savings.

These policies also help support state associations each quarter, funding meetings, education, outreach, and member programs.

For more information or a no-obligation quote, call the dedicated Rural Letter Carrier line at **1-888-325-7727**. **A free e-gift card is available for calling to get a quote.**

Thank you all for attending our NC state convention.

I hope you all have a safe and happy 4th of July.



## NCRLCA Dues for 2026-2027

|                                 |                 |
|---------------------------------|-----------------|
| <b>Regular, PTF...Cash.....</b> | <b>\$919.00</b> |
| <b>1187...Bi-Weekly.....</b>    | <b>\$35.35</b>  |
| <b>Retired.....Cash.....</b>    | <b>\$115.00</b> |
| <b>1187R...Monthly.....</b>     | <b>\$9.58</b>   |
| <b>RCA, ARC.....Cash.....</b>   | <b>\$306.00</b> |
| <b>1187.....Bi-Weekly.....</b>  | <b>\$11.77</b>  |

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.



## ARMED FORCES VETERANS CLUB



"The Armed Forces Veterans Club was established at the NRLCA national convention in Baltimore in 1932. The North Carolina chapter was chartered in 2019. The purpose of the club is to raise money to provide scholarships for children and grandchildren of AFVC members. Membership in the AFVC is open to not only veterans but to anyone who supports their goals. Membership dues are \$10 per year, \$5 for national dues and \$5 for the state chapter, and the membership year runs from July 1<sup>st</sup> through June 30<sup>th</sup> of each year.

At the NCRLCA state convention held in Greenville in June, a total of 43 members were enrolled, a new record for our chapter. We collected a total of \$760 in dues and donations. A commemorative \$2 bill Federal Reserve note depicting the D-Day landing was donated to us and auctioned off on Wednesday. The winning bid of \$275 was placed by James Morrison.

At the chapter's annual meeting, minutes from the last meeting were presented along with the previous financial statement. A few minor changes were made to the by-laws but the biggest one is that the state can now award several scholarships based on the amount of funds available. And most importantly, we did award one \$150 scholarship to Lily Gray, granddaughter of Vicki Gray. Congratulations to Lily.

If any of you have children or grandchildren who are high school seniors or are in secondary education, they are eligible to apply. You only need to be a member of the AFVC. Applications will be available after the first of the year. Scholarships are awarded by random drawing at both the state and national level.

Finally, new officers were elected as follows: Audrey Solomon President, Josh Rigeisky Vice-President and Ralph Fernandez Secretary-Treasurer. Debbie Bennett and Mike Shue appreciate the opportunity afforded them to serve as the chapter's first president and secretary-treasurer.

Audrey Solomon President

Josh Rigeisky Vice-president

Ralph Fernandez Secretary-Treasurer



Armed Forces Veterans Club members  
Audrey Solomon & Mike Shue.

## REA CORNER

# Be Ready For Summer's Obstacles

Summer officially arrived, although it was a slow start, with the cold staying longer than normal (much appreciated on the mail route). The kids are out of school, the temperatures are climbing, and mail carriers everywhere are entering what I like to call "The Season of Unexpected Chaos."

One minute you are delivering mail down a quiet street. The next minute a kid on a bike appears from behind a parked car, two dogs are playing tag in the road, someone is chasing a runaway basketball, and a sprinkler suddenly turns your LLV into a mobile water park.

When school is out for summer, quiet neighborhoods become much more active during the day.

Children are playing outside riding bikes, using scooters, skateboards, and anything else with wheels. The children are focused on having fun - not on watching for vehicles.

That means it's up to us to be alert. We can do this by:

- Slowing down in residential areas.
- Expect children to enter the roadway unexpectedly.
- Constantly scan with your eyes and watch for bicycles, scooters, dogs with kids running

behind them, rollaway basketballs and pedestrians near parked vehicles.

- Keep distractions to a minimum and stay focused on your surroundings.
- Remember that a few extra seconds can prevent a lifetime of regret.

