

Volume 42    Issue 5    Circulation 5000    Edited in Spring Lake NC    March/April 2026

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

## **Official Convention Call**

**North Carolina Rural Letter Carriers' Association**

**121st State Convention**

**June 8 thru June 10, 2026**

**Greenville Convention Center**

**Greenville, NC 28027**

**Hotel Reservations information is on page 13**

Official notice is hereby given that the North Carolina Rural Letter Carriers' Association State Convention will convene at the Greenville Convention Center in Greenville, North Carolina on June 7-10, 2026.

Business begins at 8:00 am on Monday, June 8, 2026. Elections for the positions of President (one year term), Vice-President (one year term), Secretary/Treasurer (two year term) and Executive Committeeman (three year term) will be conducted on Wednesday, June 10, 2026.

**I n s i d e**

*State Convention Info & Forms*

**T h i s**

*MOU on Regular Carriers Assisting*

**I s s u e**

*Spring Safety Hazards*

# North Carolina Rural Letter Carriers' Association

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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.**

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## 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 P!R@Tes\_B\*\*Ty

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

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

## Cover Photo

Hellebores in February

*By Debbie Bennett*

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## Important Dates

March 17	St Patrick's Day
April 5	Easter
April 20	Last Day for Delegate Nominations
April 28	Last Day for District Meetings
May 10	Mother's Day
May 13	Delegate Ballots Mailed to Members
May 25	Memorial Day Holiday
June 7-10	State Convention



**President**

*Elaine Althoff*

# Time to Gear Up For The State Convention

I hope everyone got through our first winter storms, safely, as this weather event blanketed all of North Carolina. It also had our stewards' phones ringing off the hook as many violations occurred. The

weather event Fern rescheduled the South Atlantic Conference to February 28 to March 2<sup>nd</sup>.

**Mini Mail survey** will be held February 21-March 6, 2025. Route evaluations will take effect on Saturday, April 4, 2026.

State Board will be meeting preparing for the State Convention.

As our Legislative work-up begins, we hope you will reach out to your legislators/aides for their support on the anti-privatization resolution and the Protect Our Letter Carriers Act.

**Spring Meetings:** Spring Meetings will be scheduled soon. Stay informed as your assigned State Officer will have your district meeting posted on the State website as meetings are confirmed. I remind District Presidents and Secretaries that the time frame is a lot shorter than in years past due to us moving the convention so as not to coincide with Father's Day and Juneteenth.

**State Convention 2026.** This year, our State Convention will be in Greenville, NC, as stated in our previous newsletter. The dates are June 7 through June 10 at the Greenville Convention Center, 303 SW Greenville Blvd. We will have a choice from among three hotels: Hampton Inn, Holiday Inn, and Hilton.

The **Group code for each hotel is different** and will be posted soon. This year's theme is pirates. It is optional to dress up; just a reminder, you don't have to dress up to have a good time.

If you're preparing a resolution or constitutional change, some key takeaways are:

1. **Proper Submission:** You must use the correct forms and submit them to the State Secretary-Treasurer. If submitted late or without proper notice,

the proposal may only be considered under New Business, and you might not be heard due to a vote to hear them.

2. **Be Present for the Discussion:** If you submit a proposal, you need to be at the convention to explain your rationale and answer any questions. It's essential for the delegates to understand your intent and for the discussion to happen. I would like to add that just because someone objects to your resolution does not mean they don't like it, what it means is they want to discuss and debate it. They don't want it to go overlooked; they want to better understand the maker's intent. This is why you will need to be in attendance.

3. **Committees' Role:** The Resolutions Committee reviews and discusses the implications of resolutions, ensuring that every proposal is carefully considered. The Constitution Committee handles proposed constitutional amendments, making sure any changes align with both state and national constitutions.

4. **Debate and Voting:** The process involves structured debate, with time limits and rules about how long members can speak. The aim is to ensure thorough discussion, allowing delegates to make informed decisions on the proposals. (See Standing Rules)

5. **Resolutions and Constitutional Changes:** Resolutions can either be binding or non-binding, while constitutional amendments require a two-thirds majority for adoption. The National Constitution takes precedence over the state constitution, and amendments should be in harmony with national changes.

6. **Parliamentary Procedure:** Everything follows Robert's Rules of Order, ensuring that the convention runs smoothly and in an organized manner. Knowing the rules for speaking, debating, and voting is crucial for participating effectively.



## Chaplain

*Jesse Ray Farmer Jr.*

Delivering mail—especially in rural areas—takes patience, resilience, and quiet courage. Long roads, changing weather, difficult routes, and occasional misunderstandings are all part of the job. Over time, these

challenges can feel heavy. Yet many people throughout history have faced opposition and hardship with steady perseverance—and their stories can remind us that peace is possible even in difficult seasons.

In the 1940s, after communist rule took over Romania, a pastor named Richard Wurmbrand continued to share hope and encouragement in secret. He spent 14 years in prison for his beliefs but refused to let bitterness take over his heart. After his release, he helped begin Voice of the Martyrs, an organization that supports people who face hardship because of their convictions. His life reminds us that inner peace does not depend on easy circumstances.

Hundreds of years earlier, the biblical figure Daniel served faithfully in a foreign government. Though he worked hard and earned respect, others opposed him because of his background and beliefs. When pressured to compromise, Daniel stayed true to his values. He was punished unfairly, yet he remained calm and steadfast. His story reflects how integrity and perseverance can bring peace, even when misunderstood.

Most of us will never face prison or a literal “lion’s

# Peace During Opposition

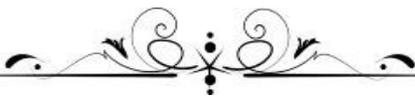
den.” But adversity still finds its way into everyday life. It may come through family struggles, health concerns, financial stress, job changes, or the quiet exhaustion that builds after long days on the road. Some days, simply showing up and doing your best takes real courage.

Not every story ends with an immediate rescue. In the 1950s, missionary Jim Elliot traveled to remote areas of Ecuador hoping to build relationships and share hope. He and his companions lost their lives in the process. Yet his story did not end there. Others continued the work he began, and years later, his wife returned with forgiveness and compassion. His life shows that even painful losses can inspire goodness in others.

For rural carriers, perseverance may look quieter—but it is no less meaningful. It shows up in safely navigating long routes, treating customers with kindness, staying dependable when conditions are tough, and continuing forward even when recognition is limited.

You may not always have clear answers about the future. You may not know how today’s struggles will shape tomorrow’s outcomes. But when you live with integrity, courage, and compassion—whether grounded in faith, personal values, or a desire to serve—you create stability not only for yourself, but for everyone you encounter.

Peace does not mean the absence of difficulty. It means learning to walk through it with resilience, purpose, and hope—one mile, one delivery, and one day at a time.



## Obituaries

**Donald Bruce “Don” Griffin**, 85, of Monroe, NC died Saturday, February 15, 2025. He was born in Union County, NC on January 27, 1940, son to the late Carneice Griffin and Mary Elizabeth Lowery Griffin.

He is also preceded by his two sisters, Iris Kiker, Ann Deese, and son-in-law Corwen Parker.

He is survived by his loving wife of 64 years, Martha Funderburk Griffin, son, David B. Griffin (Renea), two daughters, Angela Parker, Donna Haney (Greg), brothers, Emsley Griffin (Martha) and Jackie Griffin, sisters, Barbara Bodenheimer, Vickie Griffin, and Denise Presslar (Rodney), four grandchildren, Matthew Haney, Wil Griffin (Lyndsay), Miranda Huneycutt (Jeremy), and Morgan Hall (Stanton), as well as four great-grandchildren, Aiden Griffin, Ava Huneycutt, Hudson Hall, and Haisley Hall.



**Executive Committeeman**  
*Telisha Locklear*

# Retirement Goes Online

The USPS has introduced a new online retirement application. Changes take effect as of January 1, 2026.