Just as important as safe driving is taking care of yourself in the heat. By the time you start to feel thirsty, your body is already starting to fall behind. Dehydration can cause fatigue, headaches, dizziness, poor concentration, and slower reaction times-none of which mix well with driving or delivering mail.

To stay hydrated:

Start drinking water before your route begins.

- Bring plenty of water and electrolyte drinks.
- Take frequent hydration breaks.
- Avoid excessive caffeine and sugary drinks.
- Eat light meals and snacks that help maintain energy.
- Pay attention to signs of heat exhaustion.

**Remember, your route may be evaluated, but your health isn't replaceable.**

The mail can wait an extra minute. A child crossing the street cannot.

This summer keep your vehicle cool with cooling pads (found on amazon, hehe), fans and your water bottle full. The goal isn't just delivering the mail, it's making it home safely at the end of every day.

Stay hydrated, stay alert and stay safe. And remember unlike Amazon, we actually show up every day (well except for the days management chooses to let a route or two sit) even when it's 95 degrees and Joe Dirt and his buddies have turned the cul-de-sac into the Indy 500.



**Asst. District  
Representative**

*Tabitha Benfield*



**RCAs at the State Convention**

Left to right: Shari Schreiber, Sue Hahn, Whitney Reddick & Sarah Kelch.

# Officer Annual Reports

## President Elaine Althoff

### Officer's Annual Report 2025-2026

Hello to all NC Rural Carriers. I enjoyed meeting you and your fellowship. Thank you for allowing me to 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 2025 through May 8<sup>th</sup>, 2026.

I began my year with a State Board meeting immediately following the State Convention at Great Wolf Lodge in Concord, NC, where I received my new district assignments. I welcomed new board member Alicia Pressley to the State board, along with a post-convention debriefing and new district assignments for all board members.

In August, I traveled to the National Convention in Orlando, FL, which included the 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. Sergeant at Arms meeting/duties and the State of the Union Address. I was also in attendance for all daily meetings at 100%, and Caucus night.

In September, I attended a 2-day board meeting in Greensboro, NC, where we reviewed our duties, training/testing, and responsibilities. In October, I attended District 44 Yadkin River and Southeastern District 8. I met for a Board meeting and attended Fall Booster.

In February 2026, I was in attendance for the SAC Convention and held a board meeting in Cherokee. In March, I attended a 2-day Pre- State Convention board meeting in Greenville, NC, for a review and planning meeting with Cliff Workman, PAC Chair, and Auxiliary/ Jr. Sponsor meeting. I also attended the Joint Training for Secretaries/Presidents in Nashville, TN. I began my Spring District meetings in March with District 26 Yadkin River, District 8 Southeastern, District 42 Randolph/Montgomery/Davidson, and my own District 11 Smoky Mountain. In April, I attended District 25 Tri-County/N Wayne, District 28 Six

County, and District 44 Roanoke/Beaufort/Hyde/Pitt. I finished the month going into May with a 4-day Legislative Seminar/Fly-In in Washington, D.C. I also had a board meeting/audit meeting, final preparations for the State Convention in Burlington, NC, where I ended my travel season. Over this year, I have held two Zoom Meetings for the State Board and three meetings held by the NRO.

I have traveled a total of 9,649 miles using 63 LWOP days, 31 overnights, including Nationals and Legislative Fly-In, and covered 19 orientations/Academy recruitments as of May 20th.

As my term comes to an end, I would like to thank you for allowing me the opportunity to not only prove to you but also to myself that this Journey with our State was where I needed to be. I hope one day you will understand the changes made and learn from the impact the people you elected to office make on the future of this Union

I would like to take a moment to thank the State Board members for sharing their knowledge. We made a great team with each member continuing to bring their different strengths to the table. Thanks to District Representative Cliff Workman/ Eddie Moss and all the Stewards across the State (local, Area, Part-time /Full-time ADR's). Bryan Allen EAP, for his support with our losses and checking in on me when he didn't have to. Jesse Ray, for praying with me and for me; you're here for a reason, brother. I would also like to thank those National Officers and Past Officers for their words of wisdom, guidance, and support in my journey.

This past year has taught me so much—about our Craft, our Stewards, our Board, and myself. I thank God for carrying me through the many storms over the years. Yet through it all, I have been surrounded by unwavering support. Thank you for the laughter, the pranks, the tears, and the strength of our bond. We weathered the storm together and stand stronger than ever. God bless you; God bless this Union.

Respectfully submitted,  
Elaine Althoff

*(Continued on page 24)*

## **Vice President Jay Schreiber**

This report covers my activities as Vice President since the beginning of the 2025 State convention at Great Wolf Lodge, Concord through the 1st of June, 2026.

After the closing gavel, the new board members met to choose our assigned districts, and I had the pleasure to work with Central Carolina (16), Wake (24), Cleveland/Gaston/Lincoln (29), Johnston/N Harnett (34) and Union (54) districts this year. After state convention the next event was National Convention in Orlando, FL attending the State of the Union address as well as duties as Sergeant at Arms. An extraordinarily successful Fall booster in October, SAC at Cherokee, NC, 3 board training/planning meetings, 23 new hire recruitment visits, six fall and spring business meetings kept me busy traveling across our state to learn and conduct the business of our union. Additionally, I visited three offices for EAP sessions after the loss of a coworker.

11,081 miles driven and 32 nights away in hotels while using 53 days of LWOP made for an even busier year. Attending Legislative Fly-In at Washington DC the last week of April was a motivating experience to speak with our elected leaders and their representatives about rural carriers concerns about privatization and protection.

I must thank the other board members for their hard work this past year, and Jquan, the RCA assigned to my route from New Bern for delivering it while I was on board business. But most importantly, I am thankful for Shari's support and encouragement during this term as Vice President.

Here is hoping North Carolina has an even better next year.

Respectfully,  
Jay Schreiber

## **Secretary Treasurer Vicki Gray**

The following is my report of my duties during fiscal year 2025-2026.

**Membership:** Our membership as of May 25, 2026 is 5046 members.

Membership was 5068 on June 2, 2025. On June 1st 2024 we had 5152 members. In 2023 we had 5114 members. As you can see, our membership numbers have stayed about the same the last few years.

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 2974 regular carriers; 225 PTFs; 1037 relief carriers; and 106 ARCs. There are 686 retired members. We also have 11 associate members.

I have processed 735 new membership forms this fiscal year. 27 of those were regular carriers. Out of these new members, 185 of them were RCAs or ARCs that have already separated from the Post Office.

From our membership, we had a total of 43 regular carriers and 353 relief carriers that actually separated from the US Postal Service this fiscal year. These numbers do not include any carriers that were not members.

We had 44 members pass away this year.

There were 40 regular carriers that canceled their membership this year. Ten of these have left the craft for management positions. Five left for other crafts.

**Non Members:** North Carolina currently has 3109 non-members in our craft. There are 1438 regular carriers, 100 PTFs, 1047 RCAs and 524 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.

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.

**Local Districts:** We had one district that was taken into trusteeship by the State. District #4 Allegany/Ashe was unable to elect the required three officers to remain a viable district under Dept of Labor Laws. The district will be given another opportunity to elect the required officers this fall. If they fail to do so, then the district will be merged with one of the districts near them. A final LM and 990 will be filed terminating the district if this happens.

**Travel and Meetings:** I attended our State Convention in June, the National Convention in August, the Fall Booster in October and SAC in February. I went to two local district meetings last fall and six local spring district meetings. We had three board meetings outside of a state meeting. We

did have a few teleconference or Zoom meetings as a board. I also met with our Executive Committee on three occasions so that they could do their audit of our books.

I have driven 3301 miles on association business. I had nine 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 Harrison & Associates 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* after that audit has been completed.

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

**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.

Respectively submitted,  
Vicki Gray

## **Executive Committeeman, Chair** **Telisha Locklear**

This will serve as my annual report from June 18th, 2025, to April 21st, 2026.