During the weekly Zoom meeting, they provided two slides that provide a brief background on the (ORA) system. The slides state that

anyone starting an immediate retirement process should call HRSSC and provide their personal email address associated with their LOGIN.GOV account.

HRSSC will then send them a link to that email so the carrier can proceed with the online application. Remember to upload PDF files to the application when prompted for their SF 2818 (continuation of life) and, if applicable, a marriage certificate, a DD-214, or other documents needed.

As always, it is beneficial for carriers to have their *PS form 50* and to request an ANNUITY ESTIMATE from Eretire or HRSSC.

These provide much-needed information for the retirement process, such as retirement computation date and what FEGLI coverage you currently have. There are videos posted on [opm.gov](http://opm.gov) for the new online retirement. Disability retirements are still accepted in paper format. Remember, you can get an annuity estimate if you are 5 years away from retirement. The ORA is available to aid with tech support related to the ORA system. Only HR can

help you with accessing the ORA account, resetting your digital signature pin, checking the status of your retirement application, and answering questions about retirement benefits or eligibility. We are all working toward this goal to retire lets learn together.

## Tips for the new online retirement system

### 1. Ensure You Have a LOGIN.GOV Account

- Confirm that your LOGIN.GOV account is active and associated with your personal email address.

### 2. Contact HRSSC to Start the Process

- Call HRSSC at 877-477-3273, Option 5.
- Provide your personal email address linked to your LOGIN.GOV account.

### 3. Watch for the ORA Link

- HRSSC will send a link to your email for accessing the online retirement application.

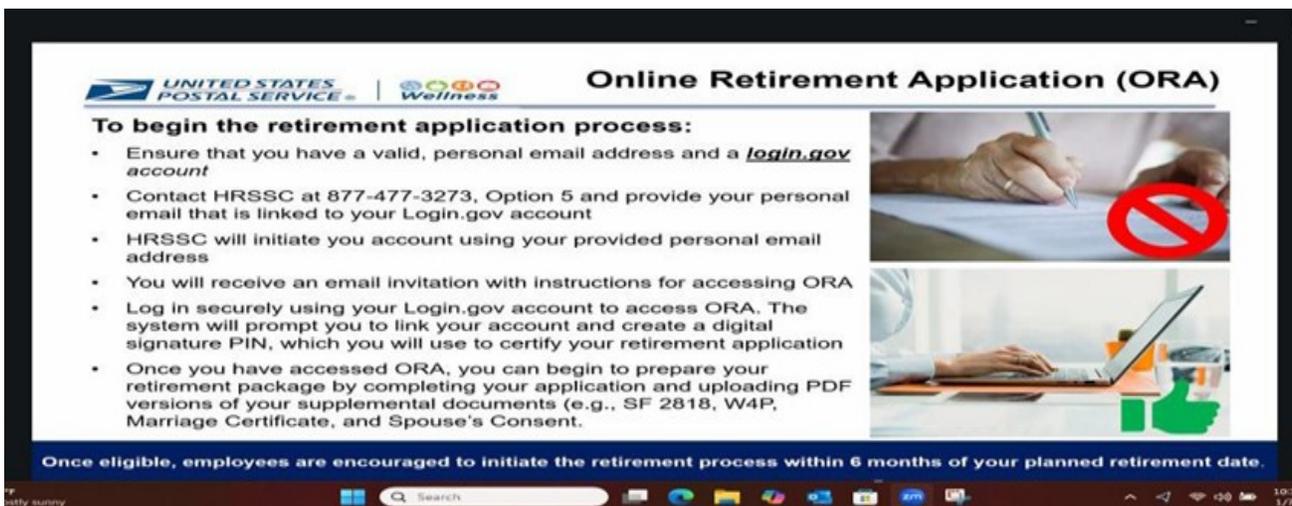
### 4. Log In and Access the Application

- Use your LOGIN.GOV credentials to access the ORA system.

### 5. Prepare and Upload Required Documents

- Upload PDF files as prompted, including:
  - ✦ SF 2818 (Continuation of Life Insurance)
  - ✦ Marriage certificate (if applicable)
  - ✦ DD-214 (if applicable)
  - ✦ Other necessary documents

*(Continued on page 7)*



# Rural Carrier Benefit Plan Deductibles and How They Work



**Executive  
Committeeman**  
*Tracy Greer*

## Your Deductible Resets Every January 1

As a reminder, the **Rural Carrier Benefit Plan (RCBP)** deductible is based on the calendar year. This means your deductible resets every January 1, and any deductible amounts you paid in the previous year do not carry over.

Some services such as primary care provider (PCP) office visits and specialist office visits do **not** apply to the deductible. You will continue paying only the applicable copay for those services. In addition, covered preventive care received from in-network providers continues to be covered at 100%, with no deductible.

Please keep in mind that only 30-day supply prescription medications apply toward the prescription deductible. A 90-day supply prescription is **not** subject to the deductible.

For complete details about your coverage, including what does and does not apply to the deductible, please refer to the official RCBP Plan brochure, which outlines all benefits, definitions, limitations, and exclusions.

For questions or additional information about your benefits, visit [RCBPHealth.com](http://RCBPHealth.com) or call 1-800-638-8432 (TTY: 711).

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*(Continued from page 6) Retirement*

## 6. Gather Supporting Information

- Have your PS Form 50 ready.
- Request an annuity estimate from Eretire or HRSSC to review your retirement computation date and FEGLI coverage.

## 7. Review Online Resources

- Watch instructional videos on [opm.gov](http://opm.gov) about the new online retirement process.

## 8. Know the Exceptions

- Disability retirements must still be submitted in paper format.

## 9. Seek Support as Needed

- Contact ORA for technical support with the system.
- Only HR can assist with account access, resetting your digital signature PIN, checking your application status, or answering questions about retirement benefits and eligibility

**10. PLAN. YOU CAN REQUEST AN ANNUITY ESTIMATE IF YOU ARE WITHIN FIVE YEARS OF RETIREMENT**

# Spring Brings New Hazards

As winter fades and spring settles in across North Carolina, rural carriers face a new set of safety challenges. March and April can feel like a welcome break from cold weather, but these months bring unpredictable conditions that deserve just as much attention as winter hazards.

## Changing Weather & Road Conditions

Early spring weather in NC is anything but stable. Morning temperatures can still dip near freezing, especially in shaded areas, creating slick bridges, back roads, and driveways. Frequent rain can turn rural gravel roads muddy, rutted, or even washed out.

### Safety tips:

- Slow down on curves, hills, and unpaved roads
- Be cautious of soft shoulders and hidden washouts after heavy rain
- Watch for fog in low-lying areas during early morning hours

## Increased Traffic & Farm Activity

Spring means more vehicles on rural roads. Farmers begin moving equipment, school sports ramp up, and warmer weather brings more traffic, bicycles, and children outdoors.

Stay alert by:

- Expecting slow-moving farm machinery on back roads
- Scanning constantly for children, pets, and animals near mailboxes
- Using extra caution when pulling in and out of driveways

## Yard Hazards & Animal Awareness

With warmer weather, dogs are more likely to be outside — and if children are present, dogs may be even more protective. Also, uneven ground, hidden holes, and slick grass increase the risk of slips, trips, and falls.

Protect yourself by:

- Staying alert for dogs and carrying dog spray at every dismount
- If you feel unsafe due to an unsecured dog, do not exit the vehicle until the dog is secured
- Watching your footing at dismounts, especially after rain
- Wearing slip-resistant footwear appropriate for changing conditions



**Executive  
Committeeman**  
*Alicia Pressley*

## Pollen, Fatigue & Hydration

Spring allergies can impact alertness, especially when combined with longer daylight hours and fluctuating temperatures.