At the end of our fiscal year the committee had our final records for 2024-2025 examined by CPA Dana Harrison from the accounting firm of Harrison and Associates in Lincolnton, North Carolina. This report

(Continued on page 26)

*(Continued from page 25)***Officer Reports**

was completed in October 2025 in accordance with “*Statements on Standards for Accounting and Review Services*”.

From this report on June 30, 2025:

|                                         |               |
|-----------------------------------------|---------------|
| Total Income.....                       | 635,641.94    |
| Total Operating Expenses .....          | 861,442.42    |
| Net Loss .....                          | (-225,800.48) |
| Total Current Assets and Net Worth .... | 1,086,143.86  |

“The financial statements are prepared in accordance with the tax basis of accounting, which is a basis of accounting principles generally accepted in the United States of America.”

Since the closing day of our last state convention, I was assigned five new districts: 52, 1, 30, 11, and 12. I was also assigned the new task of retirement, which has been an ongoing learning process.

I then attended our national convention as a delegate for North Carolina in Florida.

In October, we held our fall booster, which was a hit

with many first-timers. We also hosted our first-ever South Atlantic Conference (SAC) in the state of North Carolina in Cherokee, where the state board helped serve our members and other attendees.

As a state board executive committee member, I attended two fall district meetings and five spring district meetings.

I have enjoyed each district meeting and learning where members are from across the state. I have driven 4,318 miles; attended 24 new-hire orientations; attended one EAP meeting due to the death of a carrier; and attended three board meetings to conduct the business of the financial audit and to prepare for our state convention, as well as officer training. In total, I have used 47 union days in service to our union.

It has been an honor to serve North Carolina rural letter carriers, my friends and coworkers.

Respectfully submitted,  
Telisha Locklear

*(Continued on page 27)*



**Former Officers at the State Convention**

Left to Right: Seated; Brenda White, Bonnie Johnson, Audrey Solomon, Renee Johnson, Doug Byrum, Brenda Gibbs & Pete Williford. Standing; Dale Sain, Chris Derrick, Derek Harpe, Mitch Reece, James Simmons, Glenn Johnson, Carl Kelly & Brian Hamlett

## **Executive Committeeman**

### **Tracy Greer**

This report covers my activities from June 2025 to May 2025.

Over the past year, I have attended 10 New Hire orientations and 5 district meetings as the State Officer. In addition to these activities, I attended 5 board meetings as an executive committeeman which includes planning of the State Convention, Fall Booster, and 3 Board meetings as SAC Executive Committeeman. I also visited Harrah's Cherokee Casino and resort and met with the staff on 2 occasions to finalize plans for the Sac Conference. I attended the State convention in Concord, NC, National convention in Orlando, FL, Fall Booster in Greensboro, NC, and SAC in Cherokee, NC.

I have traveled approximately 3,998 miles, using 23 F-Days (LWOP), 3 annual days and 13 overnight stays as a State Officer. I traveled 802 miles using 9 F Days (LWOP) and 7 overnight stays as the SAC Officer.

There have been approximately 7 ZOOM meetings and numerous phone calls. 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 Greer

## **Executive Committeeman**

### **Alicia Pressley**

End-of-Year Report (June 2025 – April 2026)

As I reflect on this past year, I'm filled with gratitude for the opportunities I've had to serve my

fellow North Carolina rural letter carriers. In June 2025, I was honored to be elected as an Executive Committeeman for the NCRLCA State Board at our state convention. I began this role by attending the post-convention board meeting, where I was entrusted with five districts. I was also given the responsibility of transporting the North Carolina and American flags to each convention we would attend in the coming year, an honor I carry with great pride.

In August, I had the privilege of representing North Carolina at the National Convention in Orlando as both a delegate and a board member. It was a truly memorable experience and one I am thankful to have been part of. In September, I attended a state officers' training in Greensboro, which provided valuable insight and helped prepare me for the responsibilities of this role. Later in the Fall, I attended two district meetings and our Fall Booster in Greensboro, where I presented a safety program titled "Fall Back, Stay Safe."

In February, I served at the registration table for SAC in Cherokee, where I was proud to represent our North Carolina State Board and extend a warm welcome to attendees from multiple states. In March, I attended a board meeting in Greenville, where we prepared for our upcoming State Convention.