Don't forget to:

- Stay hydrated, even on cooler days
- Take prescribed allergy medications responsibly
- Carriers with known severe allergies are encouraged to:
  - \*\*Carry prescribed emergency medication (such as an EpiPen)
  - \*\*Keep it accessible — not buried in a bag or vehicle
- Get adequate rest to stay focused and alert on the route

## A Season of Awareness

Spring is a time of renewal, but it's also a reminder that every season brings its own risks. Staying aware, slowing down when conditions change, and looking out for one another helps ensure every rural carrier makes it home safely.

*Safety isn't seasonal — it's year-round.*

# Shall We Gather...

It's that time of year where we meet as local NCRLCA districts to do business. North Carolina has 31 districts divided amongst the 100 counties. Here is a peek behind the invitation members receive, what goes into planning and what must and can be accomplished when you gather.

Per the Constitution Section IV 4 D, all district business meetings for the purpose of election of district officers and state delegates, must be held no later than forty (40) days prior to the beginning of the state convention. With this year's state convention beginning June 8th, your meeting must be held April 28th or sooner.

Your district president or secretary/treasurer must coordinate with the assigned full time ADR, state board member and restaurant to lock in a date and time. Invitations must be made, printed and mailed early enough to arrive in your mailbox so you can put it on your busy schedule. Are you starting to notice the back planning needed? This is why it's so important to RSVP if you are coming to your meeting.

## District Meetings

District Meetings for the election of local officers and State Delegates are fast approaching. Meetings must be held prior to April 28th this year. Please check the state website [www.NCRLCA.org](http://www.NCRLCA.org) events calendar for the date, place and time for your local meeting.

Members that are not be able to attend the local district meeting, who wish to be delegates to the State Convention or wish to run for district office, must let the Secretary of their district know ahead of their meeting date. This should be done in writing and the Secretary will add them to the nominations list to be voted on at the meeting.



**Vice President**

*Jay Schreiber*

The meetings are for union members (which may include spouses and children as auxiliary/junior members) as we are doing union business. But non-members can and are required to join at the meeting or they will be asked to leave. Those that want to be a delegate to the state convention need to have their names submitted at the meeting to be voted on. Names are not allowed to be added afterwards.

District officers shall consist of a President, Vice-President, Secretary/Treasurer, and such other officers a district might desire. District officers form the medium of exchange and point of contact between state officers and association membership. District officers shall make a reasonable effort at all times to promote the work of the Association. It is personally an honor to be able to swear in elected officers who have stepped up to serve their districts.

If you have ideas about changing the contract or constitution, bring your written resolutions and constitution changes so they can be discussed and voted on at the district meeting. They then can be presented at the state convention. Get there and have your voice heard.

You can make a difference; you can make a change.

You can start a fire; you can be the flame.

# Official Convention News

## National Convention

### National Delegate Election by Secret Ballot

This year the National Convention will be held in Grapevine, Texas from August 18-21 2026.

A secret ballot election for the delegates of the North Carolina RLCA to the 2026 NRLCA National Convention will be conducted by mail.

**The deadline for delegate nominations this year is April 20, 2026.**

Anything received after that date will be returned to the sender as post office box closed.

Ballots will be mailed to members between May 4 and May 14, 2026.

Any eligible member who does not receive a ballot or whom spoils a ballot may request a new ballot by contacting the Election Committee Chairperson, Debra Bennett at 910-850-6370. If you request and return another ballot, only the replacement ballot will be counted.

Counting of the National Delegate ballots will take place on Saturday June 6, 2026 beginning at 10:00

AM at Greenville Convention Center in Greenville, NC.

Any candidate or their designee may observe the ballot tabulation.

Included here are the rules for delegate nomination from the *NRLCA constitution*, Article VI.

### Section 2. Delegates

#### A. Eligibility

2. Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such “good standing” status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.

3. A member who accepts or acts **at any time in any capacity** normally performed by a manager from the end of one Convention to the end of the next Convention shall be ineligible to be nominated or serve as delegate.

*(Continued on page 11)*

## Wanna Be a Delegate to National?

Nominations for delegates to the National Convention in Grapevine Texas are due no later than April 20, 2026. The Post Office box will be closed on April 20 at 4:30 pm. If your nomination is not received by April 20, it will be returned to you and your name will not be on the ballot.

The nomination form and the address to mail the form to is in every addition of the National Magazine starting in December through April.

Please mail your nomination form in as early as possible. We all know it takes longer to process and deliver the mail these days.

After the Election Committee receives your nomination, you will receive a confirmation postcard from Vicki. If you do not receive a confirmation postcard within 5-7 business days please call Vicki. You may have to resend it.

Thank you,  
Debbie Bennett  
Election Committee Chair

# Official Convention News

(Continued from page 10)

## B. Nomination

1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to a pre-arranged post office box on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot and instructions shall be posted on the NRLCA website and in all published issues of *The National Rural Letter Carrier* from February – May.

2. Nominations must be received in the pre-arranged post office box at least 50 days prior to the opening of the state convention (*This year that day is April 20, 2026*).

## State Convention

The State Convention will be held at **Greenville Convention Center in Greenville, NC** on June 7 thru June 10, 2026 with the business session starting on Monday June 8. Complete address and reservation information for the State Convention can be found on page 13 of this issue.

Elections for the positions of President (one year term), Vice-President (one year term), Secretary-Treasurer (two year term) and Executive Committeeman (three year term) will be conducted on Wednesday June 10, 2026.

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

### Section 3. State Delegates.

- A. All districts shall be entitled to one delegate vote for each six paid-up members or a fraction thereof.
- B. No delegate shall represent more than one district.

- C. No district shall be represented in the State Convention by proxy.
- D. The total delegates from a district (if not in full attendance) may be voted by the one or more delegates in attendance.

## State Convention Preregistration

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

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

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

This complies with labor laws which require that delegates must be elected by a direct vote of the membership.

Mail the completely filled out and signed preregistration form to me. (Form on page 15) Please print clearly as an illegible registration may cause it to be deemed unacceptable.

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

Forms may be copied and will also be available on the website [www.NCRLCA.org](http://www.NCRLCA.org).

**Forms must be received by May 7, 2026.** Please send in as early as possible.

### ARTICLE VI, Section 4 State Delegate Compensation

- A. State delegates shall be compensated up to \$100.00 per each completed business session day of attendance at the State Convention for expenses.
- B. The state shall set aside a total amount equal to the rate of .00017% of a 40 hour, Step C, Table 1

(Continued on page 12)

# Official Convention News

## North Carolina Membership Totals

as of February 20, 2026

\* totals will be recalculated & may change prior to our State Convention

(Continued from page 11)

District	District Name	Members	Delegates
1	ALAMANCE	60	10
2	ALBEMARLE	93	16
3	BRUSHY MOUNTAIN	140	24
4	ALLEGHANY-ASHE	34	6
5	PEACH BELT	62	11
7	ROANOKE-CHOWAN	55	10
8	SOUTHEASTERN	269	45
9	BURKE-CALDWELL-CATAWBA	170	29
10	FOOTHILLS	111	19
11	SMOKY MOUNTAIN	132	22
12	DURHAM-ORANGE	119	20
14	CASWELL-ROCKINGHAM	59	10
16	CENTRAL CAROLINA	120	20
20	SANDHILLS	231	39
23	SEA LEVEL	232	39
24	WAKE COUNTY	458	77
25	TRI COUNTY-UPPER WAYNE	159	27
26	YADKIN RIVER	169	29
28	SIX COUNTY	157	27
29	CLEVELAND-GASTON-LINCOLN	194	33
30	GUILFORD COUNTY	161	27
34	JOHNSTON -NORTH HARNETT	117	20
36	MCDOWELL-MT MITCHELL MADISON-BUNCOMBE	169	29
38	MECKLENBERG	357	60
42	RANDOLPH-DAVIDSON MONTGOMERY	122	21
44	ROANOKE BEAUFORT-HYDE-N. PITT	152	26
47	RUTHERFORD-POLK HENDERSON-TRANSYLVANIA	100	17
50	PIEDMONT	259	44
52	TIDEWATER	303	51
54	UNION COUNTY	126	21
57	WATAUGA-AVERY	56	10
	<b>North Carolina Total</b>	<b>4946</b>	<b>839</b>

regular rural carrier's yearly pay for each member on the rolls on June 30, to be used to pay state delegates. (proviso first deposit will be July 2019)

- C. These funds shall be held in an interest-bearing account.
- D. The maximum amount to be paid out per year will be \$60,000.
- E. Any state delegate to the State Convention who is being compensated for the State Convention by State or National funds shall not receive state delegate pay.
- F. All state delegate checks will be mailed by July 31 or within 30 days of the close of the State Convention if delayed
- G. All state delegates must pre-register by submitting the registration form that will be printed in the convention issue of the state newspaper and on the North Carolina website.
- H. Preregistration forms must be received by the Secretary Treasurer at least 30 days prior to the opening of the State Convention. *(That day is May 7th this year.)*
- I. Verification of attendance will be the responsibility of the local President or the local Delegate-at-large.
- J. Disputes will be settled by the State Board.