As Spring arrived, I had the privilege of attending five district meetings, including my own. At each meeting, I was warmly welcomed. It was always encouraging to see familiar faces, and just as meaningful to meet many new ones. I truly appreciated the kindness shown to me and valued every opportunity to connect with our members and serve within each district.

In addition to in-person state board meetings, I also participated in two board meetings via Zoom, helping maintain communication and continuity throughout the year. Over the course of this year, I traveled 3,952 miles, took 26 LWOP days, 2 annual leave days, attended 8 orientations for recruitment, and spent 16 nights away from home. Each mile traveled and each meeting attended served as a reminder of how meaningful this work is to me.

(Continued on page 28)

I am deeply thankful to my fellow state board members for their wisdom, support, and the encouragement they have shown me throughout this past year. It is truly an honor to serve North Carolina's rural carriers, and I am grateful for the opportunity to represent you. I look forward to continuing this journey and serving alongside each of you.

Respectfully submitted,  
Alicia Pressley

## **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 2025-2026.

On June 16, 17 & 18, 2025 the 120<sup>th</sup> Annual State Convention of the North Carolina Rural Letter Carriers' Association and the 99<sup>th</sup> State Convention of the Auxiliary was held at Great Wolf Lodge in Concord. NRLCA Executive Committeeman Jeanette Dwyer was our honored guest.

Your elected Officers are:

President Elaine Althoff  
Vice President Jay Schreiber  
Secretary Treasurer Vicki Gray

Your Executive Committeemen are:

Telisha Locklear  
Tracy Greer  
Alicia Pressley

The 2025 NCRLCA Member of the Year is Vicki Gray.

The National Rural Letter Carriers' Association Convention was held in Orlando, Florida on August 19-22, 2025. North Carolina had 51 delegates in

attendance.

Our Fall Booster took place at Embassy Suites in Greensboro on October 19, 2025.

The South Atlantic Conference (SAC) will no longer be held exclusively in Atlanta, Georgia. All SAC member states will take turns hosting the future SAC meetings. North Carolina was the first state to host SAC outside of Atlanta. SAC, normally held in January had to be postponed this year due to severe snow storms. It was held on February 28 through March 2, 2026 in Cherokee, North Carolina.

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. It has been my honor to serve you.

Respectfully submitted,  
Debbie Bennett

### **PAC Chair Brenda Gibbs**

State President Elaine, members of our state board and fellow rural carriers across our great state, this is my 2025-2026 annual report.

In June 2025 I attended the State Convention at Great Wolf Lodge. Once again, our PAC banquet had phenomenal attendance with our '20's theme. You selected our two best dressed attendees. We had a great evening of fun with good food, fellowship, music and dancing. In August I attended the National Convention in Orlando, Florida. I stayed 6 nights with 1290 miles traveled to attend. I attended the National PAC luncheon and training and served at the PAC table while there.

In September and October I attended three district meetings and our State Fall Booster meeting at Embassy Suites in Greensboro.

In February 2026 I attended SAC at Harrah's in Cherokee, NC and worked at the PAC table with the chairs from our other SAC states. Our final PAC total for this conference was \$8418.93. It was more than

*(Continued on page 29)*

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

\$3000 higher than the 2025 PAC total.

In March I attended the planning meeting in Greenville to prepare for our upcoming State Convention. I also attended the spring district business meetings in districts 16, 26 and 14. In April I attended the spring district business meetings for districts 5, 34, 1, 30, 25, 28, 50, 12 and 20. It was so nice to see those of you that came out to your local district meeting.

I have traveled 2964 miles on Union business not including the National Convention. I stayed 4 nights at the State Convention and 1 night at the Fall Booster. I had no overnight stays while attending district meetings.

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

Respectfully submitted,  
Brenda Gibbs

This report covers my activities as PAC Co Chair from June 2025 through May 2026.

I attended the 2025 State Convention at Great Wolf Lodge in Concord, NC in June 2025.