# Official Convention News

## Official Convention Call

**North Carolina Rural Letter Carriers' Association**

**121st State Convention**

**June 8 thru June 10, 2026**

**Greenville Convention Center**

**303 SW Greenville Blvd.**

**Greenville, NC 27384**

Official notice is hereby given that the North Carolina Rural Letter Carriers' Association State Convention will convene at the Greenville Convention Center in Greenville, North Carolina on June 7-10, 2026.

Business begins at 8:00 am on Monday, June 8, 2026. Elections for the positions of President (one year term), Vice-President (one year term), Secretary/Treasurer (two year term) and Executive Committeeman (three year term) will be conducted on Wednesday, June 10, 2026.

We will be utilizing three hotels around the Convention Center. You may take your pick.

**Hotel #1**

Hilton, 207 SW Greenville Blvd. Greenville, NC 27834

Room rate is \$169.99+ tax/night

Call 252-355-5000 Group code is NCRICI

**Hotel #2**

Hampton Inn, 305 SW Greenville Blvd. Greenville, NC 27834

Room rate is \$159.99+ tax/night (includes breakfast)

Call 252-355-7400 Group Code is 90G

**Hotel #3**

Holiday Inn, 203 SW Greenville Blvd. Greenville, NC 27834

Room rate is \$149.99+ tax/night

Call 252-355-8300 Group code is RLC

Online links to all hotels will be available at the [NCRLCA.org](http://NCRLCA.org) website.

**Reservations must be made by May 7, 2026 for our special rate.**

# Official Convention News

## Candidate Announcements for State Office

The state officer positions up for election are President (one year term), Vice-President (one year term), Secretary-Treasurer (two year term) and Executive Committeeman (three year term).

To have your candidacy announcements printed in our newsletter they **must be received by April 15, 2026**. Any late submissions will not be printed.

All articles are limited to a maximum of **150 words** and will be cut off at that point. They will be printed verbatim with no editing by the editor. In other words, you are responsible for all the content of your submission.

Announcements will appear in the NCRC May/June issue.

**Carriers currently serving in a management position are NOT eligible to run for a position in the Union.**

# Tuesday June 9th



The PAC banquet will have a pirate theme this year, We encourage you to embrace our theme and grab an eyepatch or cutlass and join us for a night of fun.

A PAC donation is required for dinner. (Eyepatch not required)

# Mail Before May 7th!

## 2026 PRE-REGISTRATION FORM NCRLCA

### STATE DELEGATE for District \_\_\_\_\_

Please print clearly.

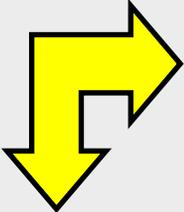
Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_

I submit my name as a candidate for delegate to the 2026 North Carolina State Convention.



**I understand that I must also be duly elected as a delegate at my local district elections.**

Signature of Member: \_\_\_\_\_

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

### Section 2~Include with your registration

We need these numbers to adequately prepare the number of meals provided to you.

All other meals are on your own.

CHECK HERE \_\_\_\_\_ if you are a first time attendee

and YES \_\_\_\_\_ I **will** attend the 1st Timers breakfast on Monday morning

or NO \_\_\_\_\_ I **will not** attend the 1st Timers breakfast on Monday morning

Number of people in your party attending lunch on Monday \_\_\_\_\_

Number of Children registered with the Juniors for lunch on Tuesday \_\_\_\_\_

Number of meals for the PAC Banquet \_\_\_\_\_ (REQUIRES A PAC DONATION)



# Recommendations for Writing NRLCA Resolutions

Conceptually, NRLCA resolutions can be classified into two categories – *Binding or Non-Binding* directives.

A **binding** resolution is a directive to the NRLCA. They have complete control over the task without involving another party.

A **non-binding** resolution tasks the NRLCA to negotiate for a change. It cannot be implemented unless agreed to by another party. This is usually through our contract negotiations.

## Category

The title must appropriately reflect the intent of the resolution.

Choose the appropriate category that your resolution addresses and check the box it pertains to.

## Format

Resolutions begin with “**Whereas**” statements, which provide the basic facts and reasons for the resolution, followed with the “**Resolved**” statements which, identifies the specific proposal for the course of action. They conclude “**Intent or Reason for Change**” which helps explain the why of your resolution.

## Whereas Statements

Background or “Whereas” information provides the rationale for the “resolved” course of action.

The whereas statement(s) should lead the reader to your conclusion (resolved).

In writing whereas statements, begin by introducing the topic of the resolution. Be factual rather than speculative and provide or reference statistics whenever possible.

The statements should briefly identify the problem, advise the timeliness or urgency of the problem, and the effect of the issue.

## Resolved Statements

Resolved statements are the only parts of a resolution that will be presented to the delegates to be acted upon.

The Resolved statement is focused, stands alone (without reference to whereas statements or intent statements), and provides a specific, clear direction or action for the NRLCA to pursue should it be adopted. A clearly stated single sentence is the preferred format for the Resolved statement.

**The “Be It Resolved” must be fully understood and should stand alone.**

## Intent or Reason Statements

Intent or Reason statements are further explanations of your resolution. They may help get your point across to the committee but will not be printed for the delegates to view.

Resolutions can be submitted to the Resolutions Committee without a ***Whereas or Intent/Reason for Change***.

# NRLCA RESOLUTION

The following proposed Resolution change is being presented by \_\_\_\_\_ and is hereby submitted to the Resolutions Committee of the North Carolina Rural Letter Carriers Association at the 2026 State Convention in Greenville, NC for consideration and appropriate action.

## Check Appropriate Box

Binding  
 Non-Binding

## Issues

*Check one*

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

The following procedures are suggested for effectively presenting Resolutions:

1. Place only one Resolution per sheet.
2. Print legible.
3. Indicate the issue this resolution concerns (above).
4. Identify any Handbooks, Manuals, or Written Documents to be amended:  
By: (a) Name of Document \_\_\_\_\_  
(b) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_
5. Explanatory paragraphs should be headed as follows:  
(If spaces below are inadequate, use additional sheets with the appropriate heading).

## WHEREAS

## BE IT RESOLVED

## INTENT OF / REASON FOR CHANGE

**Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390**  
To be presented to the Resolution Committee at the 2026 State Convention

# NRLCA CONSTITUTION CHANGE

The following proposed Constitution change is being presented by \_\_\_\_\_ and is hereby submitted to the Constitution Committee of the North Carolina Rural Letter Carriers Association at the 2026 State Convention in Greenville, NC for consideration and appropriate action.

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

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

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

## **PRESENT LANGUAGE:**

## **PROPOSED LANGUAGE:**

## **INTENT OF/REASON FOR CHANGE:**

**Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390**  
To be presented to the Constitution Committee at the 2026 State Convention

# GUIDELINES FOR SELECTION OF OUTSTANDING MEMBER OF THE YEAR

## *I. Method of Selection*

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

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

## *II. Eligibility for Award*

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

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

## *III. Criteria for Selection*

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

(a) The service rendered by the candidate to the Rural Letter Carriers' Association;

(b) Attendance and participation in local, state and national meetings;

(c) Willingness to accept responsibilities and dedication in performing those duties;

(d) Fraternal Attitude to others of the Rural Carrier Craft.

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

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

## *IV. Presentation of Award*

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

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

## *V. Other*

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

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

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

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

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

Dale Sain  
6289 Nobby Lail Rd  
Connelly Springs, NC 28612-7425

Vicki Gray  
424 Wapiti Drive  
Spring Lake, NC 28390-1562

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



**PAC CHAIR**  
*Brenda Gibbs*

Hopefully, spring is on the way and soon our spring district meetings will begin. Join us at your district meeting. There is always new information to share. PAC will be presenting information about current legislation.

We have several new opportunities and gifts available

H.R. 70 now has 231 cosponsors with 4 from our state while the Senate version (S. 147) remains at 7 with Thom Tillis the only one from our state.

H.R.1065, "Protect our Letter Carriers Act " has had the biggest gains with 174 (previously at 157) cosponsors with only 3 from our state. The Senate version (S.463) has 10 cosponsors, none of them from our state.

H.R. 1522, "Federal Retirement Fairness Act " has 125 cosponsors with only 3 from our state.

H.R. 3011, "USPS Shipping Equity Act " has 9 cosponsors.

**THE NORTH CAROLINA STATE CONVENTION**

We are excited about our State Convention coming in June and hope to see you there!

Our PAC banquet theme will be pirates. Pick out your outfit now. Tickets will be \$15 each and can be purchased ahead of time at your district meeting, or by mailing the form below with a check or money order.

Please make checks out to NRLCA PAC

Mail to: NCRLCA PAC,  
Brenda Gibbs  
5877 Turner Smith Rd,  
Browns Summit, NC 27214

All proceeds go to NRLCA PAC.

**PAC BANQUET TICKET ORDER**

PLEASE PRINT CLEARLY

NAME \_\_\_\_\_ NUMBER OF TICKETS \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIPCODE \_\_\_\_\_

Total enclosed \_\_\_\_\_ (must be at least \$15 per ticket)

Mail to: NCRLCA PAC, Brenda Gibbs, 5877 Turner Smith Rd, Browns Summit, NC 27214-9523

**CHILDREN UNDER 3 EAT FREE. TICKETS MAY BE PICKED UP AT THE PAC TABLE DURING THE CONVENTION BY THE PERSON NAMED ABOVE.**

**NO TICKETS WILL BE MAILED TO YOU**

# North Carolina PAC Donors

**These members donated to PAC between August 1, 2025 to December 31, 2025.**

Elaine Althoff	Robert Barron	Debra Bennett	Brittany Blackwood
Stacy Bright	Celeste Britt	Wanda Burwell	Annette Butler
Doug Byrum	Robin Carnes	Tammy Carroll	Michael Caudill
Joanne Church	Dennis Conley	Samuelle Copeland	Sally Corriher
Nicole Costner	Amanda Culler	Samantha Cullifer	Christopher Derrick
Vivian Earley	Ralph Fernandez	Phillip Fulwood	Brenda Gibbs
Claire Glass	Elissa Gonzalez	Vicki Gray	Tanisha Green
Tracy Greer	Robert Gurganus	Richard Hamlett	Cory Hand
Shelly Hargett	Derick Harpe	Sheron Harris	Donna Hazel
Van Heath	Kathy Hedrick	Mary Hill	Catherine Hogan
Jerry Huffines	Eric Hunter	Robert Inman	Eileen Jensen
Bonnie Johnson	Glen Johnson	Renee Johnson	Mary Josewitz
Kelly Kenny Futch	Janet Kight	Cynthia Klamer	Georgia Kline
Traci Lewis	Telisha Locklear	Mary Mangum	Crystal McIntyre
Mark McKendree	Ashley McLaughlin	Norbert Mildner	Amber Morris
James Morrison	Deborah Neal	Reginald Neal	Kristina Parks
Denise Peay	Alicia Pressley	Brenda Prevatte	David Rasnick
Tiffany Ratliff	Cecil Reaves	Lue Ellen Reavis	Clarence Rogers
Jay Schreiber	Jasmine Scott	James Simmons	Bethany Small
Barbara Smith	Christina Snipes	Lori Snyder	Audrey Solomon
Pam Swann	Lisa Talini-Zamora	Brett Thomas	Teresa Tingler
Nina Turner	Michelle Vance	Sylvia Wagner	Doretha Wagoner
Sara Waisner	Bruce Watford	Brandi West	Betty Westbrook
Heather Whitener	Jennifer Yankaitis		

# Thank you!



# ARMED FORCES VETERANS CLUB



The Armed Forces Veterans Club (AFVC) is a fraternal organization composed of veterans or anyone who supports their goals of providing financial support for high school seniors and college students whose parents and grandparents are NRLCA AFVC members. All proceeds go to provide \$150 scholarships for students to further their education.

If you are a member of the AFVC and have a child or grandchild who will be pursuing a higher education for the 2026-27 academic year, fill out and return the application on the next page (page 12) of this newspaper. The application is **due by May 31<sup>st</sup>, 2026** for the state scholarship. Any applications received after that date will be forwarded to national and entered in the national AFVC drawing. If the applicant is entered in the state drawing and does not win a state scholarship, their application will also be forwarded to the national committee and included in the national drawing. Have the applicant mail their form to:

Mike Shue  
325 ED Weavers Rd.  
Salisbury, NC 28146

Thank you for your continued support of our veterans and our children and grandchildren.

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

# HAPPY EASTER

*Sunday, April 5, 2026*

**Mail application to:** Mike Shue  
325 ED Weavers Rd.  
Salisbury, NC 28146

Must be received by **May 31, 2026** for State award.  
Any late entries will be forwarded to National AFVC for entry in the National drawing in August.

## NCRLCA - Armed Forces Veterans Club



### Application for Scholarship

Applicant Name: \_\_\_\_\_

Permanent Address: \_\_\_\_\_

City/ST/Zip: \_\_\_\_\_

Applicant Phone: \_\_\_\_\_ cell / land

Applicant email: \_\_\_\_\_

Name of Sponsoring AFVC Member: \_\_\_\_\_

Sponsor's State Association: \_\_\_\_\_

Relationship to Sponsor: \_\_\_\_\_

School Name: \_\_\_\_\_

Seeking degree in: \_\_\_\_\_

Best of luck in your future endeavors!

Please complete all information above neatly and legibly.

.....  
(for administrative use)

Date rec'd:

# Assigned:

Scholarship

Alternate

Ck#

Rec'd documentation

Receipt

Transcript

Other

**WHY ALL RURAL CARRIERS NEED TO HAVE NATIONAL GENERAL**

**TOP 10 REASONS TO GET A QUOTE FROM NATIONAL GENERAL INSURANCE:**

10. They are the only insurance company endorsed by the NRLCA for your vehicles, homes, and more.
9. Government-provided routes can get the Rural Letter Carrier Preferred route discount on their “back-up” vehicle.
8. Free auto glass repair by Safelite Auto Glass for window cracks smaller than a quarter. (If you have comprehensive coverage.)
7. Up to a full-size rental car, while your vehicle is being repaired due to a covered loss. (If you purchased the coverage on your policy.)
6. National General understands the Federal Tort Claims Act, so you won’t pay for coverage you don’t need.
5. As a member of the Allstate Insurance family, we can give you quotes from other companies when you don’t use your POV or are retired.
4. We also insure your other personal vehicles and motorcycles, recreational vehicles, watercraft, ATVs, golf carts, gators, mini-bikes, 4-wheelers, flood, and umbrella insurance to save you even more.
3. A dedicated customer service number (1-855-RLC-VIPS, 1-855-752-8477) is exclusively for NRLCA members with policy changes, billing, and policy questions.
2. Calling to get a quote is easy – dial 1-888-325-7727 to get the preferred rates for being a rural carrier. You won’t get those rates by going to a local agent or searching for National General online.