In August I attended the National Convention in Orlando, Florida. I joined other PAC Chairs and Co-Chairs to raise money for PAC and attended a training luncheon.

In October, I attended the Fall Booster at the Embassy Suites in Greensboro, NC.

In February 2026 I attended SAC at Harrah's Resort & Casino in Cherokee, NC. Together with neighboring PAC chairs we raised funds for PAC.

I have driven a total of 236 miles and had 0 overnight stays not including the state convention. Due to a family illness, I was only able to attend one fall district meeting. I have attended 14 orientation classes to introduce and recruit newly hired RCAs and ARC's to the NRLCA.

It is always a pleasure to serve this association in any capacity, and I am thankful to the NC State Board and membership for the opportunity.

All my best,  
Elissa Gonzalez  
Jackson



### **Appointed Officers**

Left to Right: Brenda Gibbs, Renee Johnson, Debbie Bennett, Telisha Locklear & Jesse Ray Farmer, Jr.  
Missing from photo is Elissa Gonzalez.

(Continued on page 30)

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

This is my annual report from June 2025 to April 2026 for your auto/home insurance representative for National General.

It has been my pleasure to serve my state, North Carolina, for National General Insurance at six district meetings and 24 orientations for recruitment.

Writing articles to help rural carriers be aware of the benefits that National General can bring for their auto, home, RV, motorcycles, etc. This is an incentive that all rural carriers should take advantage of.

Thank you for letting me be your voice across the state of North Carolina.

Respectfully,  
Telisha Locklear

## **Editor Vicki Gray**

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

I am proud to say that our *North Carolina Rural Carrier* newsletter received the General Excellence Award at the 2025 National Convention. This was such an honor. 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.

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. We received this award because of all of these contributions. Thank you all for making our newsletter a success. Please send me those photos from your office.



### **Second Time Attendees to our State Convention**

Left to Right: Seated; Lisa Legget-Brown, Reni Ellison, Valencia Caldwell, Marianna Gutierrez & Jennifer Wiley. Standing; Erica Williams, Zenobia McIver, Margarita Bethelmy & Krystle Landry.

We printed six editions of the *North Carolina Rural Carrier* this year. The smallest issue was just 20 pages and the largest had 40 pages. There were 188 pages overall, with a grand total of 30680 issues printed and mailed.

The average cost per issue was \$1.91 for printing and 58 cents for the postage. The average total cost for each newsletter was just under \$2.49 this year.

I want to remind you to check out our  
(Continued on page 31)

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, is there something else you would like to see included? We would love to hear your ideas for improving the *North Carolina Rural Carrier*. 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 2025 and continuing through May 2026. 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
- Benefits Open Season
- Membership news
- Scholarship Forms
- Updated Constitution
- Updated Dues Chart
- Updated Officers & Contact Information
- 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 2025, the Fall Booster in October 2025, the South Atlantic Conference in February 2026, and recruited new members for our association throughout the year.

These activities, with the exclusion of SAC, have resulted in 9 Union Work days, continuous maintenance to the website, and 1,140 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

## North Carolina District Representative

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## North Carolina District Representative

*Eddie Moss*

### New District Representative Eddie Moss

My name is Eddie Moss, and I am honored to introduce myself as the new District Representative for North Carolina with the NRLCA. It is truly a privilege to serve the rural letter carriers of this great state in this new capacity.

As I step into this role, I would first like to recognize and thank Cliff Workman for his years of dedicated service as District Representative. Cliff has been a tremendous leader, advocate, and mentor to many throughout North Carolina. His commitment to the membership and the success of our organization has left a lasting impact, and there is no doubt that I have very big shoes to fill.

My journey through the steward system began as a local steward in South Carolina. From there, I advanced to serving as an area steward for South Carolina before being selected as a part-time Assistant District Representative serving both South Carolina and North Carolina. Those early experiences

gave me the opportunity to learn firsthand the importance of representation, communication, and standing up for our rural carriers. I was later appointed as a full-time Assistant District Representative for the great state of North Carolina, a position I proudly served in for the past 15 years.