**And the number 1 reason!**

By calling **1-888-325-7727** with code RRP to get a quote and providing a valid email address, you will receive a \$10 e-gift card from Rybbon.net with a list of businesses to choose from, no purchase necessary. You get that \$10 e-gift card just for calling for a quote. All rural carriers, RCA’s PTF’S active and retired, friends and family can call this number to get a quote!

**NCRLCA Dues for 2025-2026**

<b>Regular, PTF...Cash.....</b>	<b>\$877.00</b>
<b>1187...Bi-Weekly.....</b>	<b>\$33.73</b>
<b>Retired.....Cash.....</b>	<b>\$115.00</b>
<b>1187R...Monthly.....</b>	<b>\$9.58</b>
<b>RCA, ARC.....Cash.....</b>	<b>\$293.00</b>
<b>1187.....Bi-Weekly.....</b>	<b>\$11.27</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.

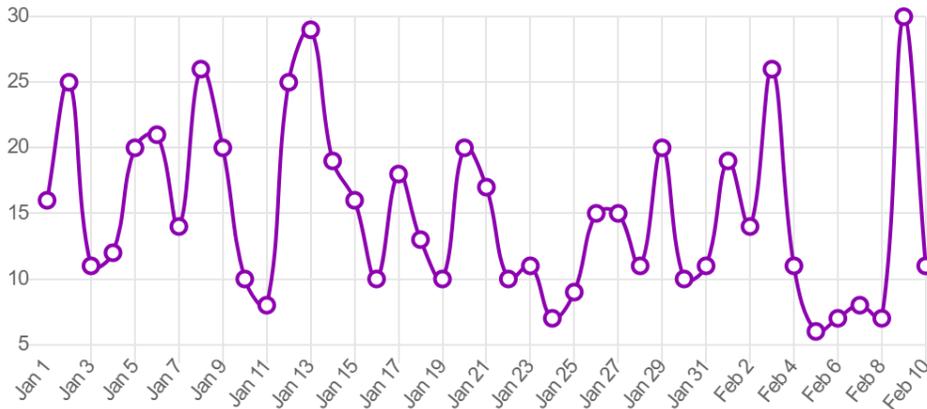
# SPRING IS ON THE HORIZON

During the first forty-one (41) days of 2026, we had back-to-back winter storms that dumped ice and snow across every North Carolina county, creating hazardous road conditions that led to the postponement of the South Atlantic Conference (SAC). Naturally, your NCRLCA State Board made this information available to you through our website.



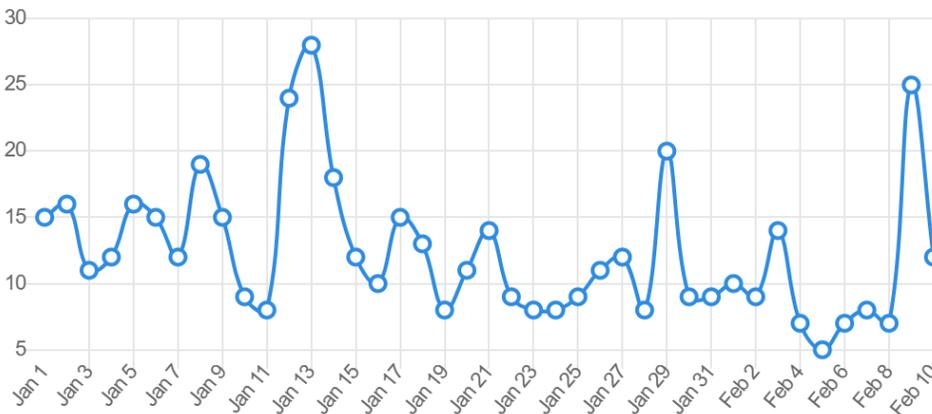
**Webmaster**  
*Renee Johnson*

## Page Views: 999



In only 5 ½ weeks, we had 999 Page Views, across 857 Sessions, from 829 Users. Top posts include the link for the Online Retirement Application, OPM Quick Guide to Federal Retirement, and the Passkey to obtain the special group rate for the rescheduled South Atlantic Conference (SAC) at Harrah’s Casino Resort in Cherokee, North Carolina.

## Users: 829



Plus, we’re already adding District Meetings to our Events Column. You know what that means.

Spring is on the horizon!

Most mail carriers are waving enthusiastic goodbyes to winter. (If you are reading this and wonder why we’re so eager for spring, reread the first sentence of this article.) In the meantime, keep checking the website for updates and useful information

If you haven’t bookmarked [NCRLCA.org](http://NCRLCA.org), or added a shortcut link, do it now, and join the members taking advantage of this valuable resource.

# RURAL CARRIER MOMENTS



Jim Morrison Jr receives Million Mile Award from Postmaster Keysha Johnson.

## Million Mile Award

Jim Morrison Jr received his Million mile award in late November.

Presenting the award is the Clayton Postmaster Keysha Johnson.

Jim has worked at the Clayton Post Office for over 35 years. Jim started his postal career in 1990. He became a regular carrier in 1995.

He remembers that when he started there were only five rural routes in the office. There are now 42 routes in the Clayton Post Office.

Congratulations Jim!

## Swannanoa Rural Carrier Lead Contributes to 2 Million in USPS Sales

Rural Carrier Connor Fetta was recognized for his contribution in generating two million dollars in sales in his area.

Connor is an rural carrier in the Swannanoa Post Office.



Connor Fetta with his Appreciation Award from USPS management.

# RURAL CARRIER MOMENTS

## Audrey Solomon Retires From USPS

Co-workers from the Clayton Post Office sponsored a celebration in honor of Audrey Solomon's retirement from the USPS. Audrey's friends and family came out to celebrate with her.

Audrey has worked at the Post Office since 1998. She Became a career carrier in 2001.

She has held worn many hats, including President of the North Carolina Rural Letter Carriers' Association.

Congratulations Audrey!

Enjoy your Retirement!



Tammy Carrol presents Audrey with an award from her co-workers at the Clayton Post Office.



Audrey's family. Husband Kelvin, Audrey, daughter Tia, son Jeremy and his wife Carolyn.

# REA CORNER

## Rural Carrier Relief Appreciation Week



RCA Deanna Witscher from Millers Creek  
Photo from Tracy Greer



Mocksville Post Office RCAs. Left to Right: James Hill, Misty Hill, Danielle Thomas, Chris Dover, Issac Macmenamin. Kneeling: Layla Smith  
Photo sent in by Jean Williams

Thank  
you!!

Thank you All  
for all you do!  
We appreciate you!



RCAs Amber Morris and Matt Williams went all out for Halloween at the Aberdeen Post Office.  
Photo from Amber Morris

## North Carolina District Representative

### Cliff Workman

PO Box 408  
Catawba, SC 29704-0408  
803-748-6155

[William.Workman@nrlca.org](mailto:William.Workman@nrlca.org)

## Full Time Assistant District Representatives

### Eddie Moss

PO Box 1271  
Gaffney, SC 29342-1271  
864-504-1712

[Eddie.Moss@nrlca.org](mailto:Eddie.Moss@nrlca.org)

### Ralph Fernandez

PO Box 155  
Spring Lake, NC 28390-0155  
919-508-7636

[Ralph.Fernandez@nrlca.org](mailto:Ralph.Fernandez@nrlca.org)

### Tabitha Benfield

P.O. Box 3212  
Salisbury, NC 28144  
704-692-7308

[Tabitha.Benfield@nrlca.org](mailto:Tabitha.Benfield@nrlca.org)

### Gail Naillon

PO Box 12  
Roxboro, NC 27573  
336-455-3973

[Gail.Naillon@nrlca.org](mailto:Gail.Naillon@nrlca.org)

### Nathen Darden

PO Box 2156  
Kitty Hawk, NC 27949  
252-619-1588

[Nathen.Darden@nrlca.org](mailto:Nathen.Darden@nrlca.org)

### Amy Russo

PO Box 01  
Black Mountain, NC 28711  
828-508-8329

[Amy.Russo@nrlca.org](mailto:Amy.Russo@nrlca.org)

## Part Time Assistant District Representatives

### Angela Morrow

PO Box 244  
Waxhaw, NC 28173  
980-239-1291  
[angela.morrow@nrlca.org](mailto:angela.morrow@nrlca.org)

### Phillip Fulwood

PO Box 1002  
Shallotte, NC 28459  
910-712-1528  
[Phillip.Fulwood@nrlca.org](mailto:Phillip.Fulwood@nrlca.org)

### Elissa Gonzalez

PO Box 139  
Wake Forest, NC 27588  
919-559-7539  
[Elissa.Gonzalez@nrlca.org](mailto:Elissa.Gonzalez@nrlca.org)

## Area Stewards

### Celeste Britt

252-560-9162  
[celeste.britt@nrlca.org](mailto:celeste.britt@nrlca.org)

### Georgia Kline

910-303-5243  
[Georgia.Kline@nrlca.org](mailto:Georgia.Kline@nrlca.org)

### Josh Scariot

919-455-0959  
[joshua.scariot@nrlca.org](mailto:joshua.scariot@nrlca.org)

### Tamara Fisher

704-418-1078  
[tamara.fisher@nrlca.org](mailto:tamara.fisher@nrlca.org)

### Amber Morris

301-514-1041  
[amber.morris@nrlca.org](mailto:amber.morris@nrlca.org)

### Jay Schreiber

252-474-7473  
[jay.schreiber@nrlca.org](mailto:jay.schreiber@nrlca.org)

### Tracy Greer

423-707-5578  
[tracy.greer@nrlca.org](mailto:tracy.greer@nrlca.org)

### Kathy Roberson

704-534-0664  
[kathy.roberson@nrlca.org](mailto:kathy.roberson@nrlca.org)

### Lisa Talini-Zamora

336-749-3445  
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## North Carolina District Representative

*Cliff Workman*

# MOU ~ Regulars Assisting

The MOU for Regular Carriers to assist on other routes and parcel delivery on Sundays.

What does the MOU do? How does the MOU affect me as a regular?

Let me explain. When you are reading the MOU to assist, the language states: “A Regular rural carrier’s route **must** be completed prior to scheduling that volunteer regular rural carrier for service on another route in the office.

Why is this important? When you fail to properly change route on the scanner or do not complete your own route first, then you may not be getting proper credit for either route. This can also lead to over inflation of a route or deflate a

route when RRECS scans are not completed as required by RRECS guidelines.

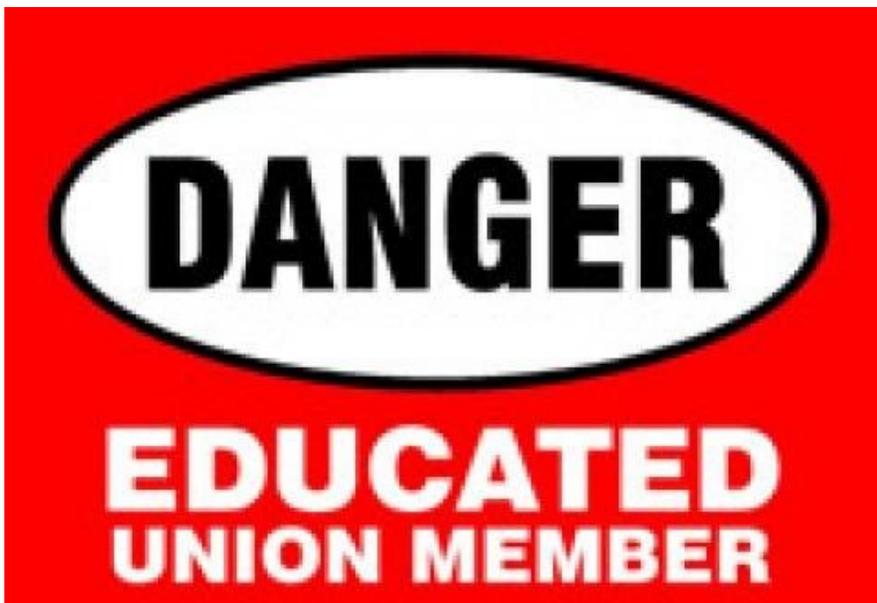
It is a violation of the MOU for regular carriers to assist on other routes before completing their own route.

Regular carriers who work their relief day and assist on other routes is a violation of the MOU to assist on other routes. It states in part: “Regular Rural Carriers who work their relief day in accordance with Article 8.5, will **Not** be scheduled to perform service on other rural routes in the office on that day.”

Higher level Management is tracking the overtime hours and investigating carriers that may be falsifying time. If you receive a letter of demand, discipline, or any other action to affect wages and hours of work, it is the position of the Union that the carrier files a grievance for any contractual or disciplinary violation. Contact your elected/assigned steward for advice. Go to management and have that step 1 discussion within 14 days from the date of incident or reasonably learning of the date of incident. This starts the grievance process. Get the grievance to your steward the same day if possible.

*“A Regular rural carrier’s route **must** be completed prior to scheduling that volunteer regular rural carrier for service ...*

The Union only has ten days to meet on a grievance once initiated at step 1 or get an extension mutually agreed to in Writing.



**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

Due to continued staffing challenges in rural delivery operations, the parties have agreed to a temporary limited modification to Article 8.1, which prohibits regular rural carriers working on Sunday; and to Article 30.1.P, which prohibits regular rural carriers from serving all or part of any rural route other than his or her assigned route.

No regular rural carrier **will be required** to work on Sunday or serve part of any rural route other than the assigned route. For the purposes of the work outlined in this MOU, regular rural carriers must **volunteer** to perform these additional duties.

Beginning on Saturday, August 23, 2025, regular rural carriers may **volunteer** to work on Sunday and may also **volunteer** to provide assistance on other rural routes in the office. Managers will ask for volunteer regular rural carriers who wish to work on Sundays to deliver packages on any route(s) in the office or perform service on other rural routes Monday through Saturday. Volunteering to work on Sunday or on other rural routes does not provide a guarantee or entitlement to work these assignments.

Prior to scheduling a regular rural carrier who has volunteered for Sunday work as identified in this MOU, management must first schedule all assistant rural carriers (ARCs), who are assigned to either the hub or associated spoke offices, and then all available leave replacements in the office, including stations, branches, and any remotely-managed post offices (RMPO), prior to scheduling volunteer regular rural carriers for Sunday work. Volunteer regular rural carriers will be scheduled for Sunday work on a rotating basis by seniority, following the scheduling of ARCs and leave replacements as outlined above.

A regular rural carrier's assigned route **must** be completed prior to scheduling that volunteer regular rural carrier for service on another route in the office. In addition, offices must comply with the provisions of Article 30.2.D, prior to scheduling a volunteer regular rural carrier to provide assistance on another rural route(s) in the office.

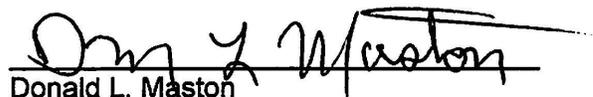
Regular rural carriers will be compensated at the overtime rate pursuant to Article 9.2.A.1.k., for hours worked on Sunday and for service on any rural route other than their assigned routes. All work hours must be recorded in the Actual Weekly Hours block on PS Form 1314. Hours worked on Sunday or spent providing service on other rural routes are also annotated in the Daily Overtime block.

Regular rural carriers who work their relief day in accordance with Article 8.5, will **not** be scheduled to perform service on other rural routes in the office on that day. Additionally, management may bypass scheduling these volunteer regular rural carriers for work on Sunday or on other rural routes if it would cause the carrier to exceed the annual workhour guarantee.