Throughout those years, I have had the opportunity to work alongside many dedicated carriers and union representatives across the state. One thing I firmly believe is that the strength of our union depends on all levels of the steward system working together collaboratively. Our full-time ADRs, part-time AD Rs, area stewards, and local stewards are the backbone of our organization. Their hard work, dedication, and willingness to support our members every day are essential to ensuring our steward system continues to operate effectively and successfully. I look forward to continuing to work side by side with this outstanding team as we advocate for and protect the interests of rural carriers across North Carolina.

Now, having achieved the position of District Representative for North Carolina, I am both humbled and excited for the opportunity ahead. I am very proud to serve in this position and look forward to continuing the work of advocating for our rural carriers, supporting our local stewards, and helping strengthen our union for the future.

Thank you for the trust and confidence you have placed in me. I look forward to serving the membership of North Carolina and working together for the benefit of all rural letter carriers.



#### Local Stewards at the State Convention

Left to right: Seated; ???, Porsha Snowden, Heather Whitener, Candi Pressley, Kristina Parks, Bobbie Mauldin, Tammy Carroll & Whitney Reddick. Standing; Lisa Brown-Legget, Krystal Landry, Sue Hahn, Brittany Blackwood, Julia Bridgers, Roger Southern, DeMarcus Poole & Luis Carreno.

## NORTH CAROLINA AUXILIARY OFFICERS

### **PRESIDENT**

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### **VICE PRESIDENT**

**LINWOOD SMITH**  
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### **SECRETARY/TREASURER**

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**L.E. WHITE**  
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**SALLIE CONLEY**  
294 Prentiss Bridge Road  
Franklin, NC 28734

**CHAPLAIN**  
**NORMA WILLIFORD**  
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### **JUNIOR SPONSER**

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### **JUNIOR OFFICERS**

**PRESIDENT**  
**ALLISON HOLT**

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

**SECRETARY/TREASURER**  
**SKYLEE LOCKLEAR**

**CHAPLAIN**  
**TRENTON GREER**

## A Great State Convention

It was hot summer days at the Greenville Convention Center in Greenville 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 \$425.00 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

1st Carson Painter

#### Ages 10-11

1st Sadie Locklear

2nd Parker Greer

3rd Franklin Martin

4th Nicholas Ratliff

#### Ages 15-17

1st Allison Holt

2nd Elliot Hogan

#### Ages 8-9

1st Salas Painter

#### Ages 12-14

1st Aubrey Martin

2nd Skylee Locklear

3rd Trenton Greer

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

Some of the activities were going to play golf putt-putt, visit the birth place of Pepsi Cola and swimming. They presented their experiences of fun times while at the convention to the Auxiliary. The Juniors raised \$1,035.56 from the Walk-A-Thon for this years project known as Bananas Foster. With project items and other donations they will have a grand total \$1,750.56 for the program this year. They also raised \$920.00 with the basket raffle for their activities. They elected new officers and Cheryl Mason 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

## Auxiliary News

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

(Continued from page 34) *Auxiliary News*

conducted old and new business during this convention. New officers were elected and installed by Cheryl Mason.

Tammy Warren, 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 been active with the Juniors and well as 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 with her boys Trenton & Parker and special guest Pirate Steve.



Our mission is celebrating the foster care community, while educating and inspiring others to get involved. Everything we do is geared towards Celebrate – Educating – Inspiring the foster care community. Learn more about our organization!

[BananasFoster.org](https://BananasFoster.org)

Please use the QR code here to donate to this worthy cause.



Auxiliary of NRLCA Project benefitting Bananas Foster



**NCRLCA  
424 WAPITI DR  
SPRING LAKE NC 28390-1562**

**TIME SENSITIVE MATERIAL**

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# **Fall Booster**

## **November 8, 2026**

**Koury Convention Center Sheraton Four Seasons**

**3121 West Gate City Blvd**

**Greensboro, NC 27407**

**Phone 336 292 9161**

**Room rate \$149 +tax/night**

**Rooms must be reserved by October 8th**

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