This MOU will expire May 20, 2027.



Michael J. Elston  
Vice President  
Labor Relations



Donald L. Maston  
President  
National Rural Letter Carriers' Association

Date: August 15, 2025

## NORTH CAROLINA AUXILIARY OFFICERS

### PRESIDENT

**PAMELA J. FARMER**  
4377 5 Points Rd.  
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252-566-9290  
[Pjfraypar1@gmail.com](mailto:Pjfraypar1@gmail.com)

### VICE PRESIDENT

**LINWOOD SMITH**  
1008 Dowling Road  
Raleigh, NC 27610

### SECRETARY/TREASURER

**SUE KELLY**  
4701 Main St.  
Linden NC 28356  
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### EXECUTIVE COMMITTEE

**SARAH STEWART**  
251 Cedar Drive  
Stoneville, NC 27048

**L.E. WHITE**  
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**SALLIE CONLEY**  
294 Prentiss Bridge Road  
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**CHAPLAIN**  
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**JUNIOR SPONSER**  
**HEATHER GREER**  
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### JUNIOR OFFICERS

**PRESIDENT**  
**ALLISON HOLT**

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

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

**CHAPLAIN**  
**TRENTON GREER**

## Be a Pirate and Join Us at the State Convention

## Auxiliary News

From  
President  
Pam Farmer

The 2026 North Carolina Rural Letter Carrier's Association (NCRLCA) State Convention is scheduled for June 7-10, 2026, at the Greenville Convention Center in Greenville, NC. The convention center has three pools and a shuttle service.

Greenville is home to the East Carolina University Pirates. ECU Health Medical Center is the heart of ECU Health and the main flagship hospital for the Brody School of Medicine. Greenville is known to be the educational, medical, and cultural hub of Eastern North Carolina. Greenville is known for the Tar River and South Tar River providing opportunities for outdoor activities such as fishing, kayaking, walking, and biking trails. The Greenville Museum of Art includes 19th and 20th century American art.

If you are a member of the Rural Letter Carrier Association, then your spouse, children, and grandchildren are invited to be a part of the Auxiliary. It is divided into the Auxiliary for the spouses and the Junior Auxiliary for the children and grandchildren. This is an opportunity to join in fun activities such as museums, parks, swimming and a chance to make new friends from other areas of the state for the juniors.

It is an opportunity for the auxiliary to voice your opinions, have fun, and support our spouses. There are state scholarships for graduating seniors or college students up to 22 years of age. It is important to follow directions on the applications. The applications have to be post marked by June 1, 2026.

The Juniors have contests for ages 6-20. Cash money is given to the winners. The contest entry can be mailed by the juniors to the address listed under Secretary/Treasurer, Sue Kelly on this page.

The juniors will have T-shirts given to them on the day of arrival which helps in recognizing they are part of the group. The cost of the shirts is 10 dollars. This helps in having a headcount and how many chaperones are needed for the activities. It would be helpful if registered by May 7th. The activities provided are provided at no cost to the junior.

2026 is the year for the auxiliary to provide A **Program of Support!**

Our humanitarian project: *Bananas Foster*. This is a (c) (3) nonprofit affiliate of *Banana Ball*. This organization provides

education of the community of foster care and encourages others to get involved. Please use the QR Code pictured to make a donation to this worthy cause on behalf of our Auxiliary.

For Safety we are encouraging Emergency Preparedness!

For Americanism, Flag One Etiquette



**NORTH CAROLINA RURAL LETTER CARRIERS' AUXILIARY  
SCHOLARSHIP APPLICATION**

(Please read guidelines on back before completing application)

NAME: \_\_\_\_\_ AGE \_\_\_\_\_ DOB: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ PHONE: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

**I. PARENT/GRANDPARENT INVOLVEMENT**

Name of Parent/Grandparent or Guardian: \_\_\_\_\_

Number of Years as Carrier: \_\_\_\_\_ Which Local District \_\_\_\_\_

Number of Years Active Membership in Association: \_\_\_\_\_

Number of Years Spouse Active in Auxiliary: \_\_\_\_\_

List Offices held in District or State Level of NCRLCA by Parent/Grandparent: \_\_\_\_\_

Number of Brothers and Sisters: \_\_\_\_\_ Ages \_\_\_\_\_

College Choice and / or Acceptance to: \_\_\_\_\_

Proposed area of Study \_\_\_\_\_

Status: Freshman \_\_\_\_\_ Sophomore \_\_\_\_\_ Junior \_\_\_\_\_ Senior \_\_\_\_\_

**II. ACADEMIC ACHIEVEMENT**

GPA \_\_\_\_\_ Class Rank \_\_\_\_\_ Number in Class \_\_\_\_\_

Special Recognition, Honors, Awards: \_\_\_\_\_

**III. PARTICIPATION IN ACTIVITIES AND WORK**

Juniors of NCRLCA: \_\_\_\_\_

School: \_\_\_\_\_

Community: \_\_\_\_\_

Church: \_\_\_\_\_

Work Experience: \_\_\_\_\_

Continued on next page

**NORTH CAROLINA RURAL LETTER CARRIERS' AUXILIARY SCHOLARSHIP APPLICATION**

**Page 2**

IV. NEED: (Brief Explanation) \_\_\_\_\_

\_\_\_\_\_

V. PERSONAL STATEMENT AND COMPOSITION: In your own words, explain why you wish to continue your education and include your career objectives: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

VI. REFERENCE: Submit with this application a current copy of your High School or College Transcript, with a current letter from the Advisor / Guidance Counselor / Teacher stating your academic standing, character and need verification.

VII. A scholarship check will not be issued to a winner until proof of full time enrollment in the chosen school has been verified by the Auxiliary Secretary/Treasurer.

**PLEASE READ CAREFULLY:** Application cannot be acted upon unless all items are either answered or designated not applicable.

**\*\*APPLICANT HAS NOT REACHED AGE 22 BY AUGUST 1, OF EACH YEAR APPLYING AND IS NOT MARRIED.**

**\*\*APPLICATION AND NECESSARY FORMS MUST BE SUBMITTED**

**NO LATER THAN JUNE 1ST OF EACH YEAR.**

Mail application to:  
Auxiliary of the NCRLCA  
Sue Kelly/ Secretary-Treasurer  
4701 Main St  
Linden, NC 28356

Questions, call 910-980-0820 or 910-890-2804

# NCRLCA STATE CONVENTION ~ June 8-10, 2026

**DUE BY  
MAY 7<sup>th</sup>**

## Junior Release Form

This is to certify that (**name**) \_\_\_\_\_

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

**Enclosed is the \$10 registration fee. (Required for participation)**

**T-shirt size for my child is \_\_\_\_\_**

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

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

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

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

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

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

Parent or Guardian's signature required for all participants.

**Hotel:** \_\_\_\_\_ **Room #:** \_\_\_\_\_

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

**Parent/Guardian Cell Phone Number:** \_\_\_\_\_

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

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

**Or Email form to** [HeatherGreer74@gmail.com](mailto:HeatherGreer74@gmail.com) ~ **Subject Line:** Juniors - State Convention 2026



**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

## **Cost-of-Living Adjustment (COLA) Effective March 7, 2026**

Pursuant to the release of the January 2026 Consumer Price Index - Urban Wage and Clerical Workers (CPI-W), and in accordance with Article 9.1.E, the fourth COLA adjustment of the 2024-2027 National Agreement will result in a \$250.00 increase for eligible rural carriers. This COLA adjustment will be effective March 7, 2026 (PP 2026-07). 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 **March 27, 2026**.

In accordance with Article 9.1.E.3, full COLA adjustments will apply to Table One and Step 15 of Table Two. COLA adjustments to Steps 1 through 14 of Table Two will be adjusted proportionally to each step's percentage of Step 15.

